

Montrose County School District RE-1J
2019-2020 Teacher Salary Schedule (178 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$36,629	\$37,253	\$37,841	\$38,452	\$39,039	\$39,663	\$40,251	\$40,877	\$41,463	\$42,076	\$42,665	\$43,289	\$44,480
2	\$37,841	\$38,452	\$39,039	\$39,663	\$40,251	\$40,877	\$41,463	\$42,076	\$42,665	\$43,289	\$43,877	\$44,489	\$45,713
3	\$39,039	\$39,663	\$40,251	\$40,877	\$41,463	\$42,076	\$42,665	\$43,289	\$43,877	\$44,489	\$45,088	\$45,700	\$46,958
4		\$40,877	\$41,463	\$42,076	\$42,665	\$43,289	\$43,877	\$44,489	\$45,088	\$45,700	\$46,285	\$46,912	\$48,203
5		\$42,076	\$42,665	\$43,289	\$43,877	\$44,489	\$45,088	\$45,700	\$46,285	\$46,912	\$47,500	\$48,124	\$49,449
6			\$43,877	\$44,489	\$45,088	\$45,700	\$46,285	\$46,912	\$47,500	\$48,124	\$48,712	\$49,324	\$50,681
7				\$45,088	\$45,700	\$46,285	\$46,912	\$47,500	\$48,124	\$48,712	\$49,324	\$49,922	\$50,537
8					\$46,912	\$47,500	\$48,124	\$48,712	\$49,324	\$49,922	\$50,537	\$51,122	\$51,750
9						\$48,124	\$48,712	\$49,324	\$49,922	\$50,537	\$51,122	\$51,750	\$52,362
10							\$49,922	\$50,537	\$51,122	\$51,750	\$52,362	\$52,950	\$53,575
11								\$51,122	\$51,750	\$52,362	\$52,950	\$53,575	\$54,165
12									\$51,750	\$52,362	\$52,950	\$53,575	\$54,773
13										\$53,575	\$54,165	\$54,773	\$55,361
14										\$54,165	\$54,773	\$55,361	\$56,885
15										\$55,986	\$56,574	\$56,885	\$56,574
16											\$56,574	\$57,199	\$57,785
17											\$57,199	\$57,785	\$59,376
18											\$58,398	\$58,984	\$60,608
19												\$59,611	\$60,197
20													\$60,197
21													
22													
23													

Step 23: Additional \$1,000

Years of
Enter step

0 1

1 2

2 3

Outside experience credit:

3 4

A maximum of ten years may be granted for outside experience.

4 5

Outside experience credit is not granted for teaching experience outside the USA.

5 6

All credit hours based on semester hours.

6 7

7 8

EdS - Additional \$1,500

8 9

EdD - Additional \$4,000

9 10

10 11

Insurance:

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

Updated: June 2019

Montrose County School District RE-1J
2019-2020 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	\$45,429	\$45,764	\$46,098	\$46,432	\$46,766	\$47,142	\$47,645	\$48,146	\$48,648	\$49,149	\$49,652	\$50,152	\$51,178
2	\$46,542	\$46,876	\$47,209	\$47,545	\$47,878	\$48,297	\$48,799	\$49,301	\$49,802	\$50,305	\$50,805	\$51,306	\$52,357
3	\$47,652	\$47,988	\$48,321	\$48,656	\$48,991	\$49,452	\$49,953	\$50,455	\$50,956	\$51,457	\$51,959	\$52,461	\$53,535
4		\$49,099	\$49,435	\$49,768	\$50,103	\$50,606	\$51,108	\$51,609	\$52,111	\$52,612	\$53,114	\$53,616	\$54,714
5		\$50,211	\$50,545	\$50,879	\$51,214	\$51,759	\$52,262	\$52,762	\$53,264	\$53,766	\$54,268	\$54,768	\$55,890
6			\$51,657	\$51,991	\$52,325	\$52,915	\$53,415	\$53,918	\$54,419	\$54,921	\$55,422	\$55,925	\$57,071
7				\$52,767	\$53,103	\$53,437	\$54,068	\$54,570	\$55,071	\$55,574	\$56,074	\$56,578	\$57,078
8					\$54,213	\$54,548	\$55,222	\$55,725	\$56,227	\$56,727	\$57,231	\$57,730	\$58,233
9						\$55,325	\$55,660	\$56,377	\$56,877	\$57,380	\$57,882	\$58,383	\$58,884
10							\$56,772	\$57,532	\$58,035	\$58,535	\$59,036	\$59,538	\$60,040
11								\$57,884	\$58,687	\$59,186	\$59,688	\$60,190	\$60,692
12									\$58,997	\$59,840	\$60,342	\$60,844	\$61,344
13										\$60,108	\$60,994	\$61,496	\$61,998
14											\$61,218	\$62,150	\$62,651
15												\$62,332	\$63,303
16													\$63,443
17													
18													
19													
20													
21													
22													
23													

Step 23: Additional \$1,000

Outside experience credit:

A maximum of ten years may be granted for outside experience.

Outside experience credit is not granted for teaching experience outside the USA.

All credit hours based on semester hours.

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.

EdS - Will enter MA30

PhD - \$4000

Years of experience Enter step

0 1

1 2

2 3

3 4

4 5

5 6

6 7

7 8

8 9

9 10

10 11

Insurance:

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

Montrose County School District RE-1J
2019-2020 Licensed Coordinator Salary Schedule (211 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$43,368	\$44,111	\$44,805	\$45,532	\$46,226	\$46,968	\$47,661	\$48,405	\$49,098	\$49,827	\$50,525	\$51,267	\$52,446
2	\$44,805	\$45,532	\$46,226	\$46,968	\$47,661	\$48,405	\$49,098	\$49,827	\$50,525	\$51,267	\$51,959	\$52,686	\$53,898
3	\$46,226	\$46,968	\$47,661	\$48,405	\$49,098	\$49,827	\$50,525	\$51,267	\$51,959	\$52,686	\$53,398	\$54,123	\$55,368
4		\$48,405	\$49,098	\$49,827	\$50,525	\$51,267	\$51,959	\$52,686	\$53,398	\$54,123	\$54,818	\$55,559	\$56,837
5		\$49,827	\$50,525	\$51,267	\$51,959	\$52,686	\$53,398	\$54,123	\$54,818	\$55,559	\$56,255	\$56,995	\$58,307
6			\$51,959	\$52,686	\$53,398	\$54,123	\$54,818	\$55,559	\$56,255	\$56,995	\$57,692	\$58,419	\$59,762
7				\$53,398	\$54,123	\$54,818	\$55,559	\$56,255	\$56,995	\$57,692	\$58,419	\$59,130	\$59,857
8					\$55,559	\$56,255	\$56,995	\$57,692	\$58,419	\$59,130	\$59,857	\$60,550	\$61,294
9						\$56,995	\$57,692	\$58,419	\$59,130	\$59,857	\$60,550	\$61,294	\$62,703
10							\$59,130	\$59,857	\$60,550	\$61,294	\$62,018	\$62,715	\$64,158
11								\$60,550	\$61,294	\$62,018	\$62,715	\$63,458	\$64,154
12									\$62,018	\$62,715	\$63,458	\$64,154	\$64,878
13										\$62,715	\$63,458	\$64,154	\$64,878
14										\$63,458	\$64,154	\$64,878	\$65,551
15											\$64,154	\$64,878	\$65,551
16											\$64,878	\$65,573	\$66,315
17												\$66,315	\$67,009
18													\$67,009
19													\$67,754
20													\$68,448
21													\$69,174
22													\$69,869
23													\$71,476

Step 23: Additional \$1,000

Years of experience

Enter step

Outside experience credit:

0 1

A maximum of ten 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

EdS - Additional \$1,500

4 5

EdD - Additional \$4,000

5 6

6 7

7 8

8 9

Insurance:

9 10

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

10 11

Montrose County School District RE-1J
2019-2020 Licensed Coordinator Salary Schedule (200 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80											
1	\$41,157	\$41,857	\$42,519	\$43,205	\$43,864	\$44,565	\$45,227	\$45,930	\$46,587	\$47,276	\$47,937	\$48,640	\$49,832											
2	\$42,519	\$43,205	\$43,864	\$44,565	\$45,227	\$45,930	\$46,587	\$47,276	\$47,937	\$48,640	\$49,300	\$49,987	\$51,213											
3	\$43,864	\$44,565	\$45,227	\$45,930	\$46,587	\$47,276	\$47,937	\$48,640	\$49,300	\$49,987	\$50,660	\$51,348	\$52,607											
4		\$45,930	\$46,587	\$47,276	\$47,937	\$48,640	\$49,300	\$49,987	\$50,660	\$51,348	\$52,006	\$52,710	\$54,003											
5		\$47,276	\$47,937	\$48,640	\$49,300	\$49,987	\$50,660	\$51,348	\$52,006	\$52,710	\$53,371	\$54,074	\$55,399											
6			\$49,300	\$49,987	\$50,660	\$51,348	\$52,006	\$52,710	\$53,371	\$54,074	\$54,733	\$55,419	\$56,778											
7			\$50,660	\$51,348	\$52,006	\$52,710	\$53,371	\$54,074	\$54,733	\$55,419	\$56,092	\$56,783	\$58,176											
8				\$52,710	\$53,371	\$54,074	\$54,733	\$55,419	\$56,092	\$56,783	\$57,441	\$58,146	\$59,573											
9					\$54,074	\$54,733	\$55,419	\$56,092	\$56,783	\$57,441	\$58,146	\$58,834	\$59,494	\$60,953										
10						\$56,092	\$56,783	\$57,441	\$58,146	\$58,834	\$59,494	\$60,197	\$60,856	\$62,349										
11							\$57,441	\$58,146	\$58,834	\$59,494	\$60,197	\$60,858	\$61,542	\$62,204	\$63,730									
12								\$58,834	\$59,494	\$60,197	\$60,858	\$61,542	\$62,204	\$62,906	\$63,567	\$65,126								
13									\$60,197	\$60,858	\$61,542	\$62,204	\$62,906	\$63,567	\$64,927	\$66,520								
14										\$61,542	\$62,204	\$62,906	\$63,567	\$64,269	\$65,615	\$66,274	\$67,901							
15											\$62,906	\$63,567	\$64,269	\$64,927	\$65,615	\$66,977	\$67,637	\$69,297						
16												\$64,269	\$64,927	\$65,615	\$66,274	\$66,977	\$67,637	\$69,297						
17													\$65,615	\$66,274	\$66,977	\$67,637	\$69,297							
18														\$66,977	\$67,637	\$68,340	\$68,999	\$70,362	\$72,090					
19															\$66,977	\$67,637	\$68,340	\$68,999	\$70,362	\$72,090				
20																\$66,977	\$67,637	\$68,340	\$68,999	\$70,362	\$72,090			
21																	\$66,977	\$67,637	\$68,340	\$68,999	\$70,362	\$72,090		
22																		\$66,977	\$67,637	\$68,340	\$68,999	\$70,362	\$72,090	
23																			\$66,977	\$67,637	\$68,340	\$68,999	\$70,362	\$72,090

Step 23: Additional \$1,000

Outside experience credit:

A maximum of ten years may be granted for outside experience.

Outside experience credit is not granted for teaching experience outside the USA.

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

Years of experience Enter step

0 1

1 2

2 3

3 4

4 5

5 6

6 7

7 8

8 9

9 10

10 11

Insurance:

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

Montrose County School District RE-1J
2019-2020 Licensed Coordinator Salary Schedule - Building (196 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$40,334	\$41,020	\$41,668	\$42,341	\$42,987	\$43,674	\$44,323	\$45,012	\$45,656	\$46,330	\$46,978	\$47,667	\$48,836
2	\$41,668	\$42,341	\$42,987	\$43,674	\$44,323	\$45,012	\$45,656	\$46,330	\$46,978	\$47,667	\$48,314	\$48,988	\$50,189
3	\$42,987	\$43,674	\$44,323	\$45,012	\$45,656	\$46,330	\$46,978	\$47,667	\$48,314	\$48,988	\$49,647	\$50,321	\$51,555
4		\$45,012	\$45,656	\$46,330	\$46,978	\$47,667	\$48,314	\$48,988	\$49,647	\$50,321	\$50,966	\$51,656	\$52,923
5		\$46,330	\$46,978	\$47,667	\$48,314	\$48,988	\$49,647	\$50,321	\$50,966	\$51,656	\$52,303	\$52,992	\$54,291
6			\$48,314	\$48,988	\$49,647	\$50,321	\$50,966	\$51,656	\$52,303	\$52,992	\$53,638	\$54,311	\$55,642
7				\$49,647	\$50,321	\$50,966	\$51,656	\$52,303	\$52,992	\$53,638	\$54,311	\$54,970	\$55,648
8					\$51,656	\$52,303	\$52,992	\$53,638	\$54,311	\$54,970	\$55,648	\$56,293	\$56,983
9						\$52,992	\$53,638	\$54,311	\$54,970	\$55,648	\$56,293	\$56,983	\$57,657
10							\$54,970	\$55,648	\$56,293	\$56,983	\$57,657	\$58,304	\$58,993
11								\$56,293	\$56,983	\$57,657	\$58,304	\$58,993	\$59,639
12									\$57,657	\$58,304	\$58,993	\$59,641	\$60,311
13										\$60,311	\$60,959	\$61,648	\$62,295
14											\$60,959	\$61,648	\$62,984
15												\$62,295	\$63,628
16												\$63,628	\$64,303
17													\$64,303
18													\$64,949
19													\$65,637
20													\$66,285
21													\$66,973
22													\$67,619
23													\$69,280

Step 23: Additional \$1,000

Outside experience credit:

A maximum of ten years may be granted for outside experience.

Outside experience credit is not granted for teaching experience outside the USA.

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

Years of experience Enter step

0 1

1 2

2 3

3 4

4 5

5 6

6 7

7 8

8 9

9 10

10 11

Insurance:

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

Montrose County School District RE-1J
2019-2020 Librarian (186 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80				
1	\$38,251	\$38,904	\$39,516	\$40,157	\$40,769	\$41,422	\$42,034	\$42,690	\$43,299	\$43,943	\$44,558	\$45,213	\$46,389				
2	\$39,516	\$40,157	\$40,769	\$41,422	\$42,034	\$42,690	\$43,299	\$43,943	\$44,558	\$45,213	\$45,823	\$46,464	\$47,672				
3	\$40,769	\$41,422	\$42,034	\$42,690	\$43,299	\$43,943	\$44,558	\$45,213	\$45,823	\$46,464	\$47,090	\$47,732	\$48,972				
4		\$42,690	\$43,299	\$43,943	\$44,558	\$45,213	\$45,823	\$46,464	\$47,090	\$47,732	\$48,342	\$48,997	\$50,270				
5		\$43,943	\$44,558	\$45,213	\$45,823	\$46,464	\$47,090	\$47,732	\$48,342	\$48,997	\$49,611	\$50,263	\$51,569				
6			\$45,823	\$46,464	\$47,090	\$47,732	\$48,342	\$48,997	\$49,611	\$50,263	\$50,875	\$51,516	\$52,854				
7			\$47,090	\$47,732	\$48,342	\$48,997	\$49,611	\$50,263	\$50,875	\$51,516	\$52,143	\$52,784	\$54,154				
8				\$48,997	\$49,611	\$50,263	\$50,875	\$51,516	\$52,143	\$52,784	\$53,397	\$54,052	\$55,455				
9				\$50,263	\$50,875	\$51,516	\$52,143	\$52,784	\$53,397	\$54,052	\$54,691	\$55,304	\$56,740				
10					\$52,143	\$52,784	\$53,397	\$54,052	\$54,691	\$55,304	\$55,958	\$56,573	\$58,042				
11						\$53,397	\$54,052	\$54,691	\$55,304	\$55,958	\$56,573	\$57,210	\$57,824	\$59,325			
12						\$54,691	\$55,304	\$55,958	\$56,573	\$57,210	\$57,824	\$58,479	\$59,090	\$60,623			
13							\$55,958	\$56,573	\$57,210	\$57,824	\$58,479	\$59,090	\$59,744	\$60,357	\$61,923		
14							\$57,210	\$57,824	\$58,479	\$59,090	\$59,744	\$60,357	\$60,998	\$61,610	\$63,208		
15								\$58,479	\$59,090	\$59,744	\$60,357	\$60,998	\$61,610	\$62,265	\$62,877	\$64,508	
16								\$59,744	\$60,357	\$60,998	\$61,610	\$62,265	\$62,877	\$63,532	\$64,145	\$65,808	
17								\$60,998	\$61,610	\$62,265	\$62,877	\$63,532	\$64,145	\$64,786	\$65,411	\$67,107	
18									\$62,265	\$62,877	\$63,532	\$64,145	\$64,786	\$65,411	\$66,054	\$66,665	\$68,394
19										\$64,145	\$64,786	\$65,411	\$66,054	\$66,665	\$67,320	\$67,933	\$69,694
20											\$66,665	\$67,320	\$67,933	\$68,569	\$69,198	\$70,452	\$72,278
21																\$73,574	
22																\$74,574	

Step 23: Additional \$1,000

Outside experience credit:

A maximum of ten years may be granted for outside experience in the year 2016-2017

Outside experience credit is not granted for teaching experience outside the USA

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

Years of experience Enter step

0 1

1 2

2 3

3 4

4 5

5 6

6 7

7 8

8 9

9 10

10 11

Insurance:

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

Montrose County School District RE-1J
2019-2020 Elementary/ Middle School Counselors Salary Schedule (188 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$38,655	\$39,317	\$39,934	\$40,582	\$41,201	\$41,863	\$42,481	\$43,143	\$43,762	\$44,409	\$45,030	\$45,691	\$46,855
2	\$39,934	\$40,582	\$41,201	\$41,863	\$42,481	\$43,143	\$43,762	\$44,409	\$45,030	\$45,691	\$46,310	\$46,958	\$48,155
3	\$41,201	\$41,863	\$42,481	\$43,143	\$43,762	\$44,409	\$45,030	\$45,691	\$46,310	\$46,958	\$47,590	\$48,238	\$49,468
4		\$43,143	\$43,762	\$44,409	\$45,030	\$45,691	\$46,310	\$46,958	\$47,590	\$48,238	\$48,856	\$49,518	\$50,779
5			\$44,409	\$45,030	\$45,691	\$46,310	\$46,958	\$47,590	\$48,238	\$48,856	\$49,518	\$50,139	\$50,797
6				\$46,310	\$46,958	\$47,590	\$48,238	\$48,856	\$49,518	\$50,139	\$50,797	\$51,419	\$52,066
7					\$47,590	\$48,238	\$48,856	\$49,518	\$50,139	\$50,797	\$51,419	\$52,066	\$53,345
8						\$49,518	\$50,139	\$50,797	\$51,419	\$52,066	\$52,698	\$53,345	\$53,965
9							\$50,797	\$51,419	\$52,066	\$52,698	\$53,345	\$53,965	\$54,628
10								\$52,698	\$53,345	\$53,964	\$54,628	\$55,273	\$55,893
11									\$53,965	\$54,628	\$55,273	\$55,893	\$56,554
12										\$55,273	\$55,893	\$56,554	\$57,175
13											\$55,893	\$56,554	\$58,632
14												\$56,554	\$58,928
15													\$59,200
16													\$61,240
17													\$62,551
18													\$63,852
19													\$65,165
20													\$66,478
21													\$66,789
22													\$67,091
23													\$70,403

Step 23: Additional \$1,000

Outside experience credit:

A maximum of ten years may be granted for outside experience.

Outside experience credit is not granted for teaching experience outside the USA.

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

Years of experience Enter step

0 1

1 2

2 3

3 4

4 5

5 6

6 7

7 8

8 9

9 10

10 11

Insurance:

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

Montrose County School District RE-1J
2019-2020 High School Counselors Salary Schedule (193 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80	
1	\$39,668	\$40,346	\$40,983	\$41,647	\$42,281	\$42,962	\$43,594	\$44,276	\$44,910	\$45,577	\$46,214	\$46,894	\$48,065	
2	\$40,983	\$41,647	\$42,281	\$42,962	\$43,594	\$44,276	\$44,910	\$45,577	\$46,214	\$46,894	\$47,527	\$48,193	\$49,396	
3	\$42,281	\$42,962	\$43,594	\$44,276	\$44,910	\$45,577	\$46,214	\$46,894	\$47,527	\$48,193	\$48,842	\$49,508	\$50,745	
4		\$44,276	\$44,910	\$45,577	\$46,214	\$46,894	\$47,527	\$48,193	\$48,842	\$49,508	\$50,141	\$50,820	\$52,091	
5		\$45,577	\$46,214	\$46,894	\$47,527	\$48,193	\$48,842	\$49,508	\$50,141	\$50,820	\$51,456	\$52,133	\$53,437	
6			\$47,527	\$48,193	\$48,842	\$49,508	\$50,141	\$50,820	\$51,456	\$52,133	\$52,769	\$53,435	\$54,771	
7			\$48,842	\$49,508	\$50,141	\$50,820	\$51,456	\$52,133	\$52,769	\$53,435	\$54,084	\$54,750	\$56,120	
8				\$50,820	\$51,456	\$52,133	\$52,769	\$53,435	\$54,084	\$54,750	\$55,385	\$56,065	\$57,467	
9				\$52,133	\$52,769	\$53,435	\$54,084	\$54,750	\$55,385	\$56,065	\$56,727	\$57,364	\$58,799	
10					\$54,084	\$54,750	\$55,385	\$56,065	\$56,727	\$57,364	\$58,046	\$58,682	\$60,151	
11						\$55,385	\$56,065	\$56,727	\$57,364	\$58,046	\$58,682	\$59,344	\$59,980	\$61,481
12						\$56,727	\$57,364	\$58,046	\$58,682	\$59,344	\$59,980	\$60,658	\$61,294	\$62,828
13						\$58,046	\$58,682	\$59,344	\$59,980	\$60,658	\$61,294	\$61,975	\$62,608	\$64,175
14						\$59,344	\$59,980	\$60,658	\$61,294	\$61,975	\$62,608	\$63,274	\$63,908	\$65,508
15						\$60,658	\$61,294	\$61,975	\$62,608	\$63,274	\$63,908	\$64,588	\$65,223	\$66,856
16						\$61,975	\$62,608	\$63,274	\$63,908	\$64,588	\$65,223	\$65,903	\$66,538	\$68,204
17						\$63,274	\$63,908	\$64,588	\$65,223	\$65,903	\$66,538	\$67,205	\$67,852	\$69,551
18						\$64,588	\$65,223	\$65,903	\$66,538	\$67,205	\$67,852	\$68,518	\$69,152	\$70,885
19							\$66,538	\$67,205	\$67,852	\$68,518	\$69,152	\$69,832	\$70,467	\$72,233
20									\$69,152	\$69,832	\$70,467	\$71,129	\$71,779	\$73,578
21											\$71,779	\$72,448	\$73,083	\$74,914
22											\$73,090	\$73,760	\$74,395	\$76,259
23											\$74,090	\$74,760	\$75,395	\$77,259

Step 23: Additional \$1,000

Outside experience credit:

A maximum of ten years may be granted for outside experience.

Outside experience credit is not granted for teaching experience outside the USA.

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

Years of experience Enter step

0 1

1 2

2 3

3 4

4 5

5 6

6 7

7 8

8 9

9 10

10 11

Insurance:

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

Montrose County School District RE-1J
2019-2020 Assistant Principal Salary Schedule - EXEMPT
Elementary (196 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	59,828	62,162	62,829	63,495	64,162	64,827	65,495	66,163	66,830	67,498
2	60,871	63,206	63,873	64,540	65,207	65,873	66,540	67,207	67,875	68,541
3	61,920	64,251	64,920	65,586	66,253	66,920	67,589	68,256	68,921	69,587
4	62,959	65,294	65,960	66,625	67,293	67,958	68,628	69,294	69,961	70,627
5	64,001	66,335	67,003	67,668	68,336	69,003	69,672	70,338	71,004	71,672
6	65,040	67,376	68,042	68,710	69,377	70,041	70,711	71,376	72,045	72,711
7	66,081	68,415	69,084	69,750	70,418	71,085	71,750	72,417	73,084	73,752
8	67,126	69,460	70,128	70,794	71,461	72,129	72,795	73,462	74,128	74,793
9	68,165	70,500	71,167	71,833	72,502	73,168	73,838	74,503	75,170	75,837
10	69,211	71,543	72,210	72,876	73,544	74,211	74,878	75,544	76,213	76,879
11	70,252	72,585	73,253	73,919	74,588	75,253	75,920	76,585	77,253	77,919
12	71,293	73,628	74,294	74,961	75,630	76,296	76,963	77,629	78,296	78,962
13	72,335	74,667	75,337	76,003	76,672	77,337	78,005	78,672	79,339	80,005
14	73,383	75,716	76,384	77,050	77,717	78,385	79,052	79,719	80,387	81,054
15	74,430	76,766	77,433	78,099	78,765	79,432	80,098	80,768	81,434	82,099
16	75,472	77,809	78,476	79,142	79,809	80,474	81,142	81,810	82,478	83,143

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
2019-2020 Assistant Principal Salary Schedule - EXEMPT
Middle School (6-8) (199 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	67,555	69,855	70,512	71,169	71,826	72,481	73,139	73,796	74,454	75,110
2	68,584	70,883	71,539	72,197	72,854	73,510	74,166	74,824	75,482	76,139
3	69,617	71,914	72,571	73,227	73,882	74,539	75,198	75,854	76,510	77,165
4	70,640	72,937	73,595	74,250	74,907	75,563	76,222	76,879	77,535	78,191
5	71,667	73,965	74,621	75,278	75,934	76,590	77,249	77,904	78,562	79,218
6	72,691	74,989	75,645	76,301	76,958	77,614	78,273	78,929	79,587	80,244
7	73,714	76,014	76,671	77,328	77,985	78,642	79,299	79,953	80,611	81,267
8	74,743	77,041	77,700	78,355	79,013	79,669	80,325	80,984	81,639	82,295
9	75,768	78,067	78,723	79,379	80,037	80,693	81,352	82,007	82,664	83,321
10	76,795	79,094	79,751	80,406	81,064	81,722	82,379	83,034	83,691	84,347
11	77,821	80,119	80,777	81,433	82,091	82,747	83,403	84,059	84,717	85,373
12	78,845	81,145	81,802	82,458	83,118	83,773	84,430	85,085	85,741	86,399
13	79,873	82,172	82,829	83,485	84,142	84,799	85,456	86,113	86,769	87,424
14	80,904	83,202	83,860	84,516	85,174	85,830	86,488	87,143	87,802	88,457
15	81,936	84,235	84,892	85,547	86,204	86,859	87,515	88,176	88,832	89,488
16	82,964	85,263	85,919	86,575	87,231	87,887	88,543	89,204	89,860	90,515

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
2019-2020 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	71,733	74,030	74,687	75,343	76,000	76,658	77,316	77,972	78,626	79,282
2	72,762	75,059	75,719	76,375	77,032	77,688	78,345	79,001	79,661	80,316
3	73,793	76,092	76,749	77,405	78,063	78,718	79,375	80,032	80,689	81,346
4	74,825	77,124	77,781	78,439	79,095	79,751	80,407	81,064	81,723	82,379
5	75,855	78,154	78,811	79,466	80,123	80,780	81,439	82,094	82,751	83,407
6	76,887	79,186	79,843	80,498	81,157	81,813	82,471	83,126	83,783	84,440
7	77,923	80,221	80,880	81,536	82,191	82,849	83,505	84,161	84,819	85,477
8	78,952	81,251	81,907	82,563	83,221	83,877	84,533	85,190	85,848	86,503
9	79,982	82,279	82,939	83,592	84,250	84,906	85,566	86,221	86,877	87,534
10	81,013	83,310	83,970	84,625	85,281	85,939	86,595	87,254	87,910	88,566
11	82,043	84,343	84,999	85,656	86,314	86,970	87,627	88,282	88,940	89,596
12	83,073	85,373	86,033	86,689	87,345	88,001	88,657	89,312	89,972	90,628
13	84,108	86,405	87,062	87,717	88,377	89,032	89,689	90,347	91,002	91,659
14	85,137	87,435	88,092	88,749	89,405	90,062	90,720	91,377	92,033	92,689
15	86,168	88,466	89,124	89,779	90,434	91,092	91,750	92,405	93,063	93,718
16	87,199	89,497	90,156	90,811	91,466	92,125	92,782	93,438	94,095	94,751

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
2019-2020 Elementary Principal Salary Schedule (200 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	76,607	78,929	79,595	80,258	80,922	81,584	82,248	82,910	83,573	84,237
2	77,719	80,041	80,706	81,368	82,030	82,694	83,359	84,022	84,685	85,347
3	78,735	81,059	81,721	82,386	83,048	83,712	84,376	85,038	85,702	86,365
4	79,800	82,122	82,787	83,451	84,114	84,777	85,439	86,103	86,768	87,429
5	80,866	83,189	83,854	84,518	85,181	85,844	86,506	87,170	87,834	88,497
6	81,931	84,252	84,917	85,579	86,244	86,908	87,572	88,233	88,898	89,560
7	82,997	85,315	85,979	86,642	87,308	87,971	88,634	89,296	89,962	90,624
8	84,061	86,381	87,045	87,707	88,375	89,036	89,699	90,363	91,026	91,689
9	85,124	87,443	88,109	88,771	89,434	90,098	90,763	91,425	92,089	92,751
10	86,189	88,511	89,174	89,837	90,501	91,166	91,828	92,492	93,155	93,817
11	87,256	89,579	90,241	90,901	91,566	92,229	92,894	93,557	94,220	94,884
12	88,318	90,642	91,305	91,968	92,631	93,294	93,961	94,622	95,285	95,948
13	89,383	91,705	92,369	93,031	93,696	94,357	95,022	95,684	96,349	97,012
14	90,448	92,772	93,435	94,099	94,762	95,425	96,090	96,752	97,415	98,078
15	91,515	93,834	94,499	95,164	95,827	96,489	97,156	97,816	98,481	99,143
16	92,580	94,900	95,563	96,228	96,891	97,555	98,219	98,881	99,547	100,209

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
2019-2020 Middle School Principal Salary Schedule (206 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	78,453	80,754	81,410	82,066	82,723	83,379	84,037	84,692	85,350	86,006
2	79,490	81,789	82,447	83,102	83,760	84,416	85,074	85,730	86,387	87,042
3	80,522	82,821	83,477	84,135	84,792	85,449	86,106	86,761	87,417	88,075
4	81,559	83,855	84,514	85,170	85,828	86,485	87,141	87,798	88,455	89,109
5	82,596	84,894	85,550	86,206	86,862	87,521	88,179	88,834	89,492	90,147
6	83,630	85,931	86,587	87,244	87,902	88,556	89,212	89,869	90,526	91,181
7	84,664	86,963	87,620	88,277	88,934	89,590	90,248	90,903	91,563	92,217
8	85,702	88,001	88,657	89,312	89,972	90,628	91,285	91,941	92,597	93,254
9	86,734	89,032	89,689	90,347	91,002	91,659	92,317	92,972	93,629	94,285
10	87,769	90,067	90,724	91,380	92,037	92,695	93,351	94,006	94,665	95,320
11	88,806	91,104	91,759	92,417	93,073	93,731	94,388	95,043	95,702	96,359
12	89,839	92,139	92,796	93,451	94,110	94,766	95,423	96,079	96,736	97,390
13	90,875	93,175	93,833	94,488	95,147	95,802	96,459	97,115	97,773	98,429
14	91,914	94,212	94,869	95,524	96,184	96,838	97,496	98,152	98,808	99,465
15	92,947	95,245	95,903	96,559	97,218	97,875	98,531	99,188	99,845	100,503
16	93,982	96,281	96,939	97,595	98,252	98,909	99,565	100,222	100,880	101,538

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
2018-2019 High School Principal Salary Schedule (217 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	87,848	90,146	90,804	91,462	92,120	92,774	93,433	94,088	94,746	95,401
2	88,884	91,184	91,842	92,497	93,156	93,811	94,469	95,124	95,781	96,437
3	89,925	92,223	92,881	93,536	94,194	94,852	95,509	96,164	96,821	97,477
4	90,960	93,259	93,917	94,572	95,228	95,884	96,543	97,199	97,855	98,514
5	91,999	94,296	94,953	95,609	96,265	96,923	97,582	98,237	98,894	99,550
6	93,040	95,339	95,996	96,653	97,310	97,967	98,624	99,280	99,938	100,595
7	94,074	96,375	97,031	97,686	98,344	99,000	99,656	100,315	100,972	101,627
8	95,113	97,411	98,069	98,727	99,384	100,040	100,695	101,351	102,010	102,665
9	96,155	98,452	99,109	99,767	100,423	101,079	101,737	102,396	103,052	103,707
10	97,189	99,487	100,146	100,800	101,457	101,998	102,771	103,427	104,086	104,741
11	98,227	100,527	101,186	101,842	102,499	103,154	103,812	104,467	105,127	105,782
12	99,266	101,564	102,221	102,876	103,535	104,190	104,849	105,505	106,161	106,817
13	100,302	102,601	103,257	103,914	104,572	105,228	105,885	106,540	107,198	107,854
14	101,341	103,640	104,297	104,952	105,611	106,267	106,926	107,581	108,237	108,894
15	102,380	104,678	105,335	105,990	106,648	107,306	107,962	108,619	109,275	109,931
16	103,419	105,715	106,374	107,028	107,686	108,345	109,001	109,658	110,312	110,969

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
2019-2020 Building Level Support Staff Salary Schedule
NON EXEMPT

	Media	Paras	Health Tech*	Head Secretary	Support Secretary	Sign No CEIC	Sign CEIC	Sign CEIC+ITP	Sign CEIC=RID
Step 1	\$12.25	\$12.10	\$12.25	\$12.75	\$12.25	\$16.20	\$20.17	\$24.15	\$28.15
Step 2	\$12.65	\$12.50	\$12.65	\$13.20	\$12.65	\$17.11	\$21.10	\$25.09	\$29.07
Step 3	\$13.05	\$12.90	\$13.05	\$13.65	\$13.05	\$18.04	\$22.04	\$26.03	\$29.99
Step 4	\$13.45	\$13.30	\$13.45	\$14.10	\$13.45	\$18.04	\$22.97	\$26.94	\$30.93
Step 5	\$13.85	\$13.70	\$13.85	\$14.55	\$13.85	\$18.04	\$23.89	\$27.87	\$31.86
Step 6	\$14.25	\$14.10	\$14.25	\$15.00	\$14.25	\$18.04	\$24.81	\$28.80	\$32.79
Step 7	\$14.65	\$14.50	\$14.65	\$15.45	\$14.65	\$18.04	\$25.74	\$29.74	\$33.72
Step 8	\$15.05	\$14.90	\$15.05	\$15.90	\$15.05	\$18.04	\$26.69	\$30.67	\$34.65
Step 9	\$15.45	\$15.30	\$15.45	\$16.35	\$15.45	\$18.04	\$27.61	\$31.60	\$35.58
Step 10	\$15.85	\$15.70	\$15.85	\$16.80	\$15.85	\$18.04	\$28.53	\$32.51	\$36.48
Step 11	\$16.25	\$16.10	\$16.25	\$17.25	\$16.25	\$18.04	\$29.47	\$33.45	\$37.42
Step 12	\$16.65	\$16.50	\$16.65	\$17.70	\$16.65	\$18.04	\$30.39	\$34.37	\$38.37
Step 13	\$17.05	\$16.90	\$17.05	\$18.15	\$17.05	\$18.04	\$30.39	\$34.37	\$38.37
Step 14	\$17.45	\$17.30	\$17.45	\$18.60	\$17.45	\$18.04	\$30.39	\$34.37	\$38.37
Step 15	\$17.85	\$17.70	\$17.85	\$19.05	\$17.85	\$18.04	\$30.39	\$34.37	\$38.37
Step 16	\$18.25	\$18.10	\$18.25	\$19.50	\$18.25	\$18.04	\$31.11	\$35.11	\$39.09

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: New Years (1), Floater Holiday (1) - March 13, 2020, Spring Break (1), Labor Day (1), Thanksgiving (1), Christmas (2). TOTAL OF 7 DAYS

11 Month Employee Holidays: New Years (1), Floater Holiday (1) - March 13, 2020, Spring Break (1), Memorial Day (1), Labor Day (1), Thanksgiving (3), Christmas (3). 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
2019-2020 Facilities, Technology and Transportation Level Support Salary Schedule
NON-EXEMPT

	Custodian	Data Tech/Help Tech/DAC	*Journeyman Plumber, *Journeyman Electrician, **HVAC	Custodian Crew Leader	Maint-Grounds, General, Warehouse, Truck	Technology Technician	**Supervisor of Grounds, **Carpenter, **Locksmith	Transp Coord/Warehouse Coord
Step 1	\$12.00	\$18.69	\$19.28	\$12.75	\$12.64	\$19.80	\$15.40	\$20.72
Step 2	\$12.12	\$19.28	\$19.85	\$12.88	\$12.90	\$20.40	\$16.02	\$21.13
Step 3	\$12.24	\$19.90	\$20.42	\$13.01	\$13.24	\$21.01	\$16.60	\$21.56
Step 4	\$12.36	\$20.50	\$20.99	\$13.27	\$13.53	\$21.63	\$17.19	\$21.98
Step 5	\$12.48	\$21.10	\$21.55	\$13.69	\$13.83	\$22.26	\$17.75	\$22.43
Step 6	\$12.60	\$21.71	\$22.12	\$14.15	\$14.13	\$22.94	\$18.36	\$22.87
Step 7	\$13.07	\$22.31	\$22.69	\$14.59	\$14.44	\$23.59	\$18.95	\$23.33
Step 8	\$13.50	\$22.93	\$23.26	\$15.05	\$14.72	\$24.27	\$19.54	\$23.79
Step 9	\$13.99	\$23.52	\$23.83	\$15.46	\$15.00	\$25.04	\$20.07	\$24.27
Step 10	\$14.40	\$24.11	\$24.39	\$15.91	\$15.31	\$25.74	\$20.68	\$24.76
Step 11	\$14.87	\$24.72	\$24.96	\$16.32	\$15.57	\$26.54	\$21.22	\$25.25
Step 12	\$15.32	\$25.35	\$25.52	\$16.76	\$15.87	\$27.29	\$21.83	\$25.76
Step 13	\$15.79	\$25.96	\$26.09	\$17.19	\$16.20	\$28.15	\$22.43	\$26.28
Step 14	\$16.25	\$26.55	\$26.66	\$17.62	\$16.53	\$28.91	\$23.04	\$26.80
Step 15	\$16.65	\$27.17	\$27.23	\$18.09	\$16.83	\$29.73	\$23.62	\$27.33
Step 16	\$17.08	\$27.77	\$27.80	\$18.52	\$17.14	\$30.43	\$24.21	\$27.88

* 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.

Paid holidays:

9/10 Month Employee: New Years (1), Spring Break (1), Memorial Day (1), Labor Day (1), Thanksgiving (1), Christmas (2). **TOTAL OF 7 DAYS**

11 Month Employee: New Years (1), Spring Break (1), Memorial Day (1), July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3). **TOTAL OF 11 DAYS**

12 Month Employee: New Years (1), Spring Break (1), Memorial Day (1), July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (4). **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.

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
2019-2020 Licensed Director Salary Schedule
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	91,801	94,101	94,757	95,414	96,072	96,727	97,385	98,097	98,699	99,353
2	92,873	95,172	95,829	96,484	97,142	97,797	98,455	99,112	99,770	100,425
3	93,947	96,246	96,902	97,557	98,216	98,873	99,530	100,185	100,843	101,498
4	95,019	97,318	97,974	98,631	99,288	99,943	100,602	101,257	101,913	102,570
5	96,091	98,390	99,046	99,703	100,360	101,017	101,673	102,329	102,987	103,642
6	97,164	99,461	100,118	100,775	101,431	102,086	102,745	103,402	104,060	104,715
7	98,232	100,533	101,189	101,845	102,503	103,159	103,815	104,472	105,129	105,784
8	99,310	101,609	102,266	102,921	103,578	104,234	104,892	105,548	106,205	106,861
9	100,383	102,679	103,338	103,995	104,650	105,307	105,965	106,622	107,277	107,935
10	101,451	103,748	104,407	105,063	105,720	106,375	107,032	107,691	108,347	109,002
11	102,524	104,824	105,481	106,138	106,794	107,452	108,109	108,765	109,423	110,078
12	103,600	105,899	106,555	107,210	107,868	108,525	109,183	109,838	110,495	111,152
13	104,673	106,970	107,629	108,284	108,939	109,596	110,253	110,911	111,569	112,225
14	105,744	108,043	108,700	109,356	110,013	110,669	111,328	111,984	112,641	113,296
15	106,818	109,118	109,775	110,430	111,089	111,744	112,399	113,057	113,713	114,371
16	107,892	110,190	110,847	111,503	112,161	112,816	113,472	114,126	114,787	115,444

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.

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.

Holidays: New Years (1), Floater Holiday (1) - March 13, 2020, Spring Break (2), Memorial Day (1), July 4th (1), Labor Day (1), Thanksgiving (2), Christmas (3) Total of 12 Days

Insurance:

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

Montrose County School District RE-1J
2019-2020 District Office Salary Schedule

EXEMPT

	Dir Finance/ Dir HR/Dir Facilities	Custodial Supervisor	Dir Nut Serv	Comm Coord	Accountant	Dir Tech	Tech Coord	Admin Assistant
Step 1	\$79,819	\$45,735	\$63,059	\$53,488	\$64,624	\$63,171	\$50,646	\$45,735
Step 2	\$81,079	\$46,878	\$64,152	\$54,717	\$65,861	\$65,158	\$52,236	\$46,878
Step 3	\$82,337	\$48,478	\$65,245	\$55,946	\$67,095	\$67,147	\$53,827	\$48,478
Step 4	\$83,597	\$50,308	\$66,337	\$57,174	\$68,330	\$69,134	\$55,417	\$50,308
Step 5	\$84,858	\$52,137	\$67,430	\$58,358	\$69,565	\$71,120	\$57,008	\$52,137
Step 6	\$86,117	\$53,738	\$68,523	\$59,610	\$70,799	\$73,110	\$58,597	\$53,738
Step 7	\$87,377	\$55,338	\$69,616	\$60,815	\$72,038	\$75,100	\$60,186	\$55,338
Step 8	\$88,636	\$56,482	\$70,708	\$62,066	\$73,274	\$77,087	\$61,777	\$56,482
Step 9	\$89,896	\$57,626	\$71,801	\$63,251	\$74,512	\$79,075	\$63,369	\$57,626
Step 10	\$91,155	\$58,769	\$72,895	\$64,478	\$75,745	\$81,062	\$64,960	\$58,769
Step 11	\$92,414	\$59,912	\$74,314	\$65,707	\$76,980	\$83,053	\$66,551	\$59,912
Step 12	\$93,675	\$61,056	\$75,736	\$66,914	\$78,217	\$85,038	\$68,138	\$61,056
Step 13	\$94,934	\$62,199	\$77,155	\$68,141	\$79,452	\$87,026	\$69,730	\$62,199
Step 14	\$96,194	\$63,342	\$78,795	\$69,371	\$80,686	\$89,013	\$71,320	\$63,342
Step 15	\$97,454	\$64,486	\$80,544	\$70,599	\$81,919	\$91,001	\$72,912	\$64,486
Step 16	\$98,712	\$65,629	\$82,400	\$71,822	\$83,153	\$92,989	\$74,501	\$65,629

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:

12 Month Employee: New Years (1), Spring Break (2), Memorial Day (1), July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3). 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
2019-2020 District Office Salary Schedule
NON EXEMPT

	Super- intendent Asst.	Dir of Prog Asst.	Payroll Coord/HR	Grant Fund Data/Fam Outreach	Risk Manager	Warehouse	Comm Coord, Database	AP I/Technician	Receptionist
Step 1	\$22.37	\$20.20	\$23.22	\$15.01	\$22.76	\$13.03	\$23.70	\$14.13	\$12.00
Step 2	\$22.90	\$20.72	\$23.88	\$15.74	\$23.44	\$13.63	\$24.30	\$14.66	\$12.10
Step 3	\$23.44	\$21.22	\$24.54	\$16.52	\$24.11	\$14.36	\$24.92	\$15.21	\$12.63
Step 4	\$23.97	\$21.75	\$25.20	\$17.24	\$24.77	\$15.06	\$25.52	\$15.70	\$13.08
Step 5	\$24.52	\$22.26	\$25.88	\$18.00	\$25.44	\$15.80	\$26.11	\$16.23	\$13.58
Step 6	\$25.06	\$22.77	\$26.55	\$18.73	\$26.10	\$16.55	\$26.72	\$16.77	\$14.10
Step 7	\$25.60	\$23.30	\$27.22	\$19.50	\$26.77	\$17.28	\$27.33	\$17.25	\$14.63
Step 8	\$26.12	\$23.83	\$27.88	\$20.22	\$27.46	\$18.03	\$27.93	\$17.78	\$15.12
Step 9	\$26.66	\$24.30	\$28.55	\$21.00	\$28.12	\$18.80	\$28.52	\$18.34	\$15.58
Step 10	\$27.21	\$24.81	\$29.21	\$21.72	\$28.79	\$19.54	\$29.14	\$18.80	\$16.13
Step 11	\$27.75	\$25.32	\$29.89	\$22.45	\$29.46	\$20.27	\$29.75	\$19.33	\$16.61
Step 12	\$28.28	\$25.80	\$30.56	\$23.23	\$30.12	\$21.04	\$30.34	\$19.87	\$17.07
Step 13	\$28.81	\$26.31	\$31.24	\$23.95	\$30.79	\$21.77	\$30.94	\$20.39	\$17.65
Step 14	\$29.35	\$26.81	\$31.90	\$24.47	\$31.47	\$22.53	\$31.56	\$20.91	\$18.08
Step 15	\$29.90	\$27.34	\$32.57	\$24.93	\$32.14	\$23.28	\$32.16	\$21.41	\$18.65
Step 16	\$30.44	\$27.84	\$33.24	\$25.64	\$32.81	\$24.00	\$32.77	\$22.70	\$19.15

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: New Years (1), Spring Break (1), Memorial Day (1), Labor Day (1), Thanksgiving (1), Christmas (2). **TOTAL OF 7 DAYS**

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.

11 Month Employee: New Years (1), Spring Break (1), Memorial Day (1), July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3), Spring Break (2). **TOTAL OF 11 DAYS**

12 Month Employee: New Years (1), Spring Break (2), Memorial Day (1), July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3). **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
2019-2020 Extracurricular Activities Pay Schedule
EXEMPT

	Category A Head Coach/Sponsor 9-12	Category B Head Coach/Sponsor 9-12	Category C Assistant Coach/Sponsor 9-12	Category D Assistant Coach/Sponsor 9-12	Category E Coach/Sponsor 9-12
	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, Student Council, *TSA, Culinary/Catering, Knowledge Bowl, Lacrosse, Dance, Special Olympics	NHS, Major Performance, LULAC
Step 1	\$4,582	\$3,360	\$2,952	\$2,137	\$1,732
Step 2	\$4,691	\$3,468	\$3,062	\$2,246	\$1,840
Step 3	\$4,800	\$3,578	\$3,171	\$2,356	\$1,950
Step 4	\$4,909	\$3,687	\$3,280	\$2,465	\$2,059
Step 5	\$5,019	\$3,796	\$3,390	\$2,574	\$2,168
Step 6	\$5,128	\$3,906	\$3,498	\$2,684	\$2,277
Step 7	\$5,237	\$4,015	\$3,608	\$2,792	\$2,387
Step 8	\$5,347	\$4,124	\$3,717	\$2,902	\$2,496
Step 9	\$5,455	\$4,233	\$3,826	\$3,011	\$2,605
Step 10	\$5,565	\$4,343	\$3,936	\$3,121	\$2,715
Step 11	\$5,674	\$4,452	\$4,045	\$3,230	\$2,823
	Category F Head Coach/Sponsor 6-8	Category G Assistant Coach/Sponsor 6-8	Category H Assistant Coach/Sponsor 6-8	<p>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</p> <p>*Activity does not require vacancy notice.</p>	
	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	\$1,775	\$1,607	\$1,200		
Step 2	\$1,857	\$1,688	\$1,254		
Step 3	\$1,939	\$1,771	\$1,309		
Step 4	\$2,020	\$1,853	\$1,364		
Step 5	\$2,103	\$1,934	\$1,418		
Step 6	\$2,184	\$2,016	\$1,473		
Step 7	\$2,267	\$2,099	\$1,528		
Step 8	\$2,348	\$2,180	\$1,583		
Step 9	\$2,430	\$2,263	\$1,636		
Step 10	\$2,512	\$2,344	\$1,691		
Step 11	\$2,595	\$2,426	\$1,746		

Montrose County School District RE-1J
2018-2019 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	\$22,087	\$23,009	\$23,928	\$24,849	\$28,306	\$31,762	\$35,217
Step 2	\$22,863	\$23,769	\$24,676	\$25,583	\$29,197	\$32,808	\$36,424
Step 3	\$23,633	\$24,535	\$25,435	\$26,338	\$30,102	\$33,865	\$37,632
Step 4	\$24,405	\$25,306	\$26,205	\$27,106	\$31,011	\$34,916	\$38,822
Step 5	\$25,184	\$26,087	\$26,994	\$27,898	\$31,539	\$35,181	\$40,024
Step 6	\$25,695	\$26,707	\$27,718	\$28,729	\$32,094	\$35,458	\$40,024
Step 7	\$26,212	\$27,328	\$28,443	\$29,561	\$32,648	\$35,735	\$40,024
Step 8	\$26,725	\$27,961	\$29,196	\$30,431	\$33,228	\$36,024	\$40,024
Step 9	\$26,983	\$28,436	\$29,889	\$31,341	\$33,834	\$36,329	\$40,024
Step 10	\$27,240	\$28,918	\$30,596	\$32,271	\$34,455	\$36,639	\$40,024
Step 11	\$27,498	\$29,406	\$31,313	\$33,219	\$35,088	\$36,955	\$40,024
Step 12	\$28,467	\$30,374	\$32,283	\$34,190	\$35,735	\$37,279	\$40,024
Step 13	\$29,474	\$31,382	\$33,293	\$35,199	\$36,408	\$37,615	\$40,024
Step 14	\$30,515	\$32,426	\$34,336	\$36,248	\$37,106	\$37,965	\$40,024
Step 15	\$31,595	\$33,504	\$35,409	\$37,317	\$37,820	\$38,321	\$40,024
Step 16	\$32,273	\$34,251	\$36,229	\$38,207	\$38,499	\$38,790	\$40,024

Outside experience credit:

A maximum of ten years may be granted for outside experience.

Outside experience credit is not granted for teaching experience outside the USA.

Years of experience	Enter step
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11

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
2018-2019 Early Childhood Coordinator Salary Schedule
EXEMPT

	Level 3 AA Diploma	Level 4 BA BS	Level 5 MA
Step 1	\$30,401	\$31,448	\$32,529
Step 2	\$31,257	\$32,330	\$33,443
Step 3	\$32,111	\$33,215	\$34,359
Step 4	\$32,971	\$34,105	\$35,282
Step 5	\$33,827	\$34,990	\$36,198
Step 6	\$34,400	\$35,584	\$36,812
Step 7	\$34,970	\$36,175	\$37,423
Step 8	\$35,540	\$36,767	\$38,036
Step 9	\$35,829	\$37,063	\$38,340
Step 10	\$36,114	\$37,359	\$38,645
Step 11	\$37,045	\$38,321	\$39,643
Step 12	\$37,981	\$39,291	\$40,648
Step 13	\$39,104	\$40,454	\$41,849
Step 14	\$40,262	\$41,652	\$43,091
Step 15	\$41,454	\$42,884	\$44,365
Step 16	\$42,211	\$43,669	\$45,681

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.

Holidays:

New Years (1), Floater Holiday (1) - March 13, 2020, Spring Break (1), Labor Day (1), Thanksgiving (1),
 Christmas (2), TOTAL 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
2019-2020 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	\$17.99	\$12.00	\$14.77	\$12.10	\$12.25	\$12.75	\$19.33
Step 2	\$18.51	\$12.10	\$15.30	\$12.50	\$12.65	\$13.20	\$19.88
Step 3	\$18.99	\$12.63	\$15.81	\$12.90	\$13.05	\$13.65	\$20.42
Step 4	\$19.53	\$13.08	\$16.30	\$13.30	\$13.45	\$14.10	\$20.98
Step 5	\$20.01	\$13.58	\$16.81	\$13.70	\$13.85	\$14.55	\$21.51
Step 6	\$20.39	\$14.10	\$17.25	\$14.10	\$14.25	\$15.00	\$21.87
Step 7	\$20.70	\$14.63	\$17.67	\$14.50	\$14.65	\$15.45	\$22.24
Step 8	\$21.04	\$15.12	\$18.07	\$14.90	\$15.05	\$15.90	\$22.60
Step 9	\$21.21	\$15.58	\$18.40	\$15.30	\$15.45	\$16.35	\$22.78
Step 10	\$21.36	\$16.13	\$18.75	\$15.70	\$15.85	\$16.80	\$22.97
Step 11	\$21.93	\$16.61	\$19.26	\$16.10	\$16.25	\$17.25	\$23.56
Step 12	\$22.50	\$17.07	\$19.79	\$16.50	\$16.65	\$17.70	\$24.16
Step 13	\$23.05	\$17.65	\$20.34	\$16.90	\$17.05	\$18.15	\$24.87
Step 14	\$23.60	\$18.08	\$20.86	\$17.30	\$17.45	\$18.60	\$25.61
Step 15	\$24.14	\$18.65	\$21.38	\$17.70	\$17.85	\$19.05	\$26.36
Step 16	\$24.57	\$19.15	\$21.86	\$18.10	\$18.25	\$19.50	\$26.85

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.

Holidays:

New Years (1), Floater Holiday (1) - March 13, 2020, Spring Break (1), Labor Day (1), Thanksgiving (1),
 Christmas (2), TOTAL 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
2019-2020 Family Services Director (Headstart)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100-Doctorate	MA110
1	70,051	72,350	73,006	73,661	74,318	74,975	75,634	76,290	76,945	77,601
2	71,103	73,404	74,062	74,716	75,374	76,030	76,689	77,343	78,002	78,658
3	72,159	74,458	75,115	75,772	76,425	77,084	77,741	78,397	79,054	79,711
4	73,214	75,513	76,170	76,826	77,484	78,138	78,797	79,454	80,110	80,767
5	74,263	76,565	77,222	77,879	78,536	79,191	79,848	80,503	81,161	81,817
6	75,321	77,619	78,275	78,933	79,590	80,248	80,904	81,560	82,218	82,876
7	76,377	78,678	79,334	79,991	80,648	81,303	81,962	82,616	83,275	83,931
8	77,429	79,725	80,383	81,039	81,697	82,353	83,012	83,668	84,327	84,983
9	78,483	80,781	81,440	82,096	82,751	83,408	84,066	84,721	85,380	86,036
10	79,541	81,837	82,496	83,151	83,808	84,465	85,122	85,780	86,437	87,092
11	80,590	82,890	83,547	84,205	84,862	85,518	86,175	86,830	87,488	88,145
12	81,646	83,943	84,600	85,258	85,915	86,572	87,227	87,883	88,540	89,195
13	82,701	85,000	85,659	86,314	86,972	87,627	88,283	88,942	89,598	90,256
14	83,757	86,055	86,712	87,370	88,027	88,683	89,340	89,994	90,652	91,307
15	84,811	87,111	87,767	88,423	89,081	89,737	90,394	91,051	91,706	92,363
16	85,865	88,164	88,821	89,477	90,135	90,790	91,448	92,105	92,761	93,416

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.

Montrose County School District RE-1J
2019-2020 Nutritional Services Salary Schedule
NON-EXEMPT

	Cooks	Manager 1-3	Warehouse Coordinator
Step 1	\$12.00	\$13.00	\$13.00
Step 2	\$12.18	\$13.26	\$13.26
Step 3	\$12.36	\$13.65	\$13.65
Step 4	\$12.54	\$14.04	\$14.04
Step 5	\$12.72	\$14.43	\$14.43
Step 6	\$12.90	\$14.82	\$14.82
Step 7	\$13.08	\$15.21	\$15.21
Step 8	\$13.26	\$15.60	\$15.60
Step 9	\$13.44	\$15.99	\$15.99
Step 10	\$13.62	\$16.38	\$16.38
Step 11	\$13.80	\$16.77	\$16.77
Step 12	\$13.98	\$17.18	\$17.18
Step 13	\$14.16	\$17.57	\$17.57
Step 14	\$14.34	\$17.96	\$17.96
Step 15	\$14.52	\$18.36	\$18.36
Step 16	\$14.70	\$18.76	\$18.76

Insurance:

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

Paid holidays:

New Years (1), Labor Day (1), Thanksgiving (3), Christmas (2). TOTAL OF 7 DAYS

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 2019