

**GLENDALE UNION HIGH SCHOOL DISTRICT
GLENDALE, ARIZONA**

SALARY SCHEDULE

AND

RELATED PROVISIONS

FOR

SCHOOL NURSES & SOCIAL WORKERS

2023 – 2024

ADOPTED

July 5, 2023

GENERAL PROVISIONS

1. School nurses and social workers will be on the same holiday schedule as certified personnel.
2. Contract for school nurses and social workers shall be based on 196 work days from 7-19-23 through 5-24-24.

196 work days, 21 paid holidays (217 paid days) and 5 non-work days (fall break)
3. Work day shall consist of an 8-hour day including lunch time.
4. Nurses will be paid the workshop rate for Saturday in-service of staff in CPR.
5. Substitute nurses shall be paid at a base rate of \$144.00 per day. Long term substitute nurses shall be paid at a base rate of \$168.00 per day.
6. The nurse and social worker facilitator will be paid a stipend of \$1,489 (4% of Index Base).
7. Professional staff will earn 12 days of leave per school year. The first ten (10) days of absence will be granted to staff as discretionary leave with the two remaining days being granted as sick leave. Automatically, the first ten (10) days are discretionary - even if a reason is stated. Beyond the ten (10) discretionary days, however, a reason must be given; i.e., illness, family illness, bereavement. Beginning with the eleventh (11) day, one day's pay (per diem rate) will be deducted from pay for each unlabeled day beyond the ten (10) discretionary days. Unused days of leave accumulate from year to year and staff may carry-over an unlimited number of unused leave days from year to year.
 - a. The District Administration and the GUEA agree to have days of leave used under the district FMLA policy be coded as Illness or family Illness. Leave days used under the district FMLA policy will be deducted from the employee's bank of leave as illness or family illness. If an employee has leave days available, and is returning from FMLA, yet has not used the ten "Discretionary Leave" coded days, the employee may then do so as this policy states.

Newly hired teachers having one year or more experience in teaching will be granted five (5) additional unearned sick leave days during their first year.

Substitutes:

Accrue 1 hour of leave for every 30 hours worked.

Total accrued leave may not exceed 40 hours.

No other leave provisions identified in this salary schedule apply.

8. Professional staff may exchange 30 days of accrued sick leave for an increase of 7% of the Index Base his increase is applicable for one year at a time and may be exercised as often as the employee requests under the following terms: The employee must have

worked 15 years with the district and must maintain a minimum of 30 days of accrued sick leave after the exchange.

The 30-day exchange is not considered compensation under ASRS (Arizona State Retirement System) regulations and thus not subject to ASRS contributions for ASRS membership that begins on or after January 1, 2020.

9. In recognition of long and faithful service to the Glendale Union High School District, upon retirement or after 15 years, an employee voluntarily leaving the district shall receive an added pay for accumulated sick leave equal to the number of accumulated sick leave days multiplied by .00225 times the Index Base.

Accumulated sick days in excess of 100 may be cashed in during the last five (5) years prior to retirement. The reimbursement will be calculated utilizing the schedules below.

The buy-back percentage will increase by .00005 per year beginning with the 16th year of continuous service in the district and continuing through the 29th year of service as shown on the schedules below.

Year 15	\$83.76	Year 20	\$93.06	Year 25	\$102.37
Year 16	\$85.62	Year 21	\$94.92	Year 26	\$104.23
Year 17	\$87.48	Year 22	\$96.78	Year 27	\$106.09
Year 18	\$89.34	Year 23	\$98.65	Year 28	\$107.95
Year 19	\$91.20	Year 24	\$100.51	Year 29	\$109.81

If an employee who has retired dies before receiving such payment or an employee who is presently employed for the district dies, then such payment shall be made to the estate of the deceased employee. There is no minimum years of service required to qualify for this benefit.

ASRS retired staff hired (new to the district) or re-hired with the district must meet the 15 year requirement based on the most recent hire/rehire date.

Sick Leave Conversion

When an employee moves from one category (Support, Certified, Admin) to another, the sick leave balance will maintain the value from within the employee category in which the days were earned.

Total sick leave balance at time of conversion will be multiplied by the conversion factor to determine the new/updated leave balance.

10. All contract employees contribute to the Arizona State Retirement System and to social security and can participate in all benefits as prescribed by law.
11. All contractual full-time employees will be covered by a major medical plan, a dental insurance plan, an employee medical assistance plan, short and long term disability programs and term life insurance in the amount of \$50,000 by the district. Employees

may purchase family coverage, supplemental life and accident insurance and contribute to a dependent care account and/or a medical savings account. (Beginning with the 2010 school year, all employees will be charged \$100 for employee major medical insurance coverage.)

12. Prior experience may be recognized up to the fifth (5th) step on the salary schedule if the person has served in a comparable position within the last five (5) years. This is actual recognition of five years of prior experience. A recommendation must be made by the immediate supervisor and approved by the Human Resources Office for advanced placement to be effective.
13. Extra-duty pay schedule is added to the social worker salary agreement. The extra-duty hourly rate will be .11% of the MA step 1 of the social worker salary schedule. The social workers and assistant principals for discipline and attendance will recommend activities outside of the social workers' contract for which extra duty may apply. Executive Council must approve the final list of accepted extra-duty activities. All extra duty must be preapproved and signed off by the local school principal. (Added when 2005 Tentative Agreement was adopted.)
14. Staff contracted through ESI (Educational Services Inc.) will be paid the higher of 70% of current salary OR step 1 of respective salary schedule. Four (4) sick leave days will be granted.

ASRS retired staff newly hired or re-hired with the district can be placed up to step 7 of respective salary schedule.

Percentage increases to base salaries amounts will continue as approved by the governing board Employees are not eligible for step advancement or longevity. Allowances, Stipends and Extra Duty will be paid at 100%.

15. Other information concerning personnel practices is contained in the Board Policy Book.

**School Nurses & Social Workers
2023-2024 SCHOOL YEAR**

STEP	LPN	BS	BS + 15	MA	MA + 12	Index Base: 37,225
1	35,557	44,447	46,047	47,648	48,765	
2	37,642	47,052	48,653	50,254	51,370	
3	39,726	49,658	51,259	52,859	53,976	
4	41,811	52,264	53,864	55,465	56,582	
5	43,896	54,870	56,470	58,071	59,188	
6	45,980	57,475	59,076	60,677	61,793	
7	48,065	60,081	61,682	63,282	64,399	
8	50,149	62,687	64,287	65,888	67,005	
9	52,234	65,292	66,893	68,494	69,611	
10	54,319	67,898	69,499	71,100	72,216	
11	56,403	70,504	72,105	73,705	74,822	
11 1/4	56,924	71,155	72,756	74,357	75,473	
	Longevity 1	2,606		Longevity 2	5,211	

Longevity 1: Staff must have worked 19 years in education with 14 years in GUHSD. The longevity stipend will go into effect the 20th year.

Longevity 2: Staff must have worked 25 years in education with 20 years in GUHSD. The longevity stipend will go into effect the 26th year.

New longevity stipends for those who qualify **will be** granted for the 2023-24 school year.

The Glendale Union High School District recognizes the scope and responsibility school nurses and social workers and, therefore, are classified as professional staff.

**GLENDAL UNION HIGH SCHOOL DISTRICT
GLENDAL, ARIZONA**

SALARY SCHEDULE

AND

RELATED PROVISIONS

FOR

ATHLETIC TRAINERS

2023 – 2024

ADOPTED

July 5, 2023

GENERAL PROVISIONS

1. Athletic Trainers will have the following days for holidays: Labor Day (1), Veteran's Day (1), Thanksgiving (2), Winter Break (4), Martin Luther King Day (1), President's Day (1), and Spring Break (1), for a total of 11.
2. Contract for Athletic Trainers shall be based on 208 work days from 7-24-23 through 5-24-24.

208 work days and 11 paid holidays (219 paid days)

3. Athletic trainers are required to have a cell phone available at all times. The district will provide a \$300 expense allowance to cover district use.
4. Professional staff will earn 12 days of leave per school year. The first ten (10) days of absence will be granted to staff as discretionary leave with the two remaining days being granted as sick leave. Automatically, the first ten (10) days are discretionary - even if a reason is stated. Beyond the ten (10) discretionary days, however, a reason must be given; i.e., illness, family illness, bereavement. Beginning with the eleventh (11) day, one day's pay (per diem rate) will be deducted from pay for each unlabeled day beyond the ten (10) discretionary days. Unused days of leave accumulate from year to year and staff may carry-over an unlimited number of unused leave days from year to year.
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