

Nurses Salary Schedule

Effective July 1, 2002, nurses employed by the current Cherry Creek School District will be paid in accordance with the current salary schedule.

A) Initial Salary Placement

- 1) Nurses shall be placed on the salary schedule according to their level of education attainment and years of experience as paid during the 2001-2002 school year or substantiated through proof of years earned and/or education attained. [For school years 2010-2011 and 2011-2012 see Section \(D\) below.](#)
- 2) Effective July 1, 2002, the Human Resources Department will recognize verified previous nursing experience and the nurse will advance one (1) vertical step on the salary schedule for each year of recognized service, up to a maximum of five (5) steps, i.e., placement up to step six (6) on the salary schedule in the appropriate educational column.
 1. [During SY 2010-11 and SY 2011-12, nurses hired under this provision shall be placed on the salary schedule consistent with the preceding paragraph and paid at a rate equal to an employee with the same amount of experience and educational attainment who was employed by the District in the preceding school year and advanced vertically in SY 2010-2011 and SY 2011-2012.](#)
- 3) The salary schedule will recognize previous nursing experience provided the nursing experience meets one or both of the following conditions:
 - a) If the experience occurred (is) in a public school the following applies:
 - i. The nursing experience must have occurred while the nurse held a valid nursing certificate/license issued by that state.
 - ii. One (1) full semester or more for four (4) or more hours per day will be considered as one (1) year of out-of-District experience
 - b) If the experience is in non-public schools and/or a clinical setting, the following applies:
 - i. Six (6) months or more of full time experience during a twelve (12) month period will be considered as one (1) year of out-of-District experience.

- 4) New employees will be given credit for the highest degree earned that is recognized by the salary schedule. Additional educational credits must be earned after attainment of registered nurse licensure and be verified through transcripts or similar documentation.
- 5) Returning Former Nurses
 - a) If a nurse resigns from the District and is re-employed within four (4) years, the nurse will be given full credit for in-District experience and full credit for out-of-district experience up to the limits of this policy (A)(2)(3) above and commensurate with the nurse's educational attainment.

B) In-District Credit

The salary schedule will grant vertical movement upon completion of each successful year of nursing experience. Vertical increases are not automatic, but are awarded on the basis of successful experience only for each school year as interpreted, evaluated, and administered by the Office of the Superintendent.

One year of In-District experience will be granted for nurses who work four or more hours per day either for a full semester or fifty percent (50%) or more of the regular contract as defined in Policy 4716.

C) Horizontal Movement on the Salary Schedule

Credit for contact hours or college credits will be submitted to Human Resources for credit on the salary schedule. Changes in salary will be effective the day the forms and documentation were received in the Office of Human Resources. Contact hours or college credit must be accumulated in an amount that equates to advancement on the salary schedule before being submitted to Human Resources.

Conversion to semester hours, as recognized on the schedule, is in accordance with the table below:

- One (1) semester hour = fifteen (15) contact hours
- One (1) CDE equivalent to a semester hour = fifteen (15) contact hours
- One & one-half (1¹/₂) CEU equivalent to a semester hour = ten (10) contact hours

D) Annual Salary

1. [Salary Adjustment for SY 2010-2011 and SY 2011-2012](#)
For SY 2010 -2011 and SY 2011-12, the increase in compensation for advancement on the salary schedule shall effectively be delayed one-half

year. Therefore, in each year the nurse's salary shall be equal to one-half the salary of the previous year's salary step **plus** one-half the salary at the current year's salary step. The monthly salary in each year shall reflect this amount spread over the whole contract year.

2. The annual salary for each nurse will be computed by adding the daily per diem salary approved for each of the contract days on which the nurse is scheduled to work. The per diem rate is computed by dividing the appropriate annual salary as shown on the salary schedule by 185 days.

~~E) If all or some part of the 1.9% funding that the 2009 Colorado State Legislature directed local school districts to hold in reserve is released for expenditure in the 2009-2010 fiscal year on or before January 29, 2010, the Nurses Salary Schedule as well as other pay factors directly related to the salary shall be increased by a percentage equal to 5/19 of the percentage (rounded to the nearest one-hundredth of a percent) released for school district expenditures. For example, if the full 1.9% is released, then the salary factors shall be increased by 0.5%; similarly, if only 1.33% of the funding were to be released, then the salary schedule shall be increased by 0.35%. This increase in compensation shall be retroactive to July 1, 2009, for all employees paid on the Nurses Salary Schedule.~~

July 2009 2010 through June 2012
Nurses Salary Schedule (Annual Salary for 185 Days)
Level of Training

Salary Step	AD	AD+15	AD+30	AD+60	AD+75							
				BA	BA+15	BA+30	BA+60	BA+75				
in CCSD							MS	MS+15	MS+30	MS+45	MS+60	MS+75
1	1.000	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$24,603	\$25,710	\$26,817	\$27,924	\$29,032	\$30,139	\$31,246	\$32,353	\$33,460	\$34,567	\$35,674	\$36,781
2	1.040	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$25,587	\$26,738	\$27,890	\$29,041	\$30,193	\$31,344	\$32,495	\$33,647	\$34,798	\$35,950	\$37,101	\$38,253
3	1.080	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$26,571	\$27,767	\$28,962	\$30,158	\$31,354	\$32,549	\$33,745	\$34,941	\$36,137	\$37,332	\$38,528	\$39,724
4	1.120	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$27,555	\$28,795	\$30,035	\$31,275	\$32,515	\$33,755	\$34,995	\$36,235	\$37,475	\$38,715	\$39,955	\$41,195
5	1.160	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$28,539	\$29,823	\$31,108	\$32,392	\$33,676	\$34,960	\$36,245	\$37,529	\$38,813	\$40,097	\$41,382	\$42,666
6	1.200	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$29,524	\$30,853	\$32,181	\$33,510	\$34,838	\$36,167	\$37,495	\$38,824	\$40,153	\$41,481	\$42,810	\$44,138
7	1.24	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
	\$30,508	\$31,881	\$33,254	\$34,627	\$35,999	\$37,372	\$38,745	\$40,118	\$41,491	\$42,864	\$44,237	\$45,609
8	1.280	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$31,492	\$32,909	\$34,326	\$35,743	\$37,161	\$38,578	\$39,995	\$41,412	\$42,829	\$44,246	\$45,663	\$47,081
9	1.320	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$32,476	\$33,937	\$35,399	\$36,860	\$38,322	\$39,783	\$41,245	\$42,706	\$44,167	\$45,629	\$47,090	\$48,552
10	1.360	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$33,460	\$34,966	\$36,471	\$37,977	\$39,483	\$40,989	\$42,494	\$44,000	\$45,506	\$47,011	\$48,517	\$50,023
11	1.400	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$34,444	\$35,994	\$37,544	\$39,094	\$40,644	\$42,194	\$43,744	\$45,294	\$46,844	\$48,394	\$49,944	\$51,494
12	1.440	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$35,428	\$37,022	\$38,617	\$40,211	\$41,805	\$43,399	\$44,994	\$46,588	\$48,182	\$49,776	\$51,371	\$52,965
13	1.480	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$36,412	\$38,051	\$39,689	\$41,328	\$42,966	\$44,605	\$46,243	\$47,882	\$49,520	\$51,159	\$52,797	\$54,436
14	1.520	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$37,397	\$39,080	\$40,763	\$42,446	\$44,128	\$45,811	\$47,494	\$49,177	\$50,860	\$52,543	\$54,226	\$55,909
15	1.560	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$38,381	\$40,108	\$41,835	\$43,562	\$45,290	\$47,017	\$48,744	\$50,471	\$52,198	\$53,925	\$55,652	\$57,380
16	1.600	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$39,365	\$41,136	\$42,908	\$44,679	\$46,451	\$48,222	\$49,994	\$51,765	\$53,536	\$55,308	\$57,079	\$58,851
17	1.640	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$40,349	\$42,165	\$43,980	\$45,796	\$47,612	\$49,428	\$51,243	\$53,059	\$54,875	\$56,690	\$58,506	\$60,322
18	1.680	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$41,333	\$43,193	\$45,053	\$46,913	\$48,773	\$50,633	\$52,493	\$54,353	\$56,213	\$58,073	\$59,933	\$61,793
19	1.720	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	\$42,317	\$44,221	\$46,126	\$48,030	\$49,934	\$51,838	\$53,743	\$55,647	\$57,551	\$59,455	\$61,360	\$63,264
Max	\$42,317	\$44,221	\$46,126	\$48,030	\$49,934	\$51,838	\$53,743	\$55,647	\$57,551	\$59,455	\$61,360	\$63,264

AD means diploma or associate degree.
BA is equivalent to BS or BSN degrees.
MA is equivalent to MS or MSN degrees.

Longevity Schedule

Years of Service in CCSD	Longevity Payment
15	\$250.00
16	\$250.00
17	\$250.00
18	\$250.00
19	\$250.00
20 or more years	\$500.00

F) CDE Licensure

CDE licensure shall qualify a nurse for an additional \$6.00 per diem. Proof of CDE licensure will be submitted to the Office of Human Resources. Changes in salary will be effective the day the forms and documentation were received in the Office of Human Resources.

G) Additional Pay for Additional Responsibilities

Additional pay will be approved for additional responsibilities, which exceed the normal job requirement and/or hours. Pay requests for such additional activities must be approved by the building principal or Student Achievement Services before such an activity has taken place.

Nurses will be eligible to receive supplementary pay as outlined in Teacher Policy 4142 and/or Responsibility Factor pay as outlined in Teacher Policy 4141. All criteria (as applicable) must be followed.

H) Longevity Schedule

A nurse becomes eligible for longevity payments after being employed by the District as a nurse for fourteen (14) years. At the end of the fifteenth (15th) year of service, the nurse shall receive longevity pay in a lump sum according to the schedule shown on the bottom of the salary schedule.

Revised: June 8, 2009
Adopted: August 10, 2009
Effective: July 1, 2009

_____ **for the Association**

_____ **for the District**

Date: _____