

**Appendix B  
2010-2011  
NURSES' SALARY SCHEDULE**

| <b>STEP</b> | <b>RN</b>       | <b>STEP</b> | <b>BSN</b>      | <b>STEP</b> | <b>MSN</b>      |
|-------------|-----------------|-------------|-----------------|-------------|-----------------|
| <b>01</b>   | <b>\$28,000</b> | <b>01</b>   | <b>\$31,000</b> | <b>01</b>   | <b>\$35,640</b> |
| <b>02</b>   | <b>\$28,800</b> | <b>02</b>   | <b>\$31,700</b> | <b>02</b>   | <b>\$36,293</b> |
| <b>03</b>   | <b>\$29,650</b> | <b>03</b>   | <b>\$32,700</b> | <b>03</b>   | <b>\$36,959</b> |
| <b>04</b>   | <b>\$30,515</b> | <b>04</b>   | <b>\$33,725</b> | <b>04</b>   | <b>\$37,638</b> |
| <b>05</b>   | <b>\$31,450</b> | <b>05</b>   | <b>\$34,775</b> | <b>05</b>   | <b>\$38,450</b> |
| <b>06</b>   | <b>\$32,450</b> | <b>06</b>   | <b>\$35,850</b> | <b>06</b>   | <b>\$39,400</b> |
| <b>07</b>   | <b>\$33,650</b> | <b>07</b>   | <b>\$36,975</b> | <b>07</b>   | <b>\$40,375</b> |
| <b>08</b>   | <b>\$34,900</b> | <b>08</b>   | <b>\$38,125</b> | <b>08</b>   | <b>\$41,375</b> |
| <b>09</b>   | <b>\$36,175</b> | <b>09</b>   | <b>\$39,325</b> | <b>09</b>   | <b>\$42,400</b> |
| <b>10</b>   | <b>\$37,300</b> | <b>10</b>   | <b>\$40,550</b> | <b>10</b>   | <b>\$43,500</b> |
|             |                 | <b>11</b>   | <b>\$41,825</b> | <b>11</b>   | <b>\$44,750</b> |
|             |                 | <b>12</b>   | <b>\$43,125</b> | <b>12</b>   | <b>\$46,050</b> |
|             |                 | <b>13</b>   | <b>\$44,450</b> | <b>13</b>   | <b>\$47,500</b> |
|             |                 | <b>14</b>   | <b>\$45,825</b> | <b>14</b>   | <b>\$49,000</b> |
|             |                 | <b>15</b>   | <b>\$47,250</b> | <b>15</b>   | <b>\$50,550</b> |

**OFF SCHEDULE**

| <b>STEP</b> | <b>RN</b>       | <b>STEP</b> | <b>BSN</b>      |
|-------------|-----------------|-------------|-----------------|
| <b>L11</b>  | <b>\$37,500</b> |             |                 |
| <b>L10</b>  |                 |             |                 |
| <b>L09</b>  | <b>\$38,000</b> |             |                 |
| <b>L08</b>  | <b>\$39,200</b> |             |                 |
| <b>L07</b>  | <b>\$43,400</b> | <b>L07</b>  | <b>\$48,050</b> |

**OFF-SCHEDULE/LONGEVITY STATUS**

After spending a year at the last step of a channel, nurses will be moved "Off Schedule" to a longevity step. Longevity groups will be identified by the fiscal year in which the nurse reaches that level. (Consider it being the "class of" '08, '09, etc.) For example, nurses reaching longevity status for the 2007-08 school year will be designated L08. Nurses will remain in that "L" step as long as they remain in that channel, with a new longevity step added each year.

L07 is a unique group. L07 is defined as all nurses who were compensated in the "12+ years" box on the RSD 2006/07 nurses' salary scale. Therefore, this unique group of nurses designated L07 represents nurses of various years of RSD experience. Beginning in 2007-08, each new "L" group will represent a single step equivalent.

Off schedule/longevity salaries will be negotiated between RAN and the district at the same time as the nurses' regular step salary schedule. In the event there are no current employees remaining in an "L" group, that "L" designation will automatically be eliminated from the salary schedule.

Channel Changes: When a nurse achieves the next nursing degree, the nurse will revert back to the last regular step on their channel, and then move horizontally one channel to the right and vertically one step down. If the salary at the resulting new step is less than their current longevity salary, the nurse will be advanced the minimum number of steps needed to result in an increased salary. From that point, the nurse will resume advancement at the rate of one step for each year of service, unless channel change placement places them in a longevity step.