

Montrose County School District RE-1J
2024-2025 Building Level Support Staff Salary Schedule
NON EXEMPT

	Media	Paras*	Health Tech*	Head Secretary	Support Secretary	Sign No A:EI	Sign A:EI	Sign A:EI+ITP	Sign A:EI+RID	SLPA	Instructional Assistant	Instructional Facilitator
Step 1	\$ 18.00	\$ 18.00	\$ 18.00	\$ 20.00	\$ 18.00	\$ 20.35	\$ 25.34	\$ 30.90	\$ 36.04	\$ 29.43	\$ 18.00	\$ 24.00
Step 2	\$ 18.40	\$ 18.40	\$ 18.40	\$ 20.45	\$ 18.40	\$ 21.49	\$ 26.50	\$ 32.11	\$ 37.20	\$ 29.94	\$ 18.40	\$ 24.00
Step 3	\$ 18.80	\$ 18.80	\$ 18.80	\$ 20.90	\$ 18.80	\$ 22.66	\$ 27.69	\$ 33.31	\$ 38.37	\$ 30.44	\$ 18.80	\$ 24.00
Step 4	\$ 19.20	\$ 19.20	\$ 19.20	\$ 21.35	\$ 19.20	\$ 22.66	\$ 28.85	\$ 34.48	\$ 39.58	\$ 30.98	\$ 19.20	\$ 24.00
Step 5	\$ 19.60	\$ 19.60	\$ 19.60	\$ 21.80	\$ 19.60	\$ 22.66	\$ 30.01	\$ 35.66	\$ 40.77	\$ 31.48	\$ 19.60	\$ 24.00
Step 6	\$ 20.00	\$ 20.00	\$ 20.00	\$ 22.25	\$ 20.00	\$ 22.66	\$ 31.16	\$ 36.85	\$ 41.97	\$ 31.99	\$ 20.00	\$ 24.00
Step 7	\$ 20.40	\$ 20.40	\$ 20.40	\$ 22.70	\$ 20.40	\$ 22.66	\$ 32.35	\$ 38.06	\$ 43.14	\$ 32.50	\$ 20.40	\$ 24.00
Step 8	\$ 20.80	\$ 20.80	\$ 20.80	\$ 23.15	\$ 20.80	\$ 22.66	\$ 33.52	\$ 39.24	\$ 44.33	\$ 33.02	\$ 20.80	\$ 24.00
Step 9	\$ 21.20	\$ 21.20	\$ 21.20	\$ 23.60	\$ 21.20	\$ 22.66	\$ 34.68	\$ 40.45	\$ 45.53	\$ 33.52	\$ 21.20	\$ 24.00
Step 10	\$ 21.60	\$ 21.60	\$ 21.60	\$ 24.05	\$ 21.60	\$ 22.66	\$ 35.85	\$ 41.61	\$ 46.68	\$ 34.04	\$ 21.60	\$ 24.00
Step 11	\$ 22.00	\$ 22.00	\$ 22.00	\$ 24.50	\$ 22.00	\$ 22.66	\$ 37.02	\$ 42.79	\$ 47.87	\$ 34.54	\$ 22.00	\$ 24.00
Step 12	\$ 22.40	\$ 22.40	\$ 22.40	\$ 24.95	\$ 22.40	\$ 22.66	\$ 38.18	\$ 43.98	\$ 49.10	\$ 35.07	\$ 22.40	\$ 24.00
Step 13	\$ 22.80	\$ 22.80	\$ 22.80	\$ 25.40	\$ 22.80	\$ 22.66	\$ 38.18	\$ 43.98	\$ 49.10	\$ 35.58	\$ 22.80	\$ 24.00
Step 14	\$ 23.20	\$ 23.20	\$ 23.20	\$ 25.85	\$ 23.20	\$ 22.66	\$ 38.18	\$ 43.98	\$ 49.10	\$ 36.09	\$ 23.20	\$ 24.00
Step 15	\$ 23.60	\$ 23.60	\$ 23.60	\$ 26.30	\$ 23.60	\$ 22.66	\$ 38.18	\$ 43.98	\$ 49.10	\$ 36.59	\$ 23.60	\$ 24.00
Step 16	\$ 24.00	\$ 24.00	\$ 24.00	\$ 26.75	\$ 24.00	\$ 22.66	\$ 39.09	\$ 44.93	\$ 50.02	\$ 37.11	\$ 24.00	\$ 24.00

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 11 years of full-time related experience will be considered for placement.

*CNA Certification: Additional \$400 stipend annually (may be pro-rated) (Eligibility: Health Tech, AN, SSN, DCC paraprofessionals)

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
2024-2025 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 Supervisor	**Carpenter, **Locksmith	Transportation Coord, Warehouse Coord, **Supervisor of Grounds	Irrigation Technician
Step 1	\$ 17.50	\$ 23.48	\$ 27.00	\$ 19.00	\$ 18.07	\$ 19.35	\$ 24.87	\$ 22.00	\$ 26.02	\$ 19.00
Step 2	\$ 17.80	\$ 24.21	\$ 27.70	\$ 19.35	\$ 18.47	\$ 20.12	\$ 25.64	\$ 22.70	\$ 26.55	\$ 19.35
Step 3	\$ 18.10	\$ 25.01	\$ 28.40	\$ 19.70	\$ 18.87	\$ 20.84	\$ 26.40	\$ 23.40	\$ 27.08	\$ 19.70
Step 4	\$ 18.40	\$ 25.75	\$ 29.10	\$ 20.05	\$ 19.27	\$ 21.59	\$ 27.17	\$ 24.10	\$ 27.61	\$ 20.05
Step 5	\$ 18.70	\$ 26.50	\$ 29.80	\$ 20.40	\$ 19.67	\$ 22.30	\$ 27.95	\$ 24.80	\$ 28.17	\$ 20.40
Step 6	\$ 19.00	\$ 27.26	\$ 30.50	\$ 20.75	\$ 20.07	\$ 23.07	\$ 28.82	\$ 25.50	\$ 28.73	\$ 20.75
Step 7	\$ 19.30	\$ 28.03	\$ 31.20	\$ 21.10	\$ 20.47	\$ 23.80	\$ 29.63	\$ 26.20	\$ 29.31	\$ 21.10
Step 8	\$ 19.60	\$ 28.80	\$ 31.90	\$ 21.45	\$ 20.87	\$ 24.55	\$ 30.48	\$ 26.90	\$ 29.87	\$ 21.45
Step 9	\$ 19.90	\$ 29.54	\$ 32.60	\$ 21.80	\$ 21.27	\$ 25.21	\$ 31.45	\$ 27.60	\$ 30.48	\$ 21.80
Step 10	\$ 20.20	\$ 30.28	\$ 33.30	\$ 22.15	\$ 21.67	\$ 25.98	\$ 32.35	\$ 28.30	\$ 31.10	\$ 22.15
Step 11	\$ 20.50	\$ 31.06	\$ 34.00	\$ 22.50	\$ 22.07	\$ 26.65	\$ 33.34	\$ 29.00	\$ 31.73	\$ 22.50
Step 12	\$ 20.80	\$ 31.84	\$ 34.70	\$ 22.85	\$ 22.47	\$ 27.42	\$ 34.28	\$ 29.70	\$ 32.37	\$ 22.85
Step 13	\$ 21.10	\$ 32.60	\$ 35.40	\$ 23.20	\$ 22.87	\$ 28.17	\$ 35.37	\$ 30.40	\$ 33.02	\$ 23.20
Step 14	\$ 21.40	\$ 33.35	\$ 36.10	\$ 23.55	\$ 23.27	\$ 28.93	\$ 36.31	\$ 31.10	\$ 33.67	\$ 23.55
Step 15	\$ 21.70	\$ 34.13	\$ 36.80	\$ 23.90	\$ 23.67	\$ 29.67	\$ 37.34	\$ 31.80	\$ 34.33	\$ 23.90
Step 16	\$ 22.00	\$ 34.88	\$ 37.50	\$ 24.25	\$ 24.07	\$ 30.42	\$ 38.22	\$ 32.50	\$ 35.02	\$ 24.25

* 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 11 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

Montrose County School District RE-1J
2024-2025 Facilities, Technology and Transportation Level Support Salary Schedule
NON-EXEMPT

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.

**Montrose County School District RE-1J
2024-2025 District Office Salary Schedule
NON EXEMPT**

	AA to Superintendent	AA to Director	Payroll Manager /HR/Risk Manager	Grant Fund Data/Fam Outreach	Warehouse	Comm Coord, Database Tech	AP I/Technician	Receptionist	Accts Payable/Staff Acct
Step 1	\$ 28.10	\$ 25.37	\$ 29.77	\$ 18.85	\$ 16.37	\$ 29.78	\$ 17.75	\$ 15.74	\$ 27.28
Step 2	\$ 28.76	\$ 26.02	\$ 30.62	\$ 19.76	\$ 17.12	\$ 30.52	\$ 18.41	\$ 16.29	\$ 27.96
Step 3	\$ 29.45	\$ 26.65	\$ 31.46	\$ 20.75	\$ 18.03	\$ 31.30	\$ 19.10	\$ 16.83	\$ 28.65
Step 4	\$ 30.11	\$ 27.32	\$ 32.30	\$ 21.66	\$ 18.91	\$ 32.06	\$ 19.72	\$ 17.37	\$ 29.38
Step 5	\$ 30.79	\$ 27.95	\$ 33.17	\$ 22.62	\$ 19.85	\$ 32.81	\$ 20.38	\$ 17.92	\$ 30.12
Step 6	\$ 31.48	\$ 28.59	\$ 34.04	\$ 23.53	\$ 20.79	\$ 33.56	\$ 21.06	\$ 18.46	\$ 30.72
Step 7	\$ 32.16	\$ 29.25	\$ 34.89	\$ 24.49	\$ 21.70	\$ 34.33	\$ 21.67	\$ 19.01	\$ 31.34
Step 8	\$ 32.82	\$ 29.93	\$ 35.74	\$ 25.39	\$ 22.65	\$ 35.09	\$ 22.33	\$ 19.55	\$ 31.97
Step 9	\$ 33.49	\$ 30.52	\$ 36.60	\$ 26.39	\$ 23.61	\$ 35.82	\$ 23.05	\$ 20.09	\$ 32.62
Step 10	\$ 34.18	\$ 31.16	\$ 37.46	\$ 27.27	\$ 24.55	\$ 36.59	\$ 23.61	\$ 20.64	\$ 33.27
Step 11	\$ 34.85	\$ 31.80	\$ 38.32	\$ 28.19	\$ 25.47	\$ 37.38	\$ 24.27	\$ 21.19	\$ 33.84
Step 12	\$ 35.52	\$ 32.41	\$ 39.18	\$ 29.18	\$ 26.43	\$ 38.11	\$ 24.96	\$ 21.74	\$ 34.41
Step 13	\$ 36.19	\$ 33.05	\$ 40.04	\$ 30.09	\$ 27.36	\$ 38.86	\$ 25.61	\$ 22.28	\$ 35.00
Step 14	\$ 36.87	\$ 33.68	\$ 40.90	\$ 30.74	\$ 28.29	\$ 39.63	\$ 26.26	\$ 22.82	\$ 35.58
Step 15	\$ 37.56	\$ 34.35	\$ 41.75	\$ 31.31	\$ 29.23	\$ 40.40	\$ 26.89	\$ 23.37	\$ 36.18
Step 16	\$ 38.23	\$ 34.97	\$ 42.61	\$ 32.21	\$ 30.14	\$ 41.16	\$ 28.52	\$ 23.91	\$ 36.81

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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)
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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
2024-2025 District Office Salary Schedule
EXEMPT

	Dir Finance/ Dir HR/ Dir Tech 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	\$102,135	\$103,444	\$60,379	\$79,210	\$75,378	\$75,371	\$63,617	\$58,522	\$87,141
Step 2	\$103,747	\$105,077	\$61,889	\$80,582	\$76,951	\$77,091	\$65,615	\$59,985	\$88,865
Step 3	\$105,358	\$106,709	\$64,002	\$81,956	\$78,524	\$78,811	\$67,613	\$62,033	\$90,589
Step 4	\$106,970	\$108,340	\$66,418	\$83,327	\$80,098	\$80,530	\$69,610	\$64,374	\$92,313
Step 5	\$108,583	\$109,975	\$68,831	\$84,700	\$81,671	\$82,250	\$71,609	\$66,713	\$94,039
Step 6	\$110,194	\$111,606	\$70,945	\$86,073	\$83,244	\$83,970	\$73,603	\$68,763	\$95,763
Step 7	\$111,808	\$113,240	\$73,058	\$87,446	\$84,817	\$85,690	\$75,601	\$70,810	\$97,487
Step 8	\$113,418	\$114,871	\$74,568	\$88,817	\$86,388	\$87,409	\$77,599	\$72,275	\$99,211
Step 9	\$115,030	\$116,505	\$76,078	\$90,191	\$87,962	\$89,129	\$79,598	\$73,737	\$100,936
Step 10	\$116,641	\$118,135	\$77,587	\$91,564	\$89,536	\$90,849	\$81,597	\$75,200	\$102,660
Step 11	\$118,252	\$119,767	\$79,096	\$93,347	\$91,108	\$92,569	\$83,596	\$76,663	\$104,385
Step 12	\$119,866	\$121,401	\$80,608	\$95,133	\$92,682	\$94,288	\$85,589	\$78,127	\$106,109
Step 13	\$121,477	\$123,034	\$82,115	\$96,915	\$94,256	\$96,008	\$87,588	\$79,589	\$107,834
Step 14	\$123,088	\$124,667	\$83,625	\$98,975	\$95,828	\$97,728	\$89,587	\$81,051	\$109,558
Step 15	\$124,701	\$126,299	\$85,136	\$101,172	\$97,401	\$99,448	\$91,586	\$82,516	\$111,282
Step 16	\$126,311	\$127,929	\$86,644	\$103,503	\$98,973	\$101,167	\$93,582	\$83,978	\$113,006

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 11 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.

Montrose County School District RE-1J
2024-2025 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	\$ 27,743	\$ 28,902	\$ 30,055	\$ 31,214	\$ 35,555	\$ 39,896	\$ 44,237
Step 2	\$ 28,718	\$ 29,856	\$ 30,996	\$ 32,134	\$ 36,674	\$ 41,210	\$ 45,752
Step 3	\$ 29,685	\$ 30,818	\$ 31,949	\$ 33,083	\$ 37,812	\$ 42,539	\$ 47,269
Step 4	\$ 30,656	\$ 31,786	\$ 32,917	\$ 34,047	\$ 38,953	\$ 43,858	\$ 48,765
Step 5	\$ 31,633	\$ 32,769	\$ 33,907	\$ 35,043	\$ 39,617	\$ 44,191	\$ 50,274
Step 6	\$ 32,277	\$ 33,548	\$ 34,816	\$ 36,086	\$ 40,314	\$ 44,540	\$ 50,777
Step 7	\$ 32,925	\$ 34,328	\$ 35,728	\$ 37,133	\$ 41,009	\$ 44,887	\$ 51,285
Step 8	\$ 33,570	\$ 35,123	\$ 36,673	\$ 38,225	\$ 41,739	\$ 45,250	\$ 51,336
Step 9	\$ 33,894	\$ 35,719	\$ 37,544	\$ 39,367	\$ 42,499	\$ 45,633	\$ 51,336
Step 10	\$ 34,218	\$ 36,323	\$ 38,432	\$ 40,536	\$ 43,279	\$ 46,023	\$ 51,336
Step 11	\$ 34,541	\$ 36,939	\$ 39,332	\$ 41,727	\$ 44,075	\$ 46,420	\$ 51,336
Step 12	\$ 35,758	\$ 38,153	\$ 40,552	\$ 42,946	\$ 44,887	\$ 46,826	\$ 51,336
Step 13	\$ 37,022	\$ 39,419	\$ 41,819	\$ 44,213	\$ 45,732	\$ 47,249	\$ 51,336
Step 14	\$ 38,330	\$ 40,731	\$ 43,131	\$ 45,531	\$ 46,609	\$ 47,689	\$ 51,336
Step 15	\$ 39,687	\$ 42,085	\$ 44,478	\$ 46,873	\$ 47,506	\$ 48,135	\$ 51,336
Step 16	\$ 40,538	\$ 43,023	\$ 45,508	\$ 47,993	\$ 48,360	\$ 48,726	\$ 51,336

Outside experience credit:	Years of experience	Enter step
A maximum of eleven 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
	3	4
	4	5
	5	6
Insurance:	6	7
District in conjunction with ECC, Headstart will pay a portion of the employee's premium.	7	8
	8	9
	9	10
	10	11
Bonus:	11	12
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
2024-2025 Family Services (Headstart/Early Childhood) Salary Schedule
NON-EXEMPT

	Previous Coord. Asst.	Data Tech	New ECC Coord Asst.	Para	Support Secretary	Head Secretary	Admin Asst.
Step 1	\$ 22.59	\$17.50	\$ 18.55	\$18.00	\$18.00	\$20.00	\$ 24.27
Step 2	\$ 23.25	\$18.00	\$ 19.22	\$18.40	\$18.40	\$20.45	\$ 24.98
Step 3	\$ 23.85	\$18.50	\$ 19.86	\$18.80	\$18.80	\$20.90	\$ 25.66
Step 4	\$ 24.52	\$19.00	\$ 20.48	\$19.20	\$19.20	\$21.35	\$ 26.35
Step 5	\$ 25.13	\$19.50	\$ 21.12	\$19.60	\$19.60	\$21.80	\$ 27.03
Step 6	\$ 25.61	\$20.00	\$ 21.67	\$20.00	\$20.00	\$22.25	\$ 27.47
Step 7	\$ 26.00	\$20.50	\$ 22.19	\$20.40	\$20.40	\$22.70	\$ 27.93
Step 8	\$ 26.43	\$21.00	\$ 22.71	\$20.80	\$20.80	\$23.15	\$ 28.39
Step 9	\$ 26.64	\$21.50	\$ 23.11	\$21.20	\$21.20	\$23.60	\$ 28.60
Step 10	\$ 26.82	\$22.00	\$ 23.55	\$21.60	\$21.60	\$24.05	\$ 28.85
Step 11	\$ 27.54	\$22.50	\$ 24.19	\$22.00	\$22.00	\$24.50	\$ 29.60
Step 12	\$ 28.26	\$23.00	\$ 24.86	\$22.40	\$22.40	\$24.95	\$ 30.35
Step 13	\$ 28.95	\$23.50	\$ 25.54	\$22.80	\$22.80	\$25.40	\$ 31.23
Step 14	\$ 29.65	\$24.00	\$ 26.19	\$23.20	\$23.20	\$25.85	\$ 32.17
Step 15	\$ 30.32	\$24.50	\$ 26.85	\$23.60	\$23.60	\$26.30	\$ 33.11
Step 16	\$ 30.86	\$25.00	\$ 27.46	\$24.00	\$24.00	\$26.75	\$ 33.73

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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:

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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
2024-2025 Early Childhood Coordinator Salary Schedule
EXEMPT

	Level 3 AA Diploma	Level 4 BA BS	Level 5 MA
Step 1	\$ 38,186	\$ 39,501	\$ 40,860
Step 2	\$ 39,263	\$ 40,610	\$ 42,008
Step 3	\$ 40,335	\$ 41,723	\$ 43,157
Step 4	\$ 41,415	\$ 42,841	\$ 44,318
Step 5	\$ 42,491	\$ 43,951	\$ 45,469
Step 6	\$ 43,211	\$ 44,696	\$ 46,240
Step 7	\$ 43,926	\$ 45,441	\$ 47,007
Step 8	\$ 44,643	\$ 46,183	\$ 47,778
Step 9	\$ 45,006	\$ 46,555	\$ 48,160
Step 10	\$ 45,363	\$ 46,928	\$ 48,542
Step 11	\$ 46,532	\$ 48,135	\$ 49,796
Step 12	\$ 47,708	\$ 49,354	\$ 51,058
Step 13	\$ 49,118	\$ 50,814	\$ 52,566
Step 14	\$ 50,574	\$ 52,320	\$ 54,128
Step 15	\$ 52,072	\$ 53,867	\$ 55,728
Step 16	\$ 53,022	\$ 54,854	\$ 57,380

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 11 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
2024-2025 Extracurricular Activities Pay 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	\$5,756	\$4,220	\$3,709	\$2,684	\$2,176	\$2,230	\$2,018	\$1,508
Step 2	\$5,894	\$4,356	\$3,847	\$2,821	\$2,311	\$2,334	\$2,120	\$1,575
Step 3	\$6,029	\$4,494	\$3,983	\$2,960	\$2,449	\$2,436	\$2,225	\$1,645
Step 4	\$6,166	\$4,631	\$4,121	\$3,096	\$2,586	\$2,537	\$2,327	\$1,713
Step 5	\$6,304	\$4,768	\$4,259	\$3,235	\$2,723	\$2,642	\$2,430	\$1,780
Step 6	\$6,441	\$4,906	\$4,393	\$3,372	\$2,859	\$2,743	\$2,533	\$1,850
Step 7	\$6,577	\$5,044	\$4,533	\$3,507	\$2,999	\$2,848	\$2,636	\$1,920
Step 8	\$6,717	\$5,181	\$4,668	\$3,645	\$3,136	\$2,949	\$2,739	\$1,988
Step 9	\$6,852	\$5,318	\$4,805	\$3,782	\$3,272	\$3,052	\$2,842	\$2,054
Step 10	\$6,990	\$5,455	\$4,944	\$3,919	\$3,411	\$3,155	\$2,945	\$2,123
Step 11	\$7,128	\$5,593	\$5,081	\$4,057	\$3,546	\$3,259	\$3,047	\$2,192

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 Head Coach.

Maximum step available on entering the schedule is Step 6

*Activity does not require vacancy notice.

Montrose County School District RE-1J
2024-2025 Nutritional Services Salary Schedule
NON-EXEMPT

	Cooks	Manager 1-3	Manager 10+	Warehouse Coordinator
Step 1	\$17.50	\$19.00	\$ 0.26	\$18.50
Step 2	\$17.75	\$19.40	\$ 0.26	\$18.90
Step 3	\$18.00	\$19.80	\$ 0.26	\$19.30
Step 4	\$18.25	\$20.20	\$ 0.26	\$19.70
Step 5	\$18.50	\$20.60	\$ 0.26	\$20.10
Step 6	\$18.75	\$21.00	\$ 0.26	\$20.50
Step 7	\$19.00	\$21.40	\$ 0.26	\$20.90
Step 8	\$19.25	\$21.80	\$ 0.26	\$21.30
Step 9	\$19.50	\$22.20	\$ 0.26	\$21.70
Step 10	\$19.75	\$22.60	\$ 0.26	\$22.10
Step 11	\$20.00	\$23.00	\$ 0.26	\$22.50
Step 12	\$20.25	\$23.40	\$ 0.26	\$22.90
Step 13	\$20.50	\$23.80	\$ 0.26	\$23.30
Step 14	\$20.75	\$24.20	\$ 0.26	\$23.70
Step 15	\$21.00	\$24.60	\$ 0.26	\$24.10
Step 16	\$21.25	\$25.00	\$ 0.26	\$24.50

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 11 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.