

Montrose County School District RE-1J
2022-2023 District Office Salary Schedule
NON-EXEMPT

| | AA to Superintendent | AA to Director | Payroll Mng/HR Gen | Grant Fund Data/Fam Outreach | Risk Manager | Warehouse | Comm Coord, Database Tech | AP I/Technician | Receptionist | Accts Payable/Staff Acct |
|---------|----------------------|----------------|--------------------|------------------------------|--------------|-----------|---------------------------|-----------------|--------------|--------------------------|
| Step 1 | \$24.51 | \$22.13 | \$25.44 | \$16.44 | \$24.93 | \$14.28 | \$25.97 | \$15.48 | \$13.73 | \$23.76 |
| Step 2 | \$25.09 | \$22.70 | \$26.17 | \$17.24 | \$25.68 | \$14.93 | \$26.62 | \$16.06 | \$14.20 | \$24.35 |
| Step 3 | \$25.68 | \$23.25 | \$26.89 | \$18.10 | \$26.41 | \$15.73 | \$27.30 | \$16.66 | \$14.68 | \$24.96 |
| Step 4 | \$26.26 | \$23.83 | \$27.61 | \$18.89 | \$27.14 | \$16.49 | \$27.96 | \$17.20 | \$15.15 | \$25.59 |
| Step 5 | \$26.86 | \$24.38 | \$28.35 | \$19.73 | \$27.87 | \$17.31 | \$28.61 | \$17.78 | \$15.63 | \$26.23 |
| Step 6 | \$27.46 | \$24.94 | \$29.09 | \$20.52 | \$28.60 | \$18.13 | \$29.27 | \$18.37 | \$16.10 | \$26.76 |
| Step 7 | \$28.05 | \$25.52 | \$29.82 | \$21.36 | \$29.33 | \$18.93 | \$29.94 | \$18.90 | \$16.58 | \$27.30 |
| Step 8 | \$28.62 | \$26.10 | \$30.55 | \$22.15 | \$30.09 | \$19.76 | \$30.60 | \$19.48 | \$17.05 | \$27.85 |
| Step 9 | \$29.21 | \$26.62 | \$31.28 | \$23.01 | \$30.80 | \$20.60 | \$31.25 | \$20.10 | \$17.53 | \$28.41 |
| Step 10 | \$29.81 | \$27.18 | \$32.01 | \$23.79 | \$31.54 | \$21.41 | \$31.92 | \$20.60 | \$18.00 | \$28.98 |
| Step 11 | \$30.40 | \$27.74 | \$32.75 | \$24.59 | \$32.27 | \$22.21 | \$32.60 | \$21.17 | \$18.48 | \$29.47 |
| Step 12 | \$30.98 | \$28.27 | \$33.49 | \$25.45 | \$33.00 | \$23.05 | \$33.24 | \$21.77 | \$18.96 | \$29.97 |
| Step 13 | \$31.56 | \$28.83 | \$34.22 | \$26.24 | \$33.73 | \$23.86 | \$33.90 | \$22.33 | \$19.43 | \$30.48 |
| Step 14 | \$32.16 | \$29.38 | \$34.95 | \$26.81 | \$34.48 | \$24.68 | \$34.57 | \$22.90 | \$19.91 | \$30.99 |
| Step 15 | \$32.76 | \$29.96 | \$35.68 | \$27.31 | \$35.22 | \$25.50 | \$35.24 | \$23.45 | \$20.38 | \$31.52 |
| Step 16 | \$33.35 | \$30.50 | \$36.42 | \$28.09 | \$35.95 | \$26.29 | \$35.90 | \$24.87 | \$20.86 | \$32.06 |

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)
 New Years (1), MLK (1), President's Day (1), Flex holiday (1) TOTAL OF 7 DAYS

11 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (2),
 New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 11 DAYS

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),
 New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 12 DAYS

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)
 Service Completed - Six through Twelve Years = Three Weeks (15 Days)
 Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Insurance:

District will pay a portion of the employee's premium.

Differential pay may be awarded upon recognition of special but temporary responsibilities.

Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

**Montrose County School District RE-1J
2022-2023 District Office Salary Schedule**

EXEMPT

| | Dir Finance/ Dir IT / Dir HR 252 | Dir of Facilities 260 | Custodial Supervisor 260 | Dir Nut Serv 252 | Public Information Officer 220 | Manager, Supervisor, Accountant 252 | Tech Coord 252 | Admin Assistant 252 | Controller 252 |
|---------|-------------------------------------|--------------------------|-----------------------------|---------------------|--------------------------------------|--|-------------------|---------------------------|----------------|
| Step 1 | \$87,449 | \$90,226 | \$51,698 | \$69,088 | \$65,623 | \$65,740 | \$55,488 | \$50,107 | \$75,800 |
| Step 2 | \$88,830 | \$91,650 | \$52,990 | \$70,285 | \$66,993 | \$67,240 | \$57,230 | \$51,360 | \$77,300 |
| Step 3 | \$90,209 | \$93,073 | \$54,799 | \$71,483 | \$68,362 | \$68,740 | \$58,973 | \$53,113 | \$78,800 |
| Step 4 | \$91,589 | \$94,496 | \$56,868 | \$72,679 | \$69,732 | \$70,240 | \$60,715 | \$55,118 | \$80,300 |
| Step 5 | \$92,970 | \$95,922 | \$58,934 | \$73,877 | \$71,102 | \$71,740 | \$62,458 | \$57,121 | \$81,800 |
| Step 6 | \$94,349 | \$97,345 | \$60,744 | \$75,074 | \$72,471 | \$73,240 | \$64,198 | \$58,875 | \$83,300 |
| Step 7 | \$95,731 | \$98,770 | \$62,553 | \$76,272 | \$73,840 | \$74,740 | \$65,940 | \$60,628 | \$84,800 |
| Step 8 | \$97,110 | \$100,192 | \$63,846 | \$77,468 | \$75,209 | \$76,240 | \$67,683 | \$61,882 | \$86,300 |
| Step 9 | \$98,490 | \$101,617 | \$65,139 | \$78,666 | \$76,579 | \$77,740 | \$69,427 | \$63,135 | \$87,800 |
| Step 10 | \$99,869 | \$103,040 | \$66,431 | \$79,864 | \$77,949 | \$79,240 | \$71,170 | \$64,387 | \$89,300 |
| Step 11 | \$101,249 | \$104,463 | \$67,723 | \$81,419 | \$79,318 | \$80,740 | \$72,914 | \$65,640 | \$90,800 |
| Step 12 | \$102,631 | \$105,888 | \$69,017 | \$82,976 | \$80,688 | \$82,240 | \$74,652 | \$66,893 | \$92,300 |
| Step 13 | \$104,010 | \$107,312 | \$70,308 | \$84,531 | \$82,058 | \$83,740 | \$76,396 | \$68,145 | \$93,800 |
| Step 14 | \$105,390 | \$108,736 | \$71,601 | \$86,328 | \$83,427 | \$85,240 | \$78,139 | \$69,397 | \$95,300 |
| Step 15 | \$106,771 | \$110,160 | \$72,894 | \$88,244 | \$84,796 | \$86,740 | \$79,882 | \$70,651 | \$96,800 |
| Step 16 | \$108,149 | \$111,582 | \$74,186 | \$90,277 | \$86,165 | \$88,240 | \$81,624 | \$71,903 | \$98,300 |

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

BENEFITS:

Paid Holidays:

11 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (2),
New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 11 DAYS

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),
New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 12 DAYS

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)
Service Completed - Six through Twelve Years = Three Weeks (15 Days)
Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Insurance:

District will pay a portion of the employee's premium.

Updated: June 2022

Revised: September 2022

Montrose County School District RE-1J
2022-2023 Building Level Support Salary Schedule
NON-EXEMPT

| | Media | Paras | Health Tech | Head Secretary | Support Secretary | Sign No CEIC | Sign CEIC | Sign CEIC+ITP | Sign CEIC=RID | SLPA |
|---------|---------|---------|-------------|----------------|-------------------|--------------|-----------|---------------|---------------|---------|
| Step 1 | \$14.33 | \$14.33 | \$14.33 | \$15.50 | \$14.33 | \$17.75 | \$22.10 | \$26.46 | \$30.85 | \$25.20 |
| Step 2 | \$14.73 | \$14.73 | \$14.73 | \$15.95 | \$14.73 | \$18.74 | \$23.12 | \$27.49 | \$31.85 | \$25.64 |
| Step 3 | \$15.13 | \$15.13 | \$15.13 | \$16.40 | \$15.13 | \$19.77 | \$24.15 | \$28.52 | \$32.85 | \$26.07 |
| Step 4 | \$15.53 | \$15.53 | \$15.53 | \$16.85 | \$15.53 | \$19.77 | \$25.16 | \$29.52 | \$33.89 | \$26.52 |
| Step 5 | \$15.93 | \$15.93 | \$15.93 | \$17.30 | \$15.93 | \$19.77 | \$26.18 | \$30.54 | \$34.90 | \$26.95 |
| Step 6 | \$16.33 | \$16.33 | \$16.33 | \$17.75 | \$16.33 | \$19.77 | \$27.18 | \$31.55 | \$35.93 | \$27.39 |
| Step 7 | \$16.73 | \$16.73 | \$16.73 | \$18.20 | \$16.73 | \$19.77 | \$28.21 | \$32.59 | \$36.94 | \$27.83 |
| Step 8 | \$17.13 | \$17.13 | \$17.13 | \$18.65 | \$17.13 | \$19.77 | \$29.24 | \$33.60 | \$37.96 | \$28.27 |
| Step 9 | \$17.53 | \$17.53 | \$17.53 | \$19.10 | \$17.53 | \$19.77 | \$30.25 | \$34.63 | \$38.98 | \$28.70 |
| Step 10 | \$17.93 | \$17.93 | \$17.93 | \$19.55 | \$17.93 | \$19.77 | \$31.26 | \$35.62 | \$39.97 | \$29.15 |
| Step 11 | \$18.33 | \$18.33 | \$18.33 | \$20.00 | \$18.33 | \$19.77 | \$32.29 | \$36.64 | \$40.99 | \$29.58 |
| Step 12 | \$18.73 | \$18.73 | \$18.73 | \$20.45 | \$18.73 | \$19.77 | \$33.30 | \$37.66 | \$42.04 | \$30.02 |
| Step 13 | \$19.13 | \$19.13 | \$19.13 | \$20.90 | \$19.13 | \$19.77 | \$33.30 | \$37.66 | \$42.04 | \$30.46 |
| Step 14 | \$19.53 | \$19.53 | \$19.53 | \$21.35 | \$19.53 | \$19.77 | \$33.30 | \$37.66 | \$42.04 | \$30.90 |
| Step 15 | \$19.93 | \$19.93 | \$19.93 | \$21.80 | \$19.93 | \$19.77 | \$33.30 | \$37.66 | \$42.04 | \$31.33 |
| Step 16 | \$20.33 | \$20.33 | \$20.33 | \$22.25 | \$20.33 | \$19.77 | \$34.09 | \$38.47 | \$42.83 | \$31.78 |

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

*CNA Certification: Additional \$400 stipend annually (may be pro-rated)

Differential pay may be awarded upon recognition of special but temporary responsibilities. Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)

New Years (1), MLK (1), President's Day (1), Flex holiday (1)

TOTAL OF 7 DAYS

11 Month Employee: Labor day (1), Thanksgiving (3), Christmas (2), New Years (1),

MLK (1), President's Day (1), Floater holiday (1), Memorial Day (1)

TOTAL OF 11 DAYS

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2022-2023 Facilities, Technology and Transportation Level Support Salary Schedule
NON-EXEMPT

| | Custodian | Data Tech/DAC | *Journeyman Plumber, *Journeyman Electrician, HVAC | Custodian Crew Leader/Floater | Maint-Grounds, General, Warehouse, Truck | Help Desk Tech | Tech Supervisor | **Supervisor of Grounds, **Carpenter, **Locksmith | Transp Coord / Warehouse Coord | Irrigation Technician |
|---------|-----------|---------------|--|-------------------------------|--|----------------|-----------------|---|--------------------------------|-----------------------|
| Step 1 | \$14.00 | \$20.48 | \$22.40 | \$15.00 | \$15.00 | \$16.87 | \$21.69 | \$18.40 | \$22.70 | \$15.36 |
| Step 2 | \$14.30 | \$21.12 | \$23.00 | \$15.35 | \$15.35 | \$17.55 | \$22.36 | \$19.00 | \$23.15 | \$15.65 |
| Step 3 | \$14.60 | \$21.81 | \$23.60 | \$15.70 | \$15.70 | \$18.18 | \$23.02 | \$19.60 | \$23.62 | \$16.02 |
| Step 4 | \$14.90 | \$22.46 | \$24.20 | \$16.05 | \$16.05 | \$18.83 | \$23.70 | \$20.20 | \$24.08 | \$16.34 |
| Step 5 | \$15.20 | \$23.12 | \$24.80 | \$16.40 | \$16.40 | \$19.45 | \$24.38 | \$20.80 | \$24.57 | \$16.66 |
| Step 6 | \$15.50 | \$23.78 | \$25.40 | \$16.75 | \$16.75 | \$20.12 | \$25.13 | \$21.40 | \$25.06 | \$16.99 |
| Step 7 | \$15.80 | \$24.45 | \$26.00 | \$17.10 | \$17.10 | \$20.76 | \$25.84 | \$22.00 | \$25.56 | \$17.33 |
| Step 8 | \$16.10 | \$25.12 | \$26.60 | \$17.45 | \$17.45 | \$21.41 | \$26.59 | \$22.60 | \$26.06 | \$17.64 |
| Step 9 | \$16.40 | \$25.77 | \$27.20 | \$17.80 | \$17.80 | \$21.99 | \$27.43 | \$23.20 | \$26.59 | \$17.94 |
| Step 10 | \$16.70 | \$26.41 | \$27.80 | \$18.15 | \$18.15 | \$22.66 | \$28.21 | \$23.80 | \$27.13 | \$18.29 |
| Step 11 | \$17.00 | \$27.09 | \$28.40 | \$18.50 | \$18.50 | \$23.25 | \$29.08 | \$24.40 | \$27.67 | \$18.58 |
| Step 12 | \$17.30 | \$27.77 | \$29.00 | \$18.85 | \$18.85 | \$23.92 | \$29.90 | \$25.00 | \$28.23 | \$18.90 |
| Step 13 | \$17.60 | \$28.44 | \$29.60 | \$19.20 | \$19.20 | \$24.57 | \$30.85 | \$25.60 | \$28.80 | \$19.26 |
| Step 14 | \$17.90 | \$29.09 | \$30.20 | \$19.55 | \$19.55 | \$25.24 | \$31.67 | \$26.20 | \$29.37 | \$19.62 |
| Step 15 | \$18.20 | \$29.77 | \$30.80 | \$19.90 | \$19.90 | \$25.88 | \$32.57 | \$26.80 | \$29.94 | \$19.95 |
| Step 16 | \$18.50 | \$30.42 | \$31.40 | \$20.25 | \$20.25 | \$26.53 | \$33.34 | \$27.40 | \$30.55 | \$20.29 |

* 4 Year licensed position

**Certified position

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement. Apprentice plumbers and electricians will be placed on the "General" pay column at appropriate step until license is obtained.

An additional \$1.00 per hour will be paid for each certification/license: Asbestos Certification as Building Inspector, HVAC EPA Certification, Back Flow Prevention Certification, Locksmith Certification, Colorado Department of Agriculture Qualified Supervisor License (use of restricted pesticides), Landscape Industry Certified Technician.

An additional \$1.00 per hour will be paid for each license: Electrician/Plumber having a Colorado Master License, Electrician/Plumber having a Colorado Contractor License. Other licensures/certifications may qualify for additional compensation.

Crew Leaders supervising 4-6 custodians will receive an additional \$.75 per hour

Crew Leaders supervising 7-9 custodians will receive an additional \$1.50 per hour

Crew Leaders supervising 10-12 custodians will receive an additional \$2.25 per hour

Crew Leaders supervising 13-17 custodians will receive an additional \$3.00 per hour

Crew Leaders supervising over 18 custodians will receive an additional \$3.75 per hour

Differential pay may be awarded upon recognition of special but temporary responsibilities.

Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)
New Years (1), MLK (1), President's Day (1), Flex holiday (1) TOTAL OF 7 DAYS

11 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (2),
New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 11 DAYS

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),
New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 12 DAYS

Vacation:

- Service Completed - One through Five Years = Two Weeks (10 Days)
- Service Completed - Six through Twelve Years = Three Weeks (15 Days)
- Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Insurance:

District will pay a portion of the employee's premium.

Updated: June 2022

Montrose County School District RE-1J
2022-2023 Early Childhood Support Salary Schedule
NON-EXEMPT

| | Previous Coord. Asst. | Data Tech | New ECC Coord Asst. | Para | Support Secretary | Head Secretary | Admin Assist |
|---------|-----------------------|-----------|---------------------|---------|-------------------|----------------|--------------|
| Step 1 | \$19.70 | \$13.73 | \$16.18 | \$14.33 | \$14.33 | \$15.50 | \$21.17 |
| Step 2 | \$20.28 | \$14.20 | \$16.76 | \$14.73 | \$14.73 | \$15.95 | \$21.79 |
| Step 3 | \$20.80 | \$14.68 | \$17.32 | \$15.13 | \$15.13 | \$16.40 | \$22.38 |
| Step 4 | \$21.39 | \$15.15 | \$17.86 | \$15.53 | \$15.53 | \$16.85 | \$22.99 |
| Step 5 | \$21.92 | \$15.63 | \$18.42 | \$15.93 | \$15.93 | \$17.30 | \$23.57 |
| Step 6 | \$22.33 | \$16.10 | \$18.90 | \$16.33 | \$16.33 | \$17.75 | \$23.96 |
| Step 7 | \$22.68 | \$16.58 | \$19.36 | \$16.73 | \$16.73 | \$18.20 | \$24.36 |
| Step 8 | \$23.05 | \$17.05 | \$19.80 | \$17.13 | \$17.13 | \$18.65 | \$24.76 |
| Step 9 | \$23.24 | \$17.53 | \$20.16 | \$17.53 | \$17.53 | \$19.10 | \$24.95 |
| Step 10 | \$23.40 | \$18.00 | \$20.54 | \$17.93 | \$17.93 | \$19.55 | \$25.16 |
| Step 11 | \$24.02 | \$18.48 | \$21.10 | \$18.33 | \$18.33 | \$20.00 | \$25.81 |
| Step 12 | \$24.65 | \$18.96 | \$21.68 | \$18.73 | \$18.73 | \$20.45 | \$26.47 |
| Step 13 | \$25.25 | \$19.43 | \$22.28 | \$19.13 | \$19.13 | \$20.90 | \$27.24 |
| Step 14 | \$25.86 | \$19.91 | \$22.85 | \$19.53 | \$19.53 | \$21.35 | \$28.06 |
| Step 15 | \$26.45 | \$20.38 | \$23.42 | \$19.93 | \$19.93 | \$21.80 | \$28.88 |
| Step 16 | \$26.92 | \$20.86 | \$23.95 | \$20.33 | \$20.33 | \$22.25 | \$29.42 |

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)

New Years (1), MLK (1), President's Day (1), Flex holiday (1)

TOTAL OF 7 DAYS

Insurance:

District in conjunction with ECC, Headstart will pay a portion of the employee's premium.

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Differential pay may be awarded upon recognition of special but temporary responsibilities.

Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

Montrose County School District RE-1J
2022-2023 ECC Salary Schedule
Early Childhood Classified Teacher - EXEMPT (183 Days)

| | CDA | CDA +10 | CDA +20 | CDA+30/AA | AA +10 | AA + 20 | AA +30 |
|---------|----------|----------|----------|-----------|----------|----------|----------|
| Step 1 | \$24,198 | \$25,209 | \$26,215 | \$27,225 | \$31,012 | \$34,798 | \$38,584 |
| Step 2 | \$25,048 | \$26,041 | \$27,035 | \$28,028 | \$31,988 | \$35,944 | \$39,906 |
| Step 3 | \$25,892 | \$26,880 | \$27,867 | \$28,856 | \$32,980 | \$37,103 | \$41,229 |
| Step 4 | \$26,738 | \$27,725 | \$28,711 | \$29,697 | \$33,976 | \$38,254 | \$42,534 |
| Step 5 | \$27,591 | \$28,581 | \$29,574 | \$30,565 | \$34,554 | \$38,544 | \$43,850 |
| Step 6 | \$28,152 | \$29,261 | \$30,367 | \$31,475 | \$35,163 | \$38,848 | \$43,850 |
| Step 7 | \$28,718 | \$29,941 | \$31,163 | \$32,388 | \$35,769 | \$39,151 | \$43,850 |
| Step 8 | \$29,280 | \$30,635 | \$31,987 | \$33,340 | \$36,405 | \$39,468 | \$43,850 |
| Step 9 | \$29,563 | \$31,154 | \$32,747 | \$34,337 | \$37,069 | \$39,802 | \$43,850 |
| Step 10 | \$29,845 | \$31,682 | \$33,521 | \$35,356 | \$37,749 | \$40,142 | \$43,850 |
| Step 11 | \$30,127 | \$32,218 | \$34,306 | \$36,395 | \$38,443 | \$40,488 | \$43,850 |
| Step 12 | \$31,189 | \$33,278 | \$35,370 | \$37,458 | \$39,151 | \$40,843 | \$43,850 |
| Step 13 | \$32,291 | \$34,382 | \$36,475 | \$38,564 | \$39,888 | \$41,211 | \$43,850 |
| Step 14 | \$33,432 | \$35,526 | \$37,619 | \$39,713 | \$40,653 | \$41,595 | \$43,850 |
| Step 15 | \$34,616 | \$36,707 | \$38,794 | \$40,884 | \$41,435 | \$41,984 | \$43,850 |
| Step 16 | \$35,358 | \$37,525 | \$39,693 | \$41,860 | \$42,180 | \$42,499 | \$43,850 |

| Outside experience credit: | Years of experience | Enter step |
|--|---------------------|------------|
| A maximum of ten years may be granted for outside experience. | 0 | 1 |
| Outside experience credit is not granted for teaching experience outside the USA. | 1 | 2 |
| | 2 | 3 |
| Insurance: | 3 | 4 |
| District in conjunction with ECC, Headstart will pay a portion of the employee's premium. | 4 | 5 |
| | 5 | 6 |
| Bonus: | 6 | 7 |
| After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. | 7 | 8 |
| Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service. | 8 | 9 |
| | 9 | 10 |
| | 10 | 11 |

Montrose County School District RE-1J
2022-2023 Early Childhood Coordinator Salary Schedule (190 Days)
EXEMPT

| | Level 3 AA Diploma | Level 4 BA BS | Level 5 MA |
|---------|-----------------------|---------------|------------|
| Step 1 | \$33,307 | \$34,454 | \$35,639 |
| Step 2 | \$34,245 | \$35,420 | \$36,640 |
| Step 3 | \$35,181 | \$36,391 | \$37,643 |
| Step 4 | \$36,123 | \$37,366 | \$38,655 |
| Step 5 | \$37,061 | \$38,335 | \$39,658 |
| Step 6 | \$37,689 | \$38,985 | \$40,331 |
| Step 7 | \$38,313 | \$39,634 | \$41,000 |
| Step 8 | \$38,938 | \$40,282 | \$41,672 |
| Step 9 | \$39,255 | \$40,606 | \$42,006 |
| Step 10 | \$39,566 | \$40,931 | \$42,339 |
| Step 11 | \$40,586 | \$41,984 | \$43,433 |
| Step 12 | \$41,612 | \$43,047 | \$44,534 |
| Step 13 | \$42,842 | \$44,321 | \$45,849 |
| Step 14 | \$44,111 | \$45,634 | \$47,211 |
| Step 15 | \$45,418 | \$46,984 | \$48,607 |
| Step 16 | \$46,246 | \$47,844 | \$50,048 |

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)

New Years (1), MLK (1), President's Day (1), Flex holiday (1)

TOTAL OF 7 DAYS

Insurance:

District in conjunction with ECC, Headstart will pay a portion of the employee's premium.

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

**Montrose County School District RE-1J
2022-2023 Nutritional Services Salary Schedule
NON-EXEMPT**

| | Cooks | Manager 1-3 | Manager 10+ | Warehouse Coordinator |
|---------|---------|-------------|-------------|-----------------------|
| Step 1 | \$13.73 | \$14.78 | \$0.26 | \$14.78 |
| Step 2 | \$13.94 | \$15.15 | \$0.26 | \$15.15 |
| Step 3 | \$14.15 | \$15.52 | \$0.26 | \$15.52 |
| Step 4 | \$14.36 | \$15.89 | \$0.26 | \$15.89 |
| Step 5 | \$14.57 | \$16.26 | \$0.26 | \$16.26 |
| Step 6 | \$14.78 | \$16.63 | \$0.26 | \$16.63 |
| Step 7 | \$15.00 | \$17.00 | \$0.26 | \$17.00 |
| Step 8 | \$15.21 | \$17.37 | \$0.26 | \$17.37 |
| Step 9 | \$15.42 | \$17.74 | \$0.26 | \$17.74 |
| Step 10 | \$15.63 | \$18.11 | \$0.26 | \$18.11 |
| Step 11 | \$15.84 | \$18.48 | \$0.26 | \$18.48 |
| Step 12 | \$16.05 | \$18.85 | \$0.26 | \$18.85 |
| Step 13 | \$16.26 | \$19.22 | \$0.26 | \$19.22 |
| Step 14 | \$16.47 | \$19.59 | \$0.26 | \$19.59 |
| Step 15 | \$16.68 | \$19.96 | \$0.26 | \$19.96 |
| Step 16 | \$16.90 | \$20.33 | \$0.26 | \$20.33 |

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)
New Years (1), MLK (1), President's Day (1), Flex holiday (1) TOTAL OF 7 DAYS

Insurance:

District will pay a portion of the employee's premium.

Actual years of service in any capacity apply; however, these must be actual years, and entry level cannot be considered as completed years of service.

A maximum of 10 years of full-time related experience will be considered for placement.

Cooks with 10 years of service or more will receive an additional \$.10 per hour over the above projected schedule.

Managers with 10 years of service or more will receive an additional \$.20 per hour over the above projected schedule.

Managers supervising 4-6 cooks will receive an additional \$.75 per hour over Manager 1-3 step.

Managers supervising 7-9 cooks will receive an additional \$1.50 per hour over Manager 1-3 step.

Managers supervising 10-12 cooks will receive an additional \$2.25 per hour over Manager 1-3 step.

Managers supervising 13-17 cooks will receive an additional \$3.00 per hour over Manager 1-3 step.

Managers supervising over 18 cooks will receive an additional \$3.75 per hour over Manager 1-3 step.

Sub Managers will earn \$.50 per hour over their current step rate of pay.

Bonus: After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year.

Updated: June 2022

Montrose County School District RE-1J
2022-2023 Extracurricular Activities Salary Schedule
EXEMPT

| | Category A - Head Coach/Team 9-12 | Category B - Head Coach/Team 9-12 | Category C - Asst. Coach/Team 9-12 | Category D - Asst Coach/Team 9-12 | Category E - Teams 9-12 | Category F - Head Coach/Team 6-8 | Category G - Asst Coach/Team 6-8 | Category H - Coach/Teams 6-8 |
|---------|---|--|--|---|-------------------------------|---|--|--|
| | Football, Wrestling, Basketball, Volleyball, Baseball, Soccer, Track, Speech, *Instrumental | Swim, Golf, Climbing, Cross Country, Cheerleading, Tennis, Softball, Special Olympics, Publications, *Vocal Music, Lacrosse, Dance | Football, Wrestling, Basketball, Volleyball, Baseball, Soccer, Track, Speech, Weights, Drill | Swim, Golf, Climbing, Cross Country, Cheer, Tennis, Softball, *FBLA, *FFA, *FCCLA, *Skills USA, *TSA, Student Council, , Culinary/Catering, Knowledge Bowl, Lacrosse, Dance, Special Olympics | NHS, Major Performance, LULAC | Football, Volleyball, Basketball, Wrestling, Track, Cross Country | Football, Volleyball, Basketball, Wrestling, Track, Cross Country, *Instrumental Music | *Vocal Music, Yearbook, Student Council, Honor Society |
| Step 1 | \$5,020 | \$3,681 | \$3,235 | \$2,341 | \$1,898 | \$1,945 | \$1,760 | \$1,315 |
| Step 2 | \$5,140 | \$3,799 | \$3,355 | \$2,460 | \$2,016 | \$2,035 | \$1,849 | \$1,374 |
| Step 3 | \$5,259 | \$3,920 | \$3,474 | \$2,581 | \$2,136 | \$2,125 | \$1,940 | \$1,434 |
| Step 4 | \$5,378 | \$4,039 | \$3,594 | \$2,700 | \$2,256 | \$2,213 | \$2,030 | \$1,494 |
| Step 5 | \$5,499 | \$4,159 | \$3,714 | \$2,821 | \$2,375 | \$2,304 | \$2,119 | \$1,553 |
| Step 6 | \$5,618 | \$4,279 | \$3,832 | \$2,941 | \$2,494 | \$2,393 | \$2,209 | \$1,614 |
| Step 7 | \$5,737 | \$4,399 | \$3,953 | \$3,059 | \$2,616 | \$2,484 | \$2,300 | \$1,674 |
| Step 8 | \$5,859 | \$4,519 | \$4,072 | \$3,180 | \$2,735 | \$2,572 | \$2,389 | \$1,734 |
| Step 9 | \$5,977 | \$4,638 | \$4,191 | \$3,299 | \$2,854 | \$2,662 | \$2,479 | \$1,792 |
| Step 10 | \$6,097 | \$4,758 | \$4,313 | \$3,419 | \$2,975 | \$2,752 | \$2,568 | \$1,852 |
| Step 11 | \$6,217 | \$4,878 | \$4,432 | \$3,539 | \$3,093 | \$2,843 | \$2,658 | \$1,912 |

All Coaches are expected to follow the RE-1J Athletic Procedures Manual.

Head coach placement based on Assistant coaching experience will be awarded as two years of experience will equal one year experience as Hea

Maximum step available on entering the schedule is Step 6

*Activity does not require vacancy notice.

Updated: June 2022