

PERSONNEL: Professional

Compensation and Related Employee Benefits: Salary Regulations – School Nurses

1. Salary Advancement for Nurses on Degreed Scale Employed prior to January 1, 1996

A nurse with a degree must submit thirty (30) hours of acceptable credits to be eligible for advancement on the salary schedule beyond step ten (10). A minimum of fifteen (15) credits shall be earned in graduate level course work awarded at an accredited institution. A maximum of fifteen (15) credits may be earned in undergraduate credits or credits approved by the Maryland State Department of Education. These thirty (30) credits should include completion of a planned program of thirty (30) relevant credits to the professional assignment including the following four-core courses:

- A. First Responder – Advanced Emergency Care – 2 credits minimum
- B. Special Education – 3 credits minimum

The First Responder Course and the course in Special Education must be taken within five (5) years of employment.

2. Salary Advancement for Nurses on Degreed Scale Employed After January 1, 1996

A nurse with a degree must submit thirty-six (36) hours of acceptable credits to be eligible for advancement on the salary schedule beyond step ten (10). A minimum of twenty-one (21) credits shall be earned in graduate level course work awarded at an accredited institution. A maximum of fifteen (15) credits may be in undergraduate credits or credits approved by the Maryland State Department of Education. These thirty-six (36) credits should include completion of a planned program of thirty-six (36) credits relevant to the professional assignment, including the following courses:

- A. First Responder – Advanced Emergency Care – 2 credits minimum
- B. Special Education – 3 credits minimum

The First Responder Course and the course in Special Education must be taken within five (5) years of employment.

3. A nurse failing to complete the required credits and identified courses will remain on step ten (10) until such time as the required credits and courses are completed.

Service completed while a salary step is frozen is not creditable experience for salary purposes and will not be used to compute salary placement. This applies to all steps of the salary scale, including longevity.

4. Salary Advancement for Nurses on Masters Degree Scale

A nurse on the Masters Degree scale or Masters Equivalency scale may advance to the Masters +3- or +60 salary scales by submitting additional credits for each salary lane as follows. Twelve (12) credits must be either graduate or undergraduate credits. The remaining eighteen (18) credits may include Maryland State Department of Education approved inservice credits or a combination of Maryland State Department of Education inservice credits and college level courses. Total number of undergraduate credits in the combined lanes cannot exceed eighteen (18) credits. The First Responder and Special Education courses must be taken if not already completed.

Rule

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Superintendent of Schools