

# Cartwright School District

## Nurse Salary Schedule 2025-2026

STEP	LPN (Hourly)	RN	BSN	MSN
0	17.19	43,090	44,972	50,030
1	17.35	43,485	45,373	50,487
2	17.50	43,885	45,798	50,950
3	17.66	44,288	46,223	51,422
4	17.82	44,696	46,661	51,908
5	17.99	45,108	47,075	52,393
6	18.15	45,523	47,510	52,876
7	18.32	45,944	47,949	53,373
8	18.48	46,369	48,394	53,870
9	18.65	46,795	48,843	54,373
10	18.82	47,229	49,295	54,881
11	18.99	47,665	49,753	55,394
12	19.17	48,107	50,215	55,912
13	19.34	48,553	50,683	56,437
14	19.52	49,002	51,155	56,965
15	19.70	49,458	51,631	57,500
16	19.88	49,917	52,111	58,040
17	20.06	50,381	52,599	58,585
18	20.25	50,848	53,088	59,135
19	20.43	51,322	53,584	59,691
20	20.62	51,800	54,084	60,254

• RNs supervising LPNs receive an additional \$1,500.00 per contract year.

For any employee placed on this schedule at the max step allowable for a second continuous year, or longer, where the employee did not receive any increase in pay from last year to this year, then that employee will be eligible for a 2% cost-of-living adjustment raise, calculated based on an employee's position amount, subject to Board approval and in the Board's discretion. If the salary schedule amounts increased from one year to the next, the amount of the cost-of-living adjustment raise will be reduced by the amount of the salary schedule increase during the year the increase occurred. The amount and timing of any cost-of-living adjustment raise will be determined by the Governing Board on an annual basis, is not guaranteed to be paid in any given year or any future year and will not be added to the base salary amount of any employee's compensation for future years. The cost-of-living adjustment raise is intended to be awarded as a one-time stipend payment. Those individuals who are contracted through ESI or are retired return to work employees are not eligible for the cost-of-living adjustment.

The salary set forth in this Schedule has been calculated based on anticipated legislative appropriations and revenue control limit adjustments that are required to be enacted pursuant to A.R.S. § 15-901.01. If, after issuance of the Contract, the District's total revenues or budget capacity are less than that set forth in the Preliminary Budget, individual's salary may be reduced pro rata with all staff. If, after the issuance of the Contract, the District receives appropriations or revenue control limit adjustments in excess of the minimum required amounts set forth in A.R.S. § 15-901.01, the Governing Board reserves the right, in its discretion, to increase individual's salary. Employees who have retired with the Arizona State Retirement System (ASRS) and return to work for the District while receiving ASRS pension income will receive a reduction of ten percent (10%) of of compensations paid pursuant to this salary schedule.