

Policy GGBJA: Salary Scale: School Nurse

Status: DRAFT

Original Adopted Date: 03/16/2009 | **Last Revised Date:** 06/13/2022 | **Last Reviewed Date:** 06/20/2022

A performance based salary increase as set forth in this policy shall be provided to all nurses if the district receives an overall accountability rating of "A" or "B" as determined by the Mississippi Department of Education for the previous year.

The performance based salary increase of \$600.00 will be added to the compensation of all nurses if the district receives an overall accountability rating of "A" as determined by the MDE for the previous year. If the school district receives an overall rating of "B" as determined by the MDE for the previous year a performance based pay of \$300.00 will be added to the compensation of all nurses.

Nurses will not be eligible for a performance based salary increase until their second year of employment with the district.

| License/ Degree | Years Experience | Total Salary | Returning Employees Only | |
|--------------------|------------------|--------------|--------------------------|--------------|
| | | | Performance Supplement | Total Salary |
| Associate | 0 | \$42,230 | \$600 | \$42,830 |
| Associate | 1 | \$42,300 | \$600 | \$42,900 |
| Associate | 2 | \$42,370 | \$600 | \$42,970 |
| Associate | 3 | \$42,825 | \$600 | \$43,425 |
| Associate | 4 | \$43,390 | \$600 | \$43,990 |
| Associate | 5 | \$43,955 | \$600 | \$44,555 |
| Associate | 6 | \$44,520 | \$600 | \$45,120 |
| Associate | 7 | \$45,085 | \$600 | \$45,685 |
| Associate | 8 | \$45,650 | \$600 | \$46,250 |
| Associate | 9 | \$46,215 | \$600 | \$46,815 |
| Associate | 10 | \$46,780 | \$600 | \$47,380 |
| Associate | 11 | \$47,345 | \$600 | \$47,945 |
| Associate | 12 | \$47,910 | \$600 | \$48,510 |
| Associate | 13 | \$48,475 | \$600 | \$49,075 |
| Associate | 14 | \$49,040 | \$600 | \$49,640 |
| Associate | 15 | \$49,605 | \$600 | \$50,205 |
| Associate | 16 | \$50,170 | \$600 | \$50,770 |
| Associate | 17 | \$50,735 | \$600 | \$51,335 |
| Associate | 18 | \$51,300 | \$600 | \$51,900 |
| Associate | 19 | \$51,865 | \$600 | \$52,465 |
| Associate | 20 | \$52,430 | \$600 | \$53,030 |
| Associate | 21 | \$52,995 | \$600 | \$53,595 |
| Associate | 22 | \$53,560 | \$600 | \$54,160 |
| Associate | 23 | \$54,125 | \$600 | \$54,725 |
| Associate | 24 | \$54,690 | \$600 | \$55,290 |
| Associate | 25 | \$57,315 | \$600 | \$57,915 |
| Associate | 26 | \$57,880 | \$600 | \$58,480 |
| Associate | 27 | \$58,445 | \$600 | \$59,045 |

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| | | | Returning Employees Only | |
|--|--|--|--------------------------|--|

| License/ Degree | Years Experience | Total Salary | Performance Supplement | Total Salary |
|--------------------|---------------------|--------------|---------------------------|--------------|
| BSN | 0 | \$44,510 | \$600 | \$45,110 |
| BSN | 1 | \$44,585 | \$600 | \$45,185 |
| BSN | 2 | \$44,660 | \$600 | \$45,260 |
| BSN | 3 | \$45,395 | \$600 | \$45,995 |
| BSN | 4 | \$46,130 | \$600 | \$46,730 |
| BSN | 5 | \$46,865 | \$600 | \$47,465 |
| BSN | 6 | \$47,600 | \$600 | \$48,200 |
| BSN | 7 | \$48,335 | \$600 | \$48,935 |
| BSN | 8 | \$49,070 | \$600 | \$49,670 |
| BSN | 9 | \$49,805 | \$600 | \$50,405 |
| BSN | 10 | \$50,540 | \$600 | \$51,140 |
| BSN | 11 | \$51,275 | \$600 | \$51,875 |
| BSN | 12 | \$52,010 | \$600 | \$52,610 |
| BSN | 13 | \$52,745 | \$600 | \$53,345 |
| BSN | 14 | \$53,480 | \$600 | \$54,080 |
| BSN | 15 | \$54,215 | \$600 | \$54,815 |
| BSN | 16 | \$54,950 | \$600 | \$55,550 |
| BSN | 17 | \$55,685 | \$600 | \$56,285 |
| BSN | 18 | \$56,420 | \$600 | \$57,020 |
| BSN | 19 | \$57,155 | \$600 | \$57,755 |
| BSN | 20 | \$57,890 | \$600 | \$58,490 |
| BSN | 21 | \$58,625 | \$600 | \$59,225 |
| BSN | 22 | \$59,360 | \$600 | \$59,960 |
| BSN | 23 | \$60,095 | \$600 | \$60,695 |
| BSN | 24 | \$60,830 | \$600 | \$61,430 |
| BSN | 25 | \$63,625 | \$600 | \$64,225 |
| BSN | 26 | \$64,360 | \$600 | \$64,960 |
| BSN | 27 | \$65,095 | \$600 | \$65,695 |

| | | | Returning Employees Only | |
|--------------------|---------------------|--------------|---------------------------|--------------|
| License/ Degree | Years Experience | Total Salary | Performance Supplement | Total Salary |
| Masters | 0 | \$45,774 | \$600 | \$46,374 |
| Masters | 1 | \$45,854 | \$600 | \$46,454 |
| Masters | 2 | \$45,934 | \$600 | \$46,534 |
| Masters | 3 | \$46,741 | \$600 | \$47,341 |
| Masters | 4 | \$47,548 | \$600 | \$48,148 |
| Masters | 5 | \$48,355 | \$600 | \$48,955 |
| Masters | 6 | \$49,162 | \$600 | \$49,762 |
| Masters | 7 | \$49,969 | \$600 | \$50,569 |
| Masters | 8 | \$50,776 | \$600 | \$51,376 |
| Masters | 9 | \$51,583 | \$600 | \$52,183 |
| Masters | 10 | \$52,390 | \$600 | \$52,990 |
| Masters | 11 | \$53,197 | \$600 | \$53,797 |
| Masters | 12 | \$54,004 | \$600 | \$54,604 |
| Masters | 13 | \$54,811 | \$600 | \$55,411 |
| Masters | 14 | \$55,618 | \$600 | \$56,218 |

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|---------|----|----------|-------|----------|
| Masters | 15 | \$56,425 | \$600 | \$57,025 |
| Masters | 16 | \$57,232 | \$600 | \$57,832 |
| Masters | 17 | \$58,039 | \$600 | \$58,639 |
| Masters | 18 | \$58,846 | \$600 | \$59,446 |
| Masters | 19 | \$59,653 | \$600 | \$60,253 |
| Masters | 20 | \$60,460 | \$600 | \$61,060 |
| Masters | 21 | \$61,267 | \$600 | \$61,867 |
| Masters | 22 | \$62,074 | \$600 | \$62,674 |
| Masters | 23 | \$62,881 | \$600 | \$63,481 |
| Masters | 24 | \$63,688 | \$600 | \$64,288 |
| Masters | 25 | \$66,555 | \$600 | \$67,155 |
| Masters | 26 | \$67,362 | \$600 | \$67,962 |
| Masters | 27 | \$68,169 | \$600 | \$68,769 |

| | | | Returning Employees Only | |
|--------------------|---------------------|--------------|---------------------------|--------------|
| License/ Degree | Years Experience | Total Salary | Performance Supplement | Total Salary |
| Doctorate | 0 | \$47,138 | \$600 | \$47,738 |
| Doctorate | 1 | \$47,223 | \$600 | \$47,823 |
| Doctorate | 2 | \$47,308 | \$600 | \$47,908 |
| Doctorate | 3 | \$48,981 | \$600 | \$49,581 |
| Doctorate | 4 | \$49,860 | \$600 | \$50,460 |
| Doctorate | 5 | \$50,739 | \$600 | \$51,339 |
| Doctorate | 6 | \$51,618 | \$600 | \$52,218 |
| Doctorate | 7 | \$52,497 | \$600 | \$53,097 |
| Doctorate | 8 | \$53,376 | \$600 | \$53,976 |
| Doctorate | 9 | \$54,255 | \$600 | \$54,855 |
| Doctorate | 10 | \$55,134 | \$600 | \$55,734 |
| Doctorate | 11 | \$56,013 | \$600 | \$56,613 |
| Doctorate | 12 | \$56,892 | \$600 | \$57,492 |
| Doctorate | 13 | \$57,771 | \$600 | \$58,371 |
| Doctorate | 14 | \$58,650 | \$600 | \$59,250 |
| Doctorate | 15 | \$59,529 | \$600 | \$60,129 |
| Doctorate | 16 | \$60,408 | \$600 | \$61,008 |
| Doctorate | 17 | \$61,287 | \$600 | \$61,887 |
| Doctorate | 18 | \$62,166 | \$600 | \$62,766 |
| Doctorate | 19 | \$63,045 | \$600 | \$63,645 |
| Doctorate | 20 | \$63,924 | \$600 | \$64,524 |
| Doctorate | 21 | \$64,803 | \$600 | \$65,403 |
| Doctorate | 22 | \$65,682 | \$600 | \$66,282 |
| Doctorate | 23 | \$66,561 | \$600 | \$67,161 |
| Doctorate | 24 | \$67,440 | \$600 | \$68,040 |
| Doctorate | 25 | \$69,585 | \$600 | \$70,185 |
| Doctorate | 26 | \$70,464 | \$600 | \$71,064 |
| Doctorate | 27 | \$71,343 | \$600 | \$71,943 |

Employees in this position will work 187 days 7½ hours per day or 1,402.50 hours annually. Employees in this position will receive the same salary increases that certified personnel receive. Employees filling this position will be

credited with all years worked as long as the experience is similar in nature, except if position is funded with Elementary and Secondary School Emergency Relief (ESSER) Grant funds. If position is ESSER funded, experience will be capped at 10 years. Verification of this experience must be provided by the previous employer(s).
