|  |  |  |  |
| --- | --- | --- | --- |
| **Base Salary:** | $35,000 (Nurse) | $38,000 (Social Worker) | $40,000 (OT/SLT) |
| **+ Experience:** | $350 per year - max years of experience to be determined by HR during hiring process  \*verified experience in a position that required certification | | |
| **+ Education:** | $65 per credit beyond the BA (up to 48 total credits)  $65 per credit beyond the MA (up to 72 additional credits)  $500 for one additional advanced degree (MA, Ph.D., Ed.D.)  \*Additional credits are only for college/university credits obtained after certification\*  \*Additional credits must be from relevant EDU area\* | | |
| **+Certification:** | $1,000 for RN |  | $1,000 for Doctorate Degree |
| **= Total Salary:** |  | | |

|  |  |
| --- | --- |
| Example 1: | New Hire with BA in field for which hired, three (3) years of experience and 15 EDU credits:    $38,000 (base) + $1050 (experience – 3 years x $350/year) + $975 (education - 15 credits x $65) = $40,025 |
| Example 2: | New hire with MA in field for which hired, ten (10) years of experience as a school nurse, social worker or OT/SLT, and 16 credits beyond the MA:  $35,000/$38,000/$40,000 + $3500 (experience – 10 years x $350/year – position is considered hard-to-fill) + $1040 (education – 16 credits x $65)  $500 (adv. Degree - MA) = $40,040/$43,040/$45,040 |



**Additional opportunities for increased earnings:**

Longevity: $500 (5 yrs) $750 (10 yrs) $1,000 (15 yrs) $1,250 (20 yrs)

Salary Advancement: .0019% of base salary (x) number of professional growth credits

**Additional Benefits:**

Paid Employee Benefits: - On the first day of the month following 30 days of employment with HUSD, all employees working at least 30 hrs.

per week are eligible for health insurance.

Paid Employee Life Insurance: - $50,000 in life insurance is provided to all full-time employees (30 hours/week)

Voluntary Health Benefits: - All full-time employees (30 hours/week) are eligible for voluntary benefits , e.g. dental, vision short-term disability

Before/After School Care: - Discounted rates for all employees including drop-in options

State Retirement: - District matches employee contribution of 11.47%

General Leave: - Employees earn 1 day/month (10 total per contract year)

Liability Insurance: - All employees are covered at no cost to the employee

Disability Insurance: - Long-term disability insurance is provided by the State after 180 days. Short-term disability insurance is available

to the employee as a voluntary benefit at the employee’s expense

**Higley Unified School District**

**2016-2017 Health, Behavioral, Social Services**

**Hiring Guidelines**

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| --- | --- |
| Base Salary: | $35,000 |
| + Experience: | $350 per year up to 20 years |
| + Education: | $65 per credit beyond the BA (up to 48 total credits)  $65 per credit beyond the MA (up to 72 additional credits)  $500 for one additional advanced degree (MA, Ph.D., Ed.D.)  \*Additional credits are only for college/university credits obtained after certification\*  \*Additional credits must be from relevant EDU area\* |
| = Total Salary: |  |