

**Montrose County School District RE-1J  
2023-2024 Teacher Salary Schedule (178 Days)**

**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$43,000	\$43,732	\$44,423	\$45,140	\$45,829	\$46,561	\$47,252	\$47,987	\$48,675	\$49,395	\$50,086	\$50,818	\$52,216
2	\$44,423	\$45,140	\$45,829	\$46,561	\$47,252	\$47,987	\$48,675	\$49,395	\$50,086	\$50,818	\$51,508	\$52,227	\$53,664
3	\$45,829	\$46,561	\$47,252	\$47,987	\$48,675	\$49,395	\$50,086	\$50,818	\$51,508	\$52,227	\$52,931	\$53,649	\$55,125
4	\$46,746	\$47,987	\$48,675	\$49,395	\$50,086	\$50,818	\$51,508	\$52,227	\$52,931	\$53,649	\$54,336	\$55,072	\$56,588
5	\$46,746	\$49,395	\$50,086	\$50,818	\$51,508	\$52,227	\$52,931	\$53,649	\$54,336	\$55,072	\$55,762	\$56,495	\$58,050
6	\$46,746	\$50,383	\$51,508	\$52,227	\$52,931	\$53,649	\$54,336	\$55,072	\$55,762	\$56,495	\$57,185	\$57,904	\$59,497
7	\$46,746	\$50,383	\$52,931	\$53,649	\$54,336	\$55,072	\$55,762	\$56,495	\$57,185	\$57,904	\$58,605	\$59,327	\$60,960
8	\$46,746	\$50,383	\$53,989	\$55,072	\$55,762	\$56,495	\$57,185	\$57,904	\$58,605	\$59,327	\$60,014	\$60,752	\$62,422
9	\$46,746	\$50,383	\$53,989	\$56,495	\$57,185	\$57,904	\$58,605	\$59,327	\$60,014	\$60,752	\$61,470	\$62,160	\$63,870
10	\$46,746	\$50,383	\$53,989	\$57,624	\$58,605	\$59,327	\$60,014	\$60,752	\$61,470	\$62,160	\$62,894	\$63,584	\$65,333
11	\$46,746	\$50,383	\$53,989	\$57,624	\$60,014	\$60,752	\$61,470	\$62,160	\$62,894	\$63,586	\$64,300	\$64,990	\$66,779
12	\$46,746	\$50,383	\$53,989	\$57,624	\$61,470	\$62,160	\$62,894	\$63,586	\$64,300	\$64,990	\$65,724	\$66,415	\$68,243
13	\$46,746	\$50,383	\$53,989	\$57,624	\$62,894	\$63,586	\$64,300	\$64,990	\$65,724	\$66,415	\$67,148	\$67,836	\$69,704
14	\$46,746	\$50,383	\$53,989	\$57,624	\$64,300	\$64,990	\$65,724	\$66,415	\$67,148	\$67,836	\$68,556	\$69,244	\$71,150
15	\$46,746	\$50,383	\$53,989	\$57,624	\$65,724	\$66,415	\$67,148	\$67,836	\$68,556	\$69,244	\$69,979	\$70,666	\$72,613
16	\$46,746	\$50,383	\$53,989	\$57,624	\$67,148	\$67,836	\$68,556	\$69,244	\$69,979	\$70,666	\$71,403	\$72,091	\$74,075
17	\$46,746	\$50,383	\$53,989	\$57,624	\$68,556	\$69,244	\$69,979	\$70,666	\$71,403	\$72,091	\$72,808	\$73,513	\$75,539
18	\$46,746	\$50,383	\$53,989	\$57,624	\$69,979	\$70,667	\$71,403	\$72,091	\$72,808	\$73,513	\$74,232	\$74,920	\$76,984
19	\$46,746	\$50,383	\$53,989	\$57,624	\$69,979	\$72,091	\$72,808	\$73,513	\$74,232	\$74,920	\$75,656	\$76,344	\$78,447
20	\$46,746	\$50,383	\$53,989	\$57,624	\$69,979	\$72,091	\$72,808	\$74,920	\$75,656	\$76,344	\$77,063	\$77,766	\$79,909
21	\$46,746	\$50,383	\$53,989	\$57,624	\$69,979	\$72,091	\$72,808	\$74,920	\$75,656	\$77,766	\$78,492	\$79,178	\$81,359
22	\$46,746	\$50,383	\$53,989	\$57,624	\$69,979	\$72,091	\$72,808	\$74,920	\$75,656	\$79,185	\$79,910	\$80,597	\$82,816
23	\$47,746	\$51,383	\$54,989	\$58,624	\$70,979	\$73,091	\$73,808	\$75,920	\$76,656	\$80,185	\$80,910	\$81,597	\$83,816

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12

**Insurance:**

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

Updated: June 2023

**Montrose County School District RE-1J**  
**2023-2024 Building Resource Teacher Salary Schedule (188 Days)**

**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$45,417	\$46,189	\$46,919	\$47,676	\$48,404	\$49,178	\$49,906	\$50,683	\$51,409	\$52,169	\$52,900	\$53,673	\$55,151
2	\$46,919	\$47,676	\$48,404	\$49,178	\$49,906	\$50,683	\$51,409	\$52,169	\$52,900	\$53,673	\$54,401	\$55,161	\$56,678
3	\$48,404	\$49,178	\$49,906	\$50,683	\$51,409	\$52,169	\$52,900	\$53,673	\$54,401	\$55,161	\$55,904	\$56,663	\$58,223
4	\$49,373	\$50,683	\$51,409	\$52,169	\$52,900	\$53,673	\$54,401	\$55,161	\$55,904	\$56,663	\$57,388	\$58,165	\$59,767
5	\$49,373	\$52,169	\$52,900	\$53,673	\$54,401	\$55,161	\$55,904	\$56,663	\$57,388	\$58,165	\$58,895	\$59,669	\$61,310
6	\$49,373	\$53,214	\$54,401	\$55,161	\$55,904	\$56,663	\$57,388	\$58,165	\$58,895	\$59,669	\$60,397	\$61,157	\$62,839
7	\$49,373	\$53,214	\$55,904	\$56,663	\$57,388	\$58,165	\$58,895	\$59,669	\$60,397	\$61,157	\$61,897	\$62,660	\$64,385
8	\$49,373	\$53,214	\$57,022	\$58,165	\$58,895	\$59,669	\$60,397	\$61,157	\$61,897	\$62,660	\$63,386	\$64,165	\$65,929
9	\$49,373	\$53,214	\$57,022	\$59,669	\$60,397	\$61,157	\$61,897	\$62,660	\$63,386	\$64,165	\$64,923	\$65,652	\$67,458
10	\$49,373	\$53,214	\$57,022	\$60,861	\$61,897	\$62,660	\$63,386	\$64,165	\$64,923	\$65,652	\$66,428	\$67,156	\$69,004
11	\$49,373	\$53,214	\$57,022	\$60,861	\$63,386	\$64,165	\$64,923	\$65,652	\$66,428	\$67,158	\$67,913	\$68,641	\$70,531
12	\$49,373	\$53,214	\$57,022	\$60,861	\$64,923	\$65,652	\$66,428	\$67,158	\$67,913	\$68,641	\$69,415	\$70,147	\$72,077
13	\$49,373	\$53,214	\$57,022	\$60,861	\$66,428	\$67,158	\$67,913	\$68,641	\$69,415	\$70,147	\$70,920	\$71,647	\$73,621
14	\$49,373	\$53,214	\$57,022	\$60,861	\$67,913	\$68,641	\$69,415	\$70,147	\$70,920	\$71,647	\$72,408	\$73,134	\$75,148
15	\$49,373	\$53,214	\$57,022	\$60,861	\$69,415	\$70,147	\$70,920	\$71,647	\$72,408	\$73,134	\$73,910	\$74,637	\$76,693
16	\$49,373	\$53,214	\$57,022	\$60,861	\$70,920	\$71,647	\$72,408	\$73,134	\$73,910	\$74,637	\$75,413	\$76,140	\$78,237
17	\$49,373	\$53,214	\$57,022	\$60,861	\$72,408	\$73,134	\$73,910	\$74,637	\$75,413	\$76,140	\$76,899	\$77,644	\$79,783
18	\$49,373	\$53,214	\$57,022	\$60,861	\$73,910	\$74,637	\$75,413	\$76,140	\$76,899	\$77,644	\$78,403	\$79,129	\$81,309
19	\$49,373	\$53,214	\$57,022	\$60,861	\$73,910	\$76,140	\$76,899	\$77,644	\$78,403	\$79,129	\$79,907	\$80,635	\$82,855
20	\$49,373	\$53,214	\$57,022	\$60,861	\$73,910	\$76,140	\$76,899	\$79,129	\$79,907	\$80,635	\$81,392	\$82,135	\$84,399
21	\$49,373	\$53,214	\$57,022	\$60,861	\$73,910	\$76,140	\$76,899	\$79,129	\$79,907	\$82,135	\$82,901	\$83,626	\$85,929
22	\$49,373	\$53,214	\$57,022	\$60,861	\$73,910	\$76,140	\$76,899	\$79,129	\$79,907	\$83,634	\$84,400	\$85,125	\$87,469
23	\$50,373	\$54,214	\$58,022	\$61,861	\$74,910	\$77,140	\$77,899	\$80,129	\$80,907	\$84,634	\$85,400	\$86,125	\$88,469

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12

**Insurance:**

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

Updated: June 2023

**Montrose County School District RE-1J  
2023-2024 Related Service Providers Salary Schedule (182 Days)**

**EXEMPT**

School Psychologist, Nurse Coordinator, Motor Therapist, Audiologist, Vision Specialist, Hearing Specialist, Speech Pathologist, Mental Health, Social Worker

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$53,331	\$53,724	\$54,116	\$54,508	\$54,900	\$55,342	\$55,932	\$56,519	\$57,109	\$57,698	\$58,289	\$58,876	\$60,079
2	\$54,637	\$55,030	\$55,420	\$55,814	\$56,206	\$56,697	\$57,287	\$57,876	\$58,465	\$59,055	\$59,642	\$60,230	\$61,463
3	\$55,941	\$56,335	\$56,725	\$57,120	\$57,512	\$58,053	\$58,641	\$59,230	\$59,820	\$60,408	\$60,996	\$61,586	\$62,847
4	\$57,060	\$57,639	\$58,034	\$58,425	\$58,818	\$59,408	\$59,998	\$60,585	\$61,175	\$61,763	\$62,353	\$62,942	\$64,231
5	\$57,060	\$58,944	\$59,336	\$59,729	\$60,123	\$60,762	\$61,352	\$61,940	\$62,528	\$63,118	\$63,707	\$64,294	\$65,611
6	\$57,060	\$60,124	\$60,642	\$61,035	\$61,426	\$62,118	\$62,705	\$63,297	\$63,885	\$64,474	\$65,061	\$65,652	\$66,998
7	\$57,060	\$60,124	\$61,946	\$62,339	\$62,732	\$63,472	\$64,062	\$64,650	\$65,240	\$65,828	\$66,419	\$67,005	\$68,378
8	\$57,060	\$60,124	\$63,184	\$63,643	\$64,036	\$64,827	\$65,418	\$66,008	\$66,594	\$67,185	\$67,771	\$68,362	\$69,762
9	\$57,060	\$60,124	\$63,184	\$64,948	\$65,341	\$66,183	\$66,771	\$67,361	\$67,950	\$68,537	\$69,126	\$69,715	\$71,144
10	\$57,060	\$60,124	\$63,184	\$66,248	\$66,646	\$67,539	\$68,129	\$68,716	\$69,305	\$69,894	\$70,483	\$71,070	\$72,529
11	\$57,060	\$60,124	\$63,184	\$66,248	\$67,952	\$68,895	\$69,480	\$70,070	\$70,659	\$71,248	\$71,837	\$72,428	\$73,912
12	\$57,060	\$60,124	\$63,184	\$66,248	\$69,259	\$70,249	\$70,838	\$71,427	\$72,013	\$72,603	\$73,192	\$73,783	\$75,296
13	\$57,060	\$60,124	\$63,184	\$66,248	\$70,563	\$71,603	\$72,192	\$72,782	\$73,369	\$73,958	\$74,546	\$75,136	\$76,678
14	\$57,060	\$60,124	\$63,184	\$66,248	\$71,867	\$72,961	\$73,548	\$74,136	\$74,726	\$75,315	\$75,904	\$76,491	\$78,062
15	\$57,060	\$60,124	\$63,184	\$66,248	\$73,173	\$74,314	\$74,902	\$75,493	\$76,079	\$76,670	\$77,256	\$77,847	\$79,444
16	\$57,060	\$60,124	\$63,184	\$66,248	\$74,478	\$75,668	\$76,259	\$76,847	\$77,435	\$78,024	\$78,614	\$79,200	\$80,826
17	\$57,060	\$60,124	\$63,184	\$66,248	\$75,783	\$77,025	\$77,612	\$78,200	\$78,790	\$79,380	\$79,967	\$80,558	\$82,212
18	\$57,060	\$60,124	\$63,184	\$66,248	\$77,089	\$78,379	\$78,968	\$79,556	\$80,147	\$80,734	\$81,325	\$81,913	\$83,594
19	\$57,060	\$60,124	\$63,184	\$66,248	\$77,089	\$79,731	\$80,323	\$80,911	\$81,499	\$82,090	\$82,678	\$83,266	\$84,979
20	\$57,060	\$60,124	\$63,184	\$66,248	\$77,089	\$79,731	\$80,323	\$82,268	\$82,857	\$83,445	\$84,033	\$84,623	\$86,363
21	\$57,060	\$60,124	\$63,184	\$66,248	\$77,089	\$79,731	\$80,323	\$82,268	\$82,857	\$84,800	\$85,389	\$85,976	\$87,745
22	\$57,060	\$60,124	\$63,184	\$66,248	\$77,089	\$79,731	\$80,323	\$82,268	\$82,857	\$86,154	\$86,743	\$87,333	\$89,127
23	\$58,060	\$61,124	\$64,184	\$67,248	\$78,089	\$80,731	\$81,323	\$83,268	\$83,857	\$87,154	\$87,743	\$88,333	\$90,127

Step 23: Additional \$1,000	Years of experience	Enter step
Outside experience credit:	0	1
A maximum of eleven years may be granted for outside experience.	1	2
Outside experience credit is not granted for teaching experience outside the USA.	2	3
All credit hours based on semester hours.	3	4
School Psychologists, upon approval of the Director of Student Services may request additional days (maximum of 5) with proven need at their daily rate of pay.	4	5
	5	6
	6	7
EdS - Will enter MA30	7	8
PhD - \$4,000	8	9
	9	10
	10	11
<b>Insurance:</b>	11	12
District will pay a portion of the employee's premium.		

**Montrose County School District RE-1J  
2023-2024 Licensed Coordinator Salary Schedule (196 Days)**

**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$47,350	\$48,154	\$48,916	\$49,706	\$50,464	\$51,270	\$52,032	\$52,841	\$53,598	\$54,388	\$55,149	\$55,958	\$57,330
2	\$48,916	\$49,706	\$50,464	\$51,270	\$52,032	\$52,841	\$53,598	\$54,388	\$55,149	\$55,958	\$56,718	\$57,508	\$58,919
3	\$50,464	\$51,270	\$52,032	\$52,841	\$53,598	\$54,388	\$55,149	\$55,958	\$56,718	\$57,508	\$58,283	\$59,074	\$60,522
4	\$51,474	\$52,841	\$53,598	\$54,388	\$55,149	\$55,958	\$56,718	\$57,508	\$58,283	\$59,074	\$59,830	\$60,640	\$62,129
5	\$51,474	\$54,388	\$55,149	\$55,958	\$56,718	\$57,508	\$58,283	\$59,074	\$59,830	\$60,640	\$61,400	\$62,209	\$63,734
6	\$51,474	\$55,476	\$56,718	\$57,508	\$58,283	\$59,074	\$59,830	\$60,640	\$61,400	\$62,209	\$62,967	\$63,757	\$65,321
7	\$51,474	\$55,476	\$58,283	\$59,074	\$59,830	\$60,640	\$61,400	\$62,209	\$62,967	\$63,757	\$64,531	\$65,327	\$66,929
8	\$51,474	\$55,476	\$59,448	\$60,640	\$61,400	\$62,209	\$62,967	\$63,757	\$64,531	\$65,327	\$66,085	\$66,895	\$68,535
9	\$51,474	\$55,476	\$59,448	\$62,209	\$62,967	\$63,757	\$64,531	\$65,327	\$66,085	\$66,895	\$67,686	\$68,444	\$70,124
10	\$51,474	\$55,476	\$59,448	\$63,453	\$64,531	\$65,327	\$66,085	\$66,895	\$67,686	\$68,444	\$69,253	\$70,012	\$71,729
11	\$51,474	\$55,476	\$59,448	\$63,453	\$66,085	\$66,895	\$67,686	\$68,444	\$69,253	\$70,015	\$70,802	\$71,562	\$73,320
12	\$51,474	\$55,476	\$59,448	\$63,453	\$67,686	\$68,444	\$69,253	\$70,015	\$70,802	\$71,562	\$72,371	\$73,130	\$74,925
13	\$51,474	\$55,476	\$59,448	\$63,453	\$69,253	\$70,015	\$70,802	\$71,562	\$72,371	\$73,130	\$73,939	\$74,695	\$76,530
14	\$51,474	\$55,476	\$59,448	\$63,453	\$70,802	\$71,562	\$72,371	\$73,130	\$73,939	\$74,695	\$75,487	\$76,247	\$78,117
15	\$51,474	\$55,476	\$59,448	\$63,453	\$72,371	\$73,130	\$73,939	\$74,695	\$75,487	\$76,247	\$77,053	\$77,814	\$79,724
16	\$51,474	\$55,476	\$59,448	\$63,453	\$73,939	\$74,695	\$75,487	\$76,247	\$77,053	\$77,814	\$78,621	\$79,381	\$81,330
17	\$51,474	\$55,476	\$59,448	\$63,453	\$75,487	\$76,247	\$77,053	\$77,814	\$78,621	\$79,381	\$80,173	\$80,949	\$82,936
18	\$51,474	\$55,476	\$59,448	\$63,453	\$77,053	\$77,814	\$78,621	\$79,381	\$80,173	\$80,949	\$81,739	\$82,497	\$84,522
19	\$51,474	\$55,476	\$59,448	\$63,453	\$77,053	\$79,381	\$80,173	\$80,949	\$81,739	\$82,497	\$83,307	\$84,063	\$86,128
20	\$51,474	\$55,476	\$59,448	\$63,453	\$77,053	\$79,381	\$80,173	\$82,497	\$83,307	\$84,063	\$84,856	\$85,631	\$87,735
21	\$51,474	\$55,476	\$59,448	\$63,453	\$77,053	\$79,381	\$80,173	\$82,497	\$83,307	\$85,631	\$86,429	\$87,185	\$89,326
22	\$51,474	\$55,476	\$59,448	\$63,453	\$77,053	\$79,381	\$80,173	\$82,497	\$83,307	\$87,191	\$87,992	\$88,747	\$90,927
23	\$52,474	\$56,476	\$60,448	\$64,453	\$78,053	\$80,381	\$81,173	\$83,497	\$84,307	\$88,191	\$88,992	\$89,747	\$91,927

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12

**Insurance:**

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

Updated: June 2023

**Montrose County School District RE-1J  
2023-2024 Licensed Coordinator Salary Schedule (200 Days)**

**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$50,911	\$51,783	\$52,598	\$53,451	\$54,266	\$55,137	\$55,951	\$56,824	\$57,638	\$58,494	\$59,314	\$60,185	\$61,568
2	\$52,598	\$53,451	\$54,266	\$55,137	\$55,951	\$56,824	\$57,638	\$58,494	\$59,314	\$60,185	\$60,996	\$61,850	\$63,272
3	\$54,266	\$55,137	\$55,951	\$56,824	\$57,638	\$58,494	\$59,314	\$60,185	\$60,996	\$61,850	\$62,685	\$63,538	\$64,998
4	\$55,350	\$56,824	\$57,638	\$58,494	\$59,314	\$60,185	\$60,996	\$61,850	\$62,685	\$63,538	\$64,353	\$65,222	\$66,722
5	\$55,350	\$58,494	\$59,314	\$60,185	\$60,996	\$61,850	\$62,685	\$63,538	\$64,353	\$65,222	\$66,040	\$66,908	\$68,450
6	\$55,350	\$59,664	\$60,996	\$61,850	\$62,685	\$63,538	\$64,353	\$65,222	\$66,040	\$66,908	\$67,726	\$68,580	\$70,156
7	\$55,350	\$59,664	\$62,685	\$63,538	\$64,353	\$65,222	\$66,040	\$66,908	\$67,726	\$68,580	\$69,414	\$70,269	\$71,885
8	\$55,350	\$59,664	\$63,939	\$65,222	\$66,040	\$66,908	\$67,726	\$68,580	\$69,414	\$70,269	\$71,082	\$71,956	\$73,609
9	\$55,350	\$59,664	\$63,939	\$66,908	\$67,726	\$68,580	\$69,414	\$70,269	\$71,082	\$71,956	\$72,805	\$73,624	\$75,318
10	\$55,350	\$59,664	\$63,939	\$68,247	\$69,414	\$70,269	\$71,082	\$71,956	\$72,805	\$73,624	\$74,496	\$75,313	\$77,045
11	\$55,350	\$59,664	\$63,939	\$68,247	\$71,082	\$71,956	\$72,805	\$73,624	\$74,496	\$75,313	\$76,162	\$76,979	\$78,750
12	\$55,350	\$59,664	\$63,939	\$68,247	\$72,805	\$73,624	\$74,496	\$75,313	\$76,162	\$76,979	\$77,850	\$78,664	\$80,475
13	\$55,350	\$59,664	\$63,939	\$68,247	\$74,496	\$75,313	\$76,162	\$76,979	\$77,850	\$78,664	\$79,540	\$80,354	\$82,202
14	\$55,350	\$59,664	\$63,939	\$68,247	\$76,162	\$76,979	\$77,850	\$78,664	\$79,540	\$80,354	\$81,206	\$82,021	\$83,908
15	\$55,350	\$59,664	\$63,939	\$68,247	\$77,850	\$78,664	\$79,540	\$80,354	\$81,206	\$82,021	\$82,894	\$83,709	\$85,635
16	\$55,350	\$59,664	\$63,939	\$68,247	\$79,540	\$80,354	\$81,206	\$82,021	\$82,894	\$83,709	\$84,581	\$85,397	\$87,364
17	\$55,350	\$59,664	\$63,939	\$68,247	\$81,206	\$82,021	\$82,894	\$83,709	\$84,581	\$85,397	\$86,253	\$87,084	\$89,087
18	\$55,350	\$59,664	\$63,939	\$68,247	\$82,894	\$83,709	\$84,581	\$85,397	\$86,253	\$87,084	\$87,936	\$88,753	\$90,795
19	\$55,350	\$59,664	\$63,939	\$68,247	\$82,894	\$85,397	\$86,253	\$87,084	\$87,936	\$88,753	\$89,625	\$90,440	\$92,521
20	\$55,350	\$59,664	\$63,939	\$68,247	\$82,894	\$85,397	\$86,253	\$88,753	\$89,625	\$90,440	\$91,290	\$92,123	\$94,244
21	\$55,350	\$59,664	\$63,939	\$68,247	\$82,894	\$85,397	\$86,253	\$88,753	\$89,625	\$92,123	\$92,980	\$93,798	\$95,956
22	\$55,350	\$59,664	\$63,939	\$68,247	\$82,894	\$85,397	\$86,253	\$88,753	\$89,625	\$93,807	\$94,665	\$95,478	\$97,677
23	\$56,350	\$60,664	\$64,939	\$69,247	\$83,894	\$86,397	\$87,253	\$89,753	\$90,625	\$94,807	\$95,665	\$96,478	\$98,677

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
Edd - Additional \$4,000	9	10
	10	11
	11	12

**Insurance:**

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

Updated: June 2023

**Montrose County School District RE-1J  
2023-2024 Librarian (186 Days)  
EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$44,903	\$45,671	\$46,390	\$47,142	\$47,861	\$48,627	\$49,345	\$50,115	\$50,831	\$51,586	\$52,308	\$53,077	\$54,458
2	\$46,390	\$47,142	\$47,861	\$48,627	\$49,345	\$50,115	\$50,831	\$51,586	\$52,308	\$53,077	\$53,793	\$54,546	\$55,964
3	\$47,861	\$48,627	\$49,345	\$50,115	\$50,831	\$51,586	\$52,308	\$53,077	\$53,793	\$54,546	\$55,281	\$56,034	\$57,489
4	\$48,818	\$50,115	\$50,831	\$51,586	\$52,308	\$53,077	\$53,793	\$54,546	\$55,281	\$56,034	\$56,751	\$57,519	\$59,014
5	\$48,818	\$51,586	\$52,308	\$53,077	\$53,793	\$54,546	\$55,281	\$56,034	\$56,751	\$57,519	\$58,239	\$59,005	\$60,539
6	\$48,818	\$52,618	\$53,793	\$54,546	\$55,281	\$56,034	\$56,751	\$57,519	\$58,239	\$59,005	\$59,724	\$60,477	\$62,047
7	\$48,818	\$52,618	\$55,281	\$56,034	\$56,751	\$57,519	\$58,239	\$59,005	\$59,724	\$60,477	\$61,212	\$61,965	\$63,573
8	\$48,818	\$52,618	\$56,387	\$57,519	\$58,239	\$59,005	\$59,724	\$60,477	\$61,212	\$61,965	\$62,684	\$63,453	\$65,101
9	\$48,818	\$52,618	\$56,387	\$59,005	\$59,724	\$60,477	\$61,212	\$61,965	\$62,684	\$63,453	\$64,204	\$64,923	\$66,610
10	\$48,818	\$52,618	\$56,387	\$60,186	\$61,212	\$61,965	\$62,684	\$63,453	\$64,204	\$64,923	\$65,690	\$66,413	\$68,138
11	\$48,818	\$52,618	\$56,387	\$60,186	\$62,684	\$63,453	\$64,204	\$64,923	\$65,690	\$66,413	\$67,161	\$67,882	\$69,644
12	\$48,818	\$52,618	\$56,387	\$60,186	\$64,204	\$64,923	\$65,690	\$66,413	\$67,161	\$67,882	\$68,651	\$69,368	\$71,167
13	\$48,818	\$52,618	\$56,387	\$60,186	\$65,690	\$66,413	\$67,161	\$67,882	\$68,651	\$69,368	\$70,135	\$70,855	\$72,694
14	\$48,818	\$52,618	\$56,387	\$60,186	\$67,161	\$67,882	\$68,651	\$69,368	\$70,135	\$70,855	\$71,607	\$72,326	\$74,201
15	\$48,818	\$52,618	\$56,387	\$60,186	\$68,651	\$69,368	\$70,135	\$70,855	\$71,607	\$72,326	\$73,096	\$73,813	\$75,728
16	\$48,818	\$52,618	\$56,387	\$60,186	\$70,135	\$70,855	\$71,607	\$72,326	\$73,096	\$73,813	\$74,582	\$75,302	\$77,254
17	\$48,818	\$52,618	\$56,387	\$60,186	\$71,607	\$72,326	\$73,096	\$73,813	\$74,582	\$75,302	\$76,054	\$76,788	\$78,780
18	\$48,818	\$52,618	\$56,387	\$60,186	\$73,096	\$73,813	\$74,582	\$75,302	\$76,054	\$76,788	\$77,543	\$78,260	\$80,291
19	\$48,818	\$52,618	\$56,387	\$60,186	\$73,096	\$75,302	\$76,054	\$76,788	\$77,543	\$78,260	\$79,030	\$79,749	\$81,817
20	\$48,818	\$52,618	\$56,387	\$60,186	\$73,096	\$75,302	\$76,054	\$78,260	\$79,030	\$79,749	\$80,495	\$81,234	\$83,340
21	\$48,818	\$52,618	\$56,387	\$60,186	\$73,096	\$75,302	\$76,054	\$78,260	\$79,030	\$81,234	\$81,989	\$82,706	\$84,849
22	\$48,818	\$52,618	\$56,387	\$60,186	\$73,096	\$75,302	\$76,054	\$78,260	\$79,030	\$81,234	\$81,989	\$82,706	\$86,371
23	\$49,818	\$53,618	\$57,387	\$61,186	\$74,096	\$76,302	\$77,054	\$79,260	\$80,030	\$82,234	\$82,989	\$83,706	\$87,371

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12

**Insurance:**

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

Updated: June 2023

**Montrose County School District RE-1J**  
**2023-2024 Elementary/ Middle School Counselors Salary Schedule (188 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$45,379	\$46,155	\$46,880	\$47,641	\$48,368	\$49,144	\$49,870	\$50,648	\$51,374	\$52,133	\$52,862	\$53,638	\$55,004
2	\$46,880	\$47,641	\$48,368	\$49,144	\$49,870	\$50,648	\$51,374	\$52,133	\$52,862	\$53,638	\$54,366	\$55,125	\$56,531
3	\$48,368	\$49,144	\$49,870	\$50,648	\$51,374	\$52,133	\$52,862	\$53,638	\$54,366	\$55,125	\$55,868	\$56,629	\$58,072
4	\$49,335	\$50,648	\$51,374	\$52,133	\$52,862	\$53,638	\$54,366	\$55,125	\$55,868	\$56,629	\$57,354	\$58,131	\$59,611
5	\$49,335	\$52,133	\$52,862	\$53,638	\$54,366	\$55,125	\$55,868	\$56,629	\$57,354	\$58,131	\$58,860	\$59,632	\$61,151
6	\$49,335	\$53,175	\$54,366	\$55,125	\$55,868	\$56,629	\$57,354	\$58,131	\$58,860	\$59,632	\$60,362	\$61,122	\$62,680
7	\$49,335	\$53,175	\$55,868	\$56,629	\$57,354	\$58,131	\$58,860	\$59,632	\$60,362	\$61,122	\$61,864	\$62,623	\$64,218
8	\$49,335	\$53,175	\$56,986	\$58,131	\$58,860	\$59,632	\$60,362	\$61,122	\$61,864	\$62,623	\$63,351	\$64,130	\$65,764
9	\$49,335	\$53,175	\$56,986	\$59,632	\$60,362	\$61,122	\$61,864	\$62,623	\$63,351	\$64,130	\$64,887	\$65,614	\$67,286
10	\$49,335	\$53,175	\$56,986	\$60,825	\$61,864	\$62,623	\$63,350	\$64,130	\$64,887	\$65,614	\$66,391	\$67,120	\$68,831
11	\$49,335	\$53,175	\$56,986	\$60,825	\$63,351	\$64,130	\$64,887	\$65,614	\$66,391	\$67,120	\$67,876	\$68,603	\$70,351
12	\$49,335	\$53,175	\$56,986	\$60,825	\$64,887	\$65,614	\$66,391	\$67,120	\$67,876	\$68,603	\$69,381	\$70,108	\$71,892
13	\$49,335	\$53,175	\$56,986	\$60,825	\$66,391	\$67,120	\$67,876	\$68,603	\$69,381	\$70,108	\$70,884	\$71,608	\$73,431
14	\$49,335	\$53,175	\$56,986	\$60,825	\$67,876	\$68,603	\$69,381	\$70,108	\$70,884	\$71,608	\$72,371	\$73,098	\$74,958
15	\$49,335	\$53,175	\$56,986	\$60,825	\$69,381	\$70,108	\$70,884	\$71,608	\$72,371	\$73,098	\$73,875	\$74,600	\$76,500
16	\$49,335	\$53,175	\$56,986	\$60,825	\$70,884	\$71,608	\$72,371	\$73,098	\$73,875	\$74,600	\$75,378	\$76,104	\$78,041
17	\$49,335	\$53,175	\$56,986	\$60,825	\$72,371	\$73,098	\$73,875	\$74,600	\$75,378	\$76,104	\$76,863	\$77,607	\$79,580
18	\$49,335	\$53,175	\$56,986	\$60,825	\$73,875	\$74,600	\$75,378	\$76,104	\$76,863	\$77,607	\$78,365	\$79,096	\$81,108
19	\$49,335	\$53,175	\$56,986	\$60,825	\$73,875	\$76,104	\$76,863	\$77,607	\$78,365	\$79,096	\$79,872	\$80,598	\$82,648
20	\$49,335	\$53,175	\$56,986	\$60,825	\$73,875	\$76,104	\$76,863	\$79,096	\$79,872	\$80,598	\$81,356	\$82,100	\$84,189
21	\$49,335	\$53,175	\$56,986	\$60,825	\$73,875	\$76,104	\$76,863	\$79,096	\$79,872	\$82,100	\$82,863	\$83,590	\$85,717
22	\$49,335	\$53,175	\$56,986	\$60,825	\$73,875	\$76,104	\$76,863	\$79,096	\$79,872	\$83,597	\$84,361	\$85,089	\$87,253
23	\$50,335	\$54,175	\$57,986	\$61,825	\$74,875	\$77,104	\$77,863	\$80,096	\$80,872	\$84,597	\$85,361	\$86,089	\$88,253

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12

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

Updated: June 2023

**Montrose County School District RE-1J  
2023-2024 High School Counselors Salary Schedule (193 Days)**

**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$46,568	\$47,364	\$48,111	\$48,891	\$49,636	\$50,434	\$51,177	\$51,976	\$52,721	\$53,504	\$54,252	\$55,052	\$56,425
2	\$48,111	\$48,891	\$49,636	\$50,434	\$51,177	\$51,976	\$52,721	\$53,504	\$54,252	\$55,052	\$55,793	\$56,575	\$57,987
3	\$49,636	\$50,434	\$51,177	\$51,976	\$52,721	\$53,504	\$54,252	\$55,052	\$55,793	\$56,575	\$57,338	\$58,119	\$59,571
4	\$50,628	\$51,976	\$52,721	\$53,504	\$54,252	\$55,052	\$55,793	\$56,575	\$57,338	\$58,119	\$58,862	\$59,660	\$61,151
5	\$50,628	\$53,504	\$54,252	\$55,052	\$55,793	\$56,575	\$57,338	\$58,119	\$58,862	\$59,660	\$60,407	\$61,201	\$62,732
6	\$50,628	\$54,575	\$55,793	\$56,575	\$57,338	\$58,119	\$58,862	\$59,660	\$60,407	\$61,201	\$61,948	\$62,730	\$64,298
7	\$50,628	\$54,575	\$57,338	\$58,119	\$58,862	\$59,660	\$60,407	\$61,201	\$61,948	\$62,730	\$63,491	\$64,273	\$65,882
8	\$50,628	\$54,575	\$58,484	\$59,660	\$60,407	\$61,201	\$61,948	\$62,730	\$63,491	\$64,273	\$65,019	\$65,816	\$67,463
9	\$50,628	\$54,575	\$58,484	\$61,201	\$61,948	\$62,730	\$63,491	\$64,273	\$65,019	\$65,816	\$66,594	\$67,342	\$69,026
10	\$50,628	\$54,575	\$58,484	\$62,426	\$63,491	\$64,273	\$65,019	\$65,816	\$66,594	\$67,342	\$68,142	\$68,889	\$70,614
11	\$50,628	\$54,575	\$58,484	\$62,426	\$65,019	\$65,816	\$66,594	\$67,342	\$68,142	\$68,889	\$69,666	\$70,413	\$72,175
12	\$50,628	\$54,575	\$58,484	\$62,426	\$66,594	\$67,342	\$68,142	\$68,889	\$69,666	\$70,413	\$71,209	\$71,956	\$73,756
13	\$50,628	\$54,575	\$58,484	\$62,426	\$68,142	\$68,889	\$69,666	\$70,413	\$71,209	\$71,956	\$72,755	\$73,498	\$75,338
14	\$50,628	\$54,575	\$58,484	\$62,426	\$69,666	\$70,413	\$71,209	\$71,956	\$72,755	\$73,498	\$74,280	\$75,024	\$76,903
15	\$50,628	\$54,575	\$58,484	\$62,426	\$71,209	\$71,956	\$72,755	\$73,498	\$74,280	\$75,024	\$75,823	\$76,567	\$78,484
16	\$50,628	\$54,575	\$58,484	\$62,426	\$72,755	\$73,498	\$74,280	\$75,024	\$75,823	\$76,567	\$77,366	\$78,111	\$80,068
17	\$50,628	\$54,575	\$58,484	\$62,426	\$74,280	\$75,024	\$75,823	\$76,567	\$77,366	\$78,111	\$78,895	\$79,653	\$81,648
18	\$50,628	\$54,575	\$58,484	\$62,426	\$75,823	\$76,567	\$77,366	\$78,111	\$78,895	\$79,653	\$80,435	\$81,180	\$83,214
19	\$50,628	\$54,575	\$58,484	\$62,426	\$75,823	\$78,111	\$78,895	\$79,653	\$80,435	\$81,180	\$81,978	\$82,724	\$84,797
20	\$50,628	\$54,575	\$58,484	\$62,426	\$75,823	\$78,111	\$78,895	\$81,180	\$81,978	\$82,724	\$83,501	\$84,264	\$86,376
21	\$50,628	\$54,575	\$58,484	\$62,426	\$75,823	\$78,111	\$78,895	\$81,180	\$81,978	\$84,264	\$85,049	\$85,795	\$87,943
22	\$50,628	\$54,575	\$58,484	\$62,426	\$75,823	\$78,111	\$78,895	\$81,180	\$81,978	\$85,804	\$86,589	\$87,335	\$89,524
23	\$51,628	\$55,575	\$59,484	\$63,426	\$76,823	\$79,111	\$79,895	\$82,180	\$82,978	\$86,804	\$87,589	\$88,335	\$90,524

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of eleven years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12

**Insurance:**

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

Updated: June 2023



**Montrose County School District RE-1J**  
**2023-2024 Assistant Principal Salary Schedule - EXEMPT**  
**Elementary (188 Days)**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$67,368	\$69,996	\$70,747	\$71,497	\$72,248	\$72,996	\$73,749	\$74,501	\$75,252	\$76,004
2	\$68,542	\$71,170	\$71,922	\$72,674	\$73,425	\$74,174	\$74,925	\$75,677	\$76,429	\$77,178
3	\$69,724	\$72,347	\$73,102	\$73,851	\$74,601	\$75,353	\$76,107	\$76,858	\$77,607	\$78,357
4	\$70,893	\$73,523	\$74,272	\$75,021	\$75,773	\$76,521	\$77,277	\$78,027	\$78,778	\$79,528
5	\$72,066	\$74,695	\$75,447	\$76,197	\$76,948	\$77,699	\$78,453	\$79,203	\$79,952	\$80,704
6	\$73,237	\$75,868	\$76,617	\$77,369	\$78,121	\$78,868	\$79,622	\$80,371	\$81,125	\$81,875
7	\$74,408	\$77,037	\$77,791	\$78,540	\$79,292	\$80,043	\$80,793	\$81,543	\$82,294	\$83,046
8	\$75,585	\$78,214	\$78,965	\$79,716	\$80,467	\$81,219	\$81,968	\$82,720	\$83,470	\$84,218
9	\$76,755	\$79,385	\$80,136	\$80,886	\$81,638	\$82,389	\$83,143	\$83,892	\$84,642	\$85,394
10	\$77,933	\$80,559	\$81,310	\$82,060	\$82,812	\$83,563	\$84,314	\$85,064	\$85,817	\$86,567
11	\$79,105	\$81,732	\$82,484	\$83,234	\$83,988	\$84,736	\$85,487	\$86,236	\$86,988	\$87,738
12	\$80,277	\$82,907	\$83,656	\$84,407	\$85,160	\$85,911	\$86,662	\$87,411	\$88,162	\$88,913
13	\$81,451	\$84,076	\$84,831	\$85,581	\$86,334	\$87,082	\$87,835	\$88,586	\$89,337	\$90,087
14	\$82,632	\$85,257	\$86,010	\$86,760	\$87,510	\$88,262	\$89,014	\$89,765	\$90,518	\$91,268
15	\$83,809	\$86,441	\$87,192	\$87,942	\$88,691	\$89,442	\$90,193	\$90,947	\$91,696	\$92,445
16	\$84,983	\$87,615	\$88,365	\$89,116	\$89,867	\$90,616	\$91,367	\$92,120	\$92,872	\$93,621

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Assistant Principal Salary Schedule - EXEMPT**  
**Middle School (6-8) (199 Days)**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$79,305	\$82,006	\$82,777	\$83,548	\$84,318	\$85,088	\$85,860	\$86,632	\$87,404	\$88,175
2	\$80,514	\$83,212	\$83,982	\$84,755	\$85,526	\$86,296	\$87,066	\$87,838	\$88,612	\$89,384
3	\$81,727	\$84,422	\$85,193	\$85,963	\$86,734	\$87,504	\$88,278	\$89,048	\$89,817	\$90,587
4	\$82,927	\$85,624	\$86,396	\$87,164	\$87,936	\$88,706	\$89,479	\$90,251	\$91,022	\$91,791
5	\$84,133	\$86,830	\$87,599	\$88,372	\$89,142	\$89,912	\$90,685	\$91,454	\$92,226	\$92,998
6	\$85,334	\$88,032	\$88,803	\$89,572	\$90,344	\$91,114	\$91,888	\$92,658	\$93,431	\$94,201
7	\$86,535	\$89,236	\$90,007	\$90,779	\$91,549	\$92,320	\$93,092	\$93,859	\$94,633	\$95,403
8	\$87,744	\$90,441	\$91,215	\$91,983	\$92,757	\$93,527	\$94,296	\$95,070	\$95,838	\$96,609
9	\$88,946	\$91,646	\$92,416	\$93,186	\$93,958	\$94,728	\$95,503	\$96,271	\$97,043	\$97,814
10	\$90,153	\$92,851	\$93,623	\$94,392	\$95,164	\$95,937	\$96,707	\$97,476	\$98,247	\$99,018
11	\$91,356	\$94,054	\$94,827	\$95,597	\$96,369	\$97,140	\$97,910	\$98,680	\$99,452	\$100,222
12	\$92,559	\$95,260	\$96,031	\$96,800	\$97,575	\$98,343	\$99,115	\$99,884	\$100,655	\$101,427
13	\$93,766	\$96,464	\$97,235	\$98,006	\$98,777	\$99,549	\$100,320	\$101,091	\$101,861	\$102,629
14	\$94,977	\$97,674	\$98,446	\$99,216	\$99,989	\$100,760	\$101,531	\$102,300	\$103,074	\$103,842
15	\$96,189	\$98,887	\$99,657	\$100,426	\$101,198	\$101,966	\$102,738	\$103,513	\$104,283	\$105,053
16	\$97,394	\$100,093	\$100,864	\$101,634	\$102,403	\$103,174	\$103,943	\$104,720	\$105,490	\$106,259

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent. Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Assistant Principal Salary Schedule - EXEMPT**  
**High School (9-12) and Middle/High School (6-12) (200 days)**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$84,210	\$86,906	\$87,678	\$88,447	\$89,220	\$89,992	\$90,764	\$91,534	\$92,301	\$93,072
2	\$85,418	\$88,115	\$88,888	\$89,659	\$90,431	\$91,201	\$91,972	\$92,743	\$93,516	\$94,286
3	\$86,628	\$89,327	\$90,098	\$90,869	\$91,640	\$92,410	\$93,182	\$93,952	\$94,724	\$95,494
4	\$87,839	\$90,539	\$91,310	\$92,081	\$92,852	\$93,623	\$94,393	\$95,164	\$95,938	\$96,707
5	\$89,049	\$91,748	\$92,519	\$93,288	\$94,059	\$94,830	\$95,605	\$96,374	\$97,144	\$97,915
6	\$90,260	\$92,959	\$93,731	\$94,500	\$95,272	\$96,043	\$96,816	\$97,585	\$98,356	\$99,128
7	\$91,476	\$94,174	\$94,948	\$95,718	\$96,486	\$97,260	\$98,029	\$98,800	\$99,572	\$100,344
8	\$92,685	\$95,384	\$96,154	\$96,924	\$97,696	\$98,465	\$99,236	\$100,008	\$100,780	\$101,549
9	\$93,893	\$96,589	\$97,365	\$98,132	\$98,904	\$99,674	\$100,449	\$101,217	\$101,989	\$102,760
10	\$95,104	\$97,800	\$98,576	\$99,344	\$100,115	\$100,887	\$101,656	\$102,430	\$103,202	\$103,971
11	\$96,314	\$99,013	\$99,782	\$100,555	\$101,327	\$102,097	\$102,868	\$103,638	\$104,409	\$105,181
12	\$97,523	\$100,222	\$100,997	\$101,768	\$102,537	\$103,308	\$104,078	\$104,846	\$105,621	\$106,392
13	\$98,738	\$101,434	\$102,205	\$102,973	\$103,749	\$104,518	\$105,289	\$106,061	\$106,831	\$107,601
14	\$99,945	\$102,643	\$103,414	\$104,185	\$104,956	\$105,727	\$106,500	\$107,271	\$108,040	\$108,811
15	\$101,155	\$103,853	\$104,626	\$105,395	\$106,163	\$106,936	\$107,709	\$108,478	\$109,250	\$110,018
16	\$102,366	\$105,064	\$105,837	\$106,606	\$107,375	\$108,149	\$108,920	\$109,691	\$110,462	\$111,231

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent. Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Elementary Principal Salary Schedule (200 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$89,932	\$92,658	\$93,439	\$94,218	\$94,998	\$95,774	\$96,554	\$97,331	\$98,110	\$98,889
2	\$91,236	\$93,963	\$94,743	\$95,520	\$96,298	\$97,078	\$97,858	\$98,637	\$99,415	\$100,193
3	\$92,431	\$95,159	\$95,936	\$96,716	\$97,493	\$98,273	\$99,052	\$99,830	\$100,608	\$101,387
4	\$93,680	\$96,406	\$97,187	\$97,965	\$98,744	\$99,523	\$100,300	\$101,080	\$101,860	\$102,637
5	\$94,931	\$97,659	\$98,440	\$99,218	\$99,997	\$100,776	\$101,552	\$102,333	\$103,112	\$103,890
6	\$96,181	\$98,906	\$99,687	\$100,464	\$101,245	\$102,024	\$102,804	\$103,580	\$104,361	\$105,138
7	\$97,433	\$100,154	\$100,933	\$101,712	\$102,494	\$103,272	\$104,051	\$104,828	\$105,610	\$106,386
8	\$98,682	\$101,406	\$102,185	\$102,963	\$103,747	\$104,523	\$105,302	\$106,081	\$106,859	\$107,636
9	\$99,930	\$102,652	\$103,434	\$104,212	\$104,990	\$105,770	\$106,550	\$107,327	\$108,106	\$108,884
10	\$101,181	\$103,905	\$104,684	\$105,463	\$106,242	\$107,024	\$107,800	\$108,579	\$109,357	\$110,135
11	\$102,433	\$105,160	\$105,937	\$106,712	\$107,493	\$108,272	\$109,052	\$109,830	\$110,608	\$111,388
12	\$103,679	\$106,407	\$107,186	\$107,964	\$108,743	\$109,521	\$110,304	\$111,080	\$111,858	\$112,637
13	\$104,930	\$107,656	\$108,436	\$109,213	\$109,994	\$110,768	\$111,550	\$112,326	\$113,108	\$113,885
14	\$106,180	\$108,908	\$109,687	\$110,466	\$111,245	\$112,022	\$112,803	\$113,580	\$114,359	\$115,137
15	\$107,433	\$110,156	\$110,936	\$111,717	\$112,496	\$113,271	\$114,055	\$114,829	\$115,611	\$116,387
16	\$108,683	\$111,407	\$112,185	\$112,966	\$113,743	\$114,523	\$115,303	\$116,080	\$116,862	\$117,639

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Middle School Principal Salary Schedule (206 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$92,099	\$94,800	\$95,570	\$96,340	\$97,111	\$97,882	\$98,654	\$99,423	\$100,196	\$100,965
2	\$93,316	\$96,015	\$96,788	\$97,556	\$98,328	\$99,100	\$99,871	\$100,642	\$101,413	\$102,181
3	\$94,528	\$97,227	\$97,996	\$98,769	\$99,540	\$100,312	\$101,083	\$101,853	\$102,622	\$103,394
4	\$95,745	\$98,441	\$99,213	\$99,984	\$100,757	\$101,528	\$102,298	\$103,069	\$103,840	\$104,608
5	\$96,962	\$99,660	\$100,430	\$101,201	\$101,970	\$102,744	\$103,517	\$104,285	\$105,057	\$105,828
6	\$98,176	\$100,877	\$101,648	\$102,419	\$103,191	\$103,959	\$104,728	\$105,500	\$106,272	\$107,041
7	\$99,390	\$102,089	\$102,861	\$103,631	\$104,403	\$105,173	\$105,945	\$106,714	\$107,490	\$108,257
8	\$100,608	\$103,308	\$104,078	\$104,846	\$105,621	\$106,392	\$107,163	\$107,933	\$108,703	\$109,474
9	\$101,820	\$104,518	\$105,289	\$106,061	\$106,831	\$107,601	\$108,375	\$109,143	\$109,914	\$110,685
10	\$103,034	\$105,733	\$106,504	\$107,274	\$108,045	\$108,818	\$109,589	\$110,357	\$111,131	\$111,900
11	\$104,253	\$106,950	\$107,719	\$108,492	\$109,262	\$110,034	\$110,806	\$111,574	\$112,348	\$113,118
12	\$105,466	\$108,165	\$108,936	\$109,704	\$110,479	\$111,250	\$112,020	\$112,790	\$113,562	\$114,329
13	\$106,682	\$109,381	\$110,154	\$110,923	\$111,696	\$112,466	\$113,236	\$114,007	\$114,779	\$115,549
14	\$107,901	\$110,599	\$111,371	\$112,139	\$112,914	\$113,681	\$114,454	\$115,225	\$115,994	\$116,766
15	\$109,114	\$111,812	\$112,584	\$113,354	\$114,128	\$114,899	\$115,669	\$116,441	\$117,211	\$117,984
16	\$110,328	\$113,028	\$113,800	\$114,570	\$115,341	\$116,113	\$116,884	\$117,654	\$118,426	\$119,199

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent. Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 High School Principal Salary Schedule (217 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$103,128	\$105,825	\$106,598	\$107,371	\$108,143	\$108,910	\$109,684	\$110,452	\$111,226	\$111,995
2	\$104,344	\$107,044	\$107,816	\$108,586	\$109,358	\$110,128	\$110,901	\$111,670	\$112,441	\$113,210
3	\$105,566	\$108,263	\$109,036	\$109,805	\$110,578	\$111,350	\$112,122	\$112,890	\$113,662	\$114,431
4	\$106,781	\$109,479	\$110,253	\$111,021	\$111,792	\$112,562	\$113,335	\$114,105	\$114,876	\$115,649
5	\$108,001	\$110,698	\$111,469	\$112,239	\$113,009	\$113,782	\$114,554	\$115,324	\$116,096	\$116,865
6	\$109,223	\$111,921	\$112,693	\$113,464	\$114,236	\$115,007	\$115,778	\$116,548	\$117,321	\$118,092
7	\$110,437	\$113,138	\$113,909	\$114,677	\$115,450	\$116,220	\$116,990	\$117,763	\$118,534	\$119,304
8	\$111,657	\$114,355	\$115,127	\$115,899	\$116,670	\$117,441	\$118,209	\$118,980	\$119,753	\$120,522
9	\$112,880	\$115,576	\$116,348	\$117,119	\$117,891	\$118,660	\$119,433	\$120,206	\$120,976	\$121,745
10	\$114,094	\$116,791	\$117,564	\$118,332	\$119,105	\$119,739	\$120,647	\$121,417	\$122,190	\$122,959
11	\$115,313	\$118,013	\$118,785	\$119,556	\$120,327	\$121,096	\$121,868	\$122,639	\$123,412	\$124,181
12	\$116,531	\$119,230	\$120,000	\$120,770	\$121,543	\$122,312	\$123,086	\$123,856	\$124,626	\$125,397
13	\$117,748	\$120,447	\$121,217	\$121,988	\$122,761	\$123,531	\$124,303	\$125,071	\$125,843	\$126,614
14	\$118,968	\$121,668	\$122,438	\$123,207	\$123,980	\$124,750	\$125,524	\$126,292	\$127,064	\$127,835
15	\$120,187	\$122,885	\$123,656	\$124,426	\$125,197	\$125,970	\$126,741	\$127,512	\$128,282	\$129,051
16	\$121,407	\$124,102	\$124,876	\$125,644	\$126,417	\$127,190	\$127,961	\$128,731	\$129,499	\$130,270

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent. Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Licensed Program Manager Salary Schedule (200 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50/MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$71,665	\$72,281	\$72,897	\$73,512	\$74,127	\$74,742	\$75,359	\$75,974	\$76,589	\$77,204	\$77,820	\$78,435	\$79,665
2	\$72,667	\$73,282	\$73,897	\$74,513	\$75,128	\$75,743	\$76,358	\$76,974	\$77,589	\$78,204	\$78,820	\$79,436	\$80,666
3	\$73,668	\$74,283	\$74,898	\$75,513	\$76,129	\$76,744	\$77,359	\$77,974	\$78,590	\$79,205	\$79,820	\$80,436	\$81,667
4	\$74,669	\$75,284	\$75,899	\$76,514	\$77,130	\$77,745	\$78,360	\$78,975	\$79,591	\$80,206	\$80,821	\$81,436	\$82,667
5	\$75,668	\$76,284	\$76,899	\$77,514	\$78,129	\$78,746	\$79,361	\$79,976	\$80,591	\$81,207	\$81,822	\$82,437	\$83,667
6	\$76,669	\$77,284	\$77,900	\$78,515	\$79,130	\$79,745	\$80,361	\$80,976	\$81,592	\$82,207	\$82,823	\$83,438	\$84,668
7	\$77,670	\$78,285	\$78,900	\$79,516	\$80,131	\$80,746	\$81,362	\$81,977	\$82,592	\$83,207	\$83,823	\$84,438	\$85,669
8	\$78,671	\$79,286	\$79,901	\$80,517	\$81,132	\$81,747	\$82,362	\$82,978	\$83,593	\$84,208	\$84,823	\$85,439	\$86,669
9	\$79,671	\$80,286	\$80,901	\$81,517	\$82,133	\$82,748	\$83,363	\$83,978	\$84,594	\$85,209	\$85,824	\$86,439	\$87,670
10	\$80,671	\$81,287	\$81,902	\$82,517	\$83,132	\$83,748	\$84,363	\$84,979	\$85,594	\$86,210	\$86,825	\$87,440	\$88,670
11	\$81,672	\$82,288	\$82,903	\$83,518	\$84,133	\$84,749	\$85,364	\$85,979	\$86,594	\$87,210	\$87,825	\$88,441	\$89,671
12	\$82,673	\$83,288	\$83,904	\$84,519	\$85,134	\$85,749	\$86,365	\$86,980	\$87,595	\$88,210	\$88,826	\$89,441	\$90,671
13	\$83,673	\$84,288	\$84,904	\$85,520	\$86,135	\$86,750	\$87,365	\$87,981	\$88,596	\$89,211	\$89,826	\$90,442	\$91,672
14	\$84,674	\$85,289	\$85,904	\$86,519	\$87,135	\$87,750	\$88,366	\$88,981	\$89,597	\$90,212	\$90,827	\$91,443	\$92,673
15	\$85,675	\$86,290	\$86,905	\$87,520	\$88,136	\$88,751	\$89,366	\$89,981	\$90,597	\$91,213	\$91,828	\$92,443	\$93,674
16	\$86,675	\$87,291	\$87,906	\$88,521	\$89,136	\$89,752	\$90,367	\$90,982	\$91,597	\$92,213	\$92,828	\$93,443	\$94,673

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.  
 Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.  
 All credit hours based on semester hours.

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Licensed Program Manager Salary Schedule (242 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50/MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$86,716	\$87,461	\$88,205	\$88,950	\$89,694	\$90,439	\$91,184	\$91,928	\$92,673	\$93,417	\$94,161	\$94,906	\$96,395
2	\$87,927	\$88,672	\$89,416	\$90,160	\$90,905	\$91,650	\$92,394	\$93,139	\$93,883	\$94,627	\$95,372	\$96,117	\$97,606
3	\$89,138	\$89,882	\$90,626	\$91,371	\$92,116	\$92,860	\$93,605	\$94,350	\$95,093	\$95,838	\$96,583	\$97,328	\$98,817
4	\$90,348	\$91,093	\$91,837	\$92,582	\$93,327	\$94,071	\$94,816	\$95,560	\$96,304	\$97,049	\$97,794	\$98,538	\$100,028
5	\$91,559	\$92,303	\$93,048	\$93,793	\$94,537	\$95,282	\$96,027	\$96,770	\$97,515	\$98,260	\$99,004	\$99,749	\$101,239
6	\$92,769	\$93,514	\$94,259	\$95,003	\$95,748	\$96,493	\$97,236	\$97,981	\$98,726	\$99,471	\$100,215	\$100,960	\$102,449
7	\$93,980	\$94,725	\$95,470	\$96,214	\$96,959	\$97,703	\$98,447	\$99,192	\$99,937	\$100,681	\$101,426	\$102,171	\$103,659
8	\$95,191	\$95,936	\$96,680	\$97,425	\$98,170	\$98,913	\$99,658	\$100,403	\$101,147	\$101,892	\$102,637	\$103,382	\$104,870
9	\$96,402	\$97,146	\$97,891	\$98,636	\$99,379	\$100,124	\$100,869	\$101,614	\$102,358	\$103,103	\$103,848	\$104,591	\$106,081
10	\$97,613	\$98,357	\$99,102	\$99,847	\$100,590	\$101,335	\$102,080	\$102,824	\$103,569	\$104,314	\$105,057	\$105,802	\$107,291
11	\$98,823	\$99,568	\$100,313	\$101,056	\$101,801	\$102,546	\$103,290	\$104,035	\$104,780	\$105,525	\$106,268	\$107,013	\$108,502
12	\$100,034	\$100,779	\$101,524	\$102,267	\$103,012	\$103,757	\$104,501	\$105,246	\$105,991	\$106,734	\$107,479	\$108,224	\$109,713
13	\$101,245	\$101,990	\$102,733	\$103,478	\$104,223	\$104,967	\$105,712	\$106,457	\$107,201	\$107,945	\$108,690	\$109,434	\$110,924
14	\$102,456	\$103,200	\$103,944	\$104,689	\$105,433	\$106,178	\$106,923	\$107,668	\$108,411	\$109,156	\$109,901	\$110,645	\$112,135
15	\$103,667	\$104,410	\$105,155	\$105,900	\$106,644	\$107,389	\$108,134	\$108,878	\$109,622	\$110,367	\$111,111	\$111,856	\$113,345
16	\$104,877	\$105,621	\$106,366	\$107,110	\$107,855	\$108,600	\$109,344	\$110,088	\$110,833	\$111,577	\$112,322	\$113,067	\$114,556

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

All credit hours based on semester hours.

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.

**BENEFITS:**

**Paid holidays:**

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: 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)

**Insurance:**

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



**Montrose County School District RE-1J  
2023-2024 Executive Director Salary Schedule (252 Days)**

**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$115,279	\$118,168	\$118,992	\$119,817	\$120,643	\$121,466	\$122,291	\$123,186	\$123,943	\$124,763
2	\$116,626	\$119,513	\$120,338	\$121,160	\$121,987	\$122,809	\$123,636	\$124,461	\$125,287	\$126,109
3	\$117,975	\$120,862	\$121,685	\$122,508	\$123,335	\$124,161	\$124,986	\$125,808	\$126,634	\$127,457
4	\$119,320	\$122,208	\$123,032	\$123,857	\$124,682	\$125,504	\$126,331	\$127,154	\$127,978	\$128,804
5	\$120,667	\$123,555	\$124,379	\$125,204	\$126,028	\$126,853	\$127,677	\$128,501	\$129,327	\$130,149
6	\$122,015	\$124,898	\$125,723	\$126,548	\$127,373	\$128,195	\$129,024	\$129,848	\$130,674	\$131,497
7	\$123,355	\$126,245	\$127,069	\$127,893	\$128,719	\$129,542	\$130,366	\$131,191	\$132,017	\$132,839
8	\$124,710	\$127,596	\$128,421	\$129,243	\$130,068	\$130,892	\$131,719	\$132,543	\$133,369	\$134,191
9	\$126,057	\$128,940	\$129,767	\$130,592	\$131,415	\$132,240	\$133,066	\$133,892	\$134,713	\$135,540
10	\$127,398	\$130,283	\$131,110	\$131,934	\$132,759	\$133,581	\$134,407	\$135,234	\$136,058	\$136,880
11	\$128,746	\$131,634	\$132,459	\$133,283	\$134,107	\$134,934	\$135,759	\$136,583	\$137,409	\$138,231
12	\$130,097	\$132,984	\$133,807	\$134,630	\$135,456	\$136,282	\$137,108	\$137,930	\$138,755	\$139,580
13	\$131,444	\$134,329	\$135,156	\$135,979	\$136,802	\$137,626	\$138,451	\$139,278	\$140,104	\$140,928
14	\$132,789	\$135,677	\$136,502	\$137,325	\$138,150	\$138,974	\$139,801	\$140,625	\$141,451	\$142,272
15	\$134,138	\$137,027	\$137,851	\$138,674	\$139,501	\$140,324	\$141,147	\$141,972	\$142,796	\$143,623
16	\$135,486	\$138,371	\$139,197	\$140,021	\$140,848	\$141,669	\$142,493	\$143,315	\$144,145	\$144,970

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

All credit hours based on semester hours.

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.

**BENEFITS:**

**Paid holidays:**

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)

**Insurance:**

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

**Montrose County School District RE-1J  
2023-2024 Licensed Director Salary Schedule (252 Days)**

**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$107,769	\$110,468	\$111,238	\$112,010	\$112,783	\$113,551	\$114,324	\$115,159	\$115,866	\$116,634
2	\$109,027	\$111,725	\$112,498	\$113,266	\$114,039	\$114,807	\$115,579	\$116,351	\$117,124	\$117,893
3	\$110,287	\$112,986	\$113,757	\$114,525	\$115,299	\$116,071	\$116,842	\$117,611	\$118,384	\$119,152
4	\$111,546	\$114,244	\$115,015	\$115,786	\$116,558	\$117,327	\$118,101	\$118,869	\$119,639	\$120,410
5	\$112,804	\$115,503	\$116,274	\$117,045	\$117,817	\$118,587	\$119,358	\$120,127	\$120,901	\$121,670
6	\$114,064	\$116,761	\$117,532	\$118,303	\$119,074	\$119,842	\$120,616	\$121,388	\$122,160	\$122,929
7	\$115,318	\$118,019	\$118,790	\$119,559	\$120,332	\$121,102	\$121,872	\$122,644	\$123,414	\$124,184
8	\$116,583	\$119,282	\$120,054	\$120,823	\$121,594	\$122,364	\$123,136	\$123,906	\$124,679	\$125,448
9	\$117,842	\$120,538	\$121,312	\$122,083	\$122,852	\$123,623	\$124,397	\$125,167	\$125,937	\$126,709
10	\$119,096	\$121,794	\$122,567	\$123,337	\$124,109	\$124,877	\$125,649	\$126,422	\$127,192	\$127,962
11	\$120,357	\$123,056	\$123,828	\$124,599	\$125,370	\$126,141	\$126,913	\$127,683	\$128,455	\$129,225
12	\$121,620	\$124,319	\$125,089	\$125,857	\$126,630	\$127,401	\$128,174	\$128,943	\$129,715	\$130,485
13	\$122,879	\$125,576	\$126,349	\$127,118	\$127,887	\$128,659	\$129,430	\$130,202	\$130,975	\$131,744
14	\$124,136	\$126,836	\$127,606	\$128,377	\$129,148	\$129,918	\$130,692	\$131,461	\$132,233	\$133,003
15	\$125,398	\$128,098	\$128,869	\$129,638	\$130,411	\$131,179	\$131,949	\$132,722	\$133,492	\$134,264
16	\$126,659	\$129,356	\$130,127	\$130,897	\$131,670	\$132,440	\$133,209	\$133,977	\$134,753	\$135,523

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

All credit hours based on semester hours.

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.

**BENEFITS:**

**Paid holidays:**

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)

**Insurance:**

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

**Montrose County School District RE-1J**  
**2023-2024 Family Services Director (Headstart)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$82,235	\$84,935	\$85,705	\$86,473	\$87,245	\$88,016	\$88,789	\$89,559	\$90,327	\$91,099
2	\$83,470	\$86,172	\$86,944	\$87,712	\$88,484	\$89,254	\$90,029	\$90,796	\$91,569	\$92,340
3	\$84,710	\$87,409	\$88,180	\$88,951	\$89,718	\$90,492	\$91,263	\$92,033	\$92,805	\$93,575
4	\$85,949	\$88,647	\$89,418	\$90,189	\$90,962	\$91,729	\$92,503	\$93,274	\$94,043	\$94,816
5	\$87,180	\$89,882	\$90,654	\$91,425	\$92,196	\$92,965	\$93,736	\$94,505	\$95,278	\$96,048
6	\$88,422	\$91,120	\$91,890	\$92,662	\$93,434	\$94,205	\$94,977	\$95,747	\$96,519	\$97,291
7	\$89,661	\$92,362	\$93,133	\$93,904	\$94,676	\$95,445	\$96,219	\$96,986	\$97,759	\$98,529
8	\$90,897	\$93,592	\$94,364	\$95,134	\$95,908	\$96,677	\$97,451	\$98,221	\$98,994	\$99,765
9	\$92,134	\$94,831	\$95,606	\$96,376	\$97,144	\$97,916	\$98,687	\$99,457	\$100,231	\$101,001
10	\$93,376	\$96,072	\$96,845	\$97,614	\$98,385	\$99,156	\$99,928	\$100,701	\$101,471	\$102,240
11	\$94,607	\$97,307	\$98,079	\$98,851	\$99,622	\$100,393	\$101,165	\$101,933	\$102,705	\$103,476
12	\$95,848	\$98,544	\$99,315	\$100,087	\$100,859	\$101,630	\$102,399	\$103,169	\$103,940	\$104,709
13	\$97,085	\$99,786	\$100,558	\$101,327	\$102,099	\$102,868	\$103,639	\$104,412	\$105,183	\$105,955
14	\$98,325	\$101,023	\$101,795	\$102,566	\$103,338	\$104,109	\$104,879	\$105,648	\$106,419	\$107,189
15	\$99,562	\$102,263	\$103,032	\$103,803	\$104,576	\$105,346	\$106,117	\$106,887	\$107,657	\$108,428
16	\$100,800	\$103,498	\$104,271	\$105,040	\$105,813	\$106,582	\$107,354	\$108,125	\$108,895	\$109,664

**Administrative Experience (years)**

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

**Insurance:**

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