

**Willard Public Schools
Health Services**

2019-2020

Implemented FY 16

Base adj 1.50%
Step Adj 1.50%
 3.00%

Base

	RN	LPN	Medical Ast.
Step 1	26.77	20.07	13.75
Step 2	27.16	20.36	13.96
Step 3	27.70	20.76	14.23
Step 4	28.24	21.18	14.51
Step 5	28.81	21.60	14.81
Step 6	29.37	22.03	15.10
Step 7	29.65	22.24	15.40
Step 8	29.80	22.36	15.72
Step 9	30.25	22.67	16.02
Step 10	30.85	23.14	16.35
Step 11	31.47	23.61	16.68
Step 12	32.11	24.07	17.01
Step 13	32.73	24.56	17.35
Step 14	33.39	25.05	17.70
Step 15	34.06	25.54	18.05
Step 16	34.75	26.05	18.41
Step 17	35.43	26.57	18.78
Step 18	36.14	27.11	19.15
Step 19	36.86	27.66	19.54
Step 20	37.06	27.79	19.63
Step 21	37.06	27.80	19.64
Step 22	37.07	27.80	19.64
Step 23	37.08	27.90	19.84
Step 24	37.45	28.19	20.04
Step 25	37.45	28.19	20.04
Step 26	37.45	28.19	20.04
Step 27	37.45	28.19	20.04
Step 28	37.45	28.19	20.04
Step 29	37.45	28.19	20.04
Step 30	37.45	28.19	20.04

**** Only the base increase will be awarded beyond step 19**

New hires - up to 3 years experience will be considered for placement on the salary schedule.

Hourly rate is not determined by Licensure/certification. It is determined by what the position requires and what has been requested.

An RN may be hired to fill a LPN position, in which case the RN will be paid the LPN hourly rate.

Longevity Pay Level

Effective July 2017

Longevity compensation is issued to certified and classified employees beginning their 11th full time consecutive year of service. Five hundred dollars will be added to the regular salary of those employees meeting the full time equivalency requirement for each of the 10 preceding years.

Salary schedule steps do not determine years of service.

Full time equivalency defined by Willard Public Schools, are those employees eligible for health insurance.

Consecutive years is defined that no break in service occurs during the 10 preceding years.

Approved leave does not constitute a break in service. Additionally, approved leave will not count as part of the 10 consecutive years of service.

Years of Service Yearly Amount
10+ \$500