

**Montrose County School District RE-1J
2018-2019 Teacher Salary Schedule (178 Days)
EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$35,390	\$35,993	\$36,561	\$37,152	\$37,719	\$38,322	\$38,890	\$39,495	\$40,061	\$40,653	\$41,222	\$41,825	\$42,976
2	\$36,561	\$37,152	\$37,719	\$38,322	\$38,890	\$39,495	\$40,061	\$40,653	\$41,222	\$41,825	\$42,393	\$42,985	\$44,167
3	\$37,719	\$38,322	\$38,890	\$39,495	\$40,061	\$40,653	\$41,222	\$41,825	\$42,393	\$42,985	\$43,563	\$44,155	\$45,370
4		\$39,495	\$40,061	\$40,653	\$41,222	\$41,825	\$42,393	\$42,985	\$43,563	\$44,155	\$44,720	\$45,326	\$46,573
5		\$40,653	\$41,222	\$41,825	\$42,393	\$42,985	\$43,563	\$44,155	\$44,720	\$45,326	\$45,894	\$46,497	\$47,777
6			\$42,393	\$42,985	\$43,563	\$44,155	\$44,720	\$45,326	\$45,894	\$46,497	\$47,065	\$47,656	\$48,967
7			\$43,563	\$44,155	\$44,720	\$45,326	\$45,894	\$46,497	\$47,065	\$47,656	\$48,234	\$48,828	\$50,172
8				\$45,326	\$45,894	\$46,497	\$47,065	\$47,656	\$48,234	\$48,828	\$49,393	\$50,000	\$51,376
9				\$46,497	\$47,065	\$47,656	\$48,234	\$48,828	\$49,393	\$50,000	\$50,591	\$51,159	\$52,567
10					\$48,234	\$48,828	\$49,393	\$50,000	\$50,591	\$51,159	\$51,763	\$52,331	\$53,771
11					\$49,393	\$50,000	\$50,591	\$51,159	\$51,763	\$52,333	\$52,921	\$53,489	\$54,961
12					\$50,591	\$51,159	\$51,763	\$52,333	\$52,921	\$53,489	\$54,093	\$54,661	\$56,166
13					\$51,763	\$52,333	\$52,921	\$53,489	\$54,093	\$54,661	\$55,265	\$55,831	\$57,368
14					\$52,921	\$53,489	\$54,093	\$54,661	\$55,265	\$55,831	\$56,423	\$56,989	\$58,558
15					\$54,093	\$54,661	\$55,265	\$55,831	\$56,423	\$56,989	\$57,595	\$58,161	\$59,762
16					\$55,265	\$55,831	\$56,423	\$56,989	\$57,595	\$58,161	\$58,766	\$59,332	\$60,966
17					\$56,423	\$56,989	\$57,595	\$58,161	\$58,766	\$59,332	\$59,924	\$60,504	\$62,170
18					\$57,595	\$58,161	\$58,766	\$59,332	\$59,924	\$60,504	\$61,096	\$61,662	\$63,360
19						\$59,332	\$59,924	\$60,504	\$61,096	\$61,662	\$62,268	\$62,834	\$64,564
20								\$61,662	\$62,268	\$62,834	\$63,425	\$64,004	\$65,767
21										\$64,004	\$64,601	\$65,166	\$66,960
22										\$65,172	\$65,768	\$66,333	\$68,160
23										\$66,172	\$66,768	\$67,333	\$69,160

Step 23: Additional \$1,000

Years of Enter step

0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11

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

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

Montrose County School District RE-1J
2018-2019 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	\$43,893	\$44,216	\$44,539	\$44,862	\$45,185	\$45,548	\$46,034	\$46,518	\$47,003	\$47,487	\$47,973	\$48,456	\$49,447
2	\$44,968	\$45,291	\$45,613	\$45,937	\$46,259	\$46,664	\$47,149	\$47,634	\$48,118	\$48,604	\$49,087	\$49,571	\$50,586
3	\$46,041	\$46,365	\$46,687	\$47,011	\$47,334	\$47,780	\$48,264	\$48,749	\$49,233	\$49,717	\$50,202	\$50,687	\$51,725
4		\$47,439	\$47,763	\$48,085	\$48,409	\$48,895	\$49,380	\$49,864	\$50,349	\$50,833	\$51,318	\$51,803	\$52,864
5		\$48,513	\$48,836	\$49,158	\$49,482	\$50,009	\$50,495	\$50,978	\$51,463	\$51,948	\$52,433	\$52,916	\$54,000
6			\$49,910	\$50,233	\$50,556	\$51,126	\$51,609	\$52,095	\$52,579	\$53,064	\$53,548	\$54,034	\$55,141
7			\$50,983	\$51,307	\$51,630	\$52,240	\$52,725	\$53,209	\$53,695	\$54,178	\$54,665	\$55,148	\$56,277
8				\$52,380	\$52,703	\$53,355	\$53,841	\$54,326	\$54,809	\$55,296	\$55,778	\$56,264	\$57,416
9				\$53,454	\$53,778	\$54,471	\$54,954	\$55,440	\$55,925	\$56,409	\$56,893	\$57,378	\$58,554
10					\$54,852	\$55,586	\$56,072	\$56,556	\$57,040	\$57,525	\$58,010	\$58,494	\$59,693
11					\$55,927	\$56,702	\$57,185	\$57,670	\$58,155	\$58,640	\$59,124	\$59,610	\$60,832
12					\$57,002	\$57,816	\$58,301	\$58,786	\$59,270	\$59,755	\$60,240	\$60,726	\$61,971
13					\$58,075	\$58,931	\$59,416	\$59,901	\$60,385	\$60,870	\$61,355	\$61,839	\$63,108
14					\$59,148	\$60,048	\$60,532	\$61,016	\$61,502	\$61,986	\$62,471	\$62,955	\$64,247
15					\$60,224	\$61,162	\$61,646	\$62,132	\$62,615	\$63,101	\$63,584	\$64,070	\$65,385
16					\$61,298	\$62,277	\$62,763	\$63,247	\$63,731	\$64,216	\$64,701	\$65,184	\$66,523
17					\$62,371	\$63,394	\$63,877	\$64,361	\$64,846	\$65,331	\$65,815	\$66,301	\$67,663
18					\$63,446	\$64,508	\$64,993	\$65,477	\$65,963	\$66,446	\$66,932	\$67,416	\$68,801
19						\$65,621	\$66,108	\$66,592	\$67,076	\$67,562	\$68,046	\$68,530	\$69,939
20								\$67,708	\$68,193	\$68,677	\$69,162	\$69,647	\$71,079
21										\$69,792	\$70,277	\$70,761	\$72,216
22										\$70,907	\$71,392	\$71,877	\$73,355
23										\$71,907	\$72,392	\$72,877	\$74,355

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
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 - \$4000	8	9
	9	10
	10	11

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

Montrose County School District RE-1J
2018-2019 Licensed Coordinator Salary Schedule (211 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$41,901	\$42,619	\$43,290	\$43,992	\$44,663	\$45,380	\$46,049	\$46,768	\$47,438	\$48,142	\$48,816	\$49,533	\$50,672
2	\$43,290	\$43,992	\$44,663	\$45,380	\$46,049	\$46,768	\$47,438	\$48,142	\$48,816	\$49,533	\$50,202	\$50,904	\$52,075
3	\$44,663	\$45,380	\$46,049	\$46,768	\$47,438	\$48,142	\$48,816	\$49,533	\$50,202	\$50,904	\$51,592	\$52,293	\$53,496
4		\$46,768	\$47,438	\$48,142	\$48,816	\$49,533	\$50,202	\$50,904	\$51,592	\$52,293	\$52,964	\$53,680	\$54,915
5		\$48,142	\$48,816	\$49,533	\$50,202	\$50,904	\$51,592	\$52,293	\$52,964	\$53,680	\$54,353	\$55,068	\$56,335
6			\$50,202	\$50,904	\$51,592	\$52,293	\$52,964	\$53,680	\$54,353	\$55,068	\$55,741	\$56,443	\$57,741
7			\$51,592	\$52,293	\$52,964	\$53,680	\$54,353	\$55,068	\$55,741	\$56,443	\$57,130	\$57,833	\$59,163
8				\$53,680	\$54,353	\$55,068	\$55,741	\$56,443	\$57,130	\$57,833	\$58,502	\$59,221	\$60,583
9				\$55,068	\$55,741	\$56,443	\$57,130	\$57,833	\$58,502	\$59,221	\$59,921	\$60,594	\$61,988
10					\$57,130	\$57,833	\$58,502	\$59,221	\$59,921	\$60,594	\$61,312	\$61,985	\$63,411
11					\$58,502	\$59,221	\$59,921	\$60,594	\$61,312	\$61,985	\$62,684	\$63,356	\$64,814
12					\$59,921	\$60,594	\$61,312	\$61,985	\$62,684	\$63,356	\$64,072	\$64,743	\$66,233
13					\$61,312	\$61,985	\$62,684	\$63,356	\$64,072	\$64,743	\$65,463	\$66,133	\$67,655
14					\$62,684	\$63,356	\$64,072	\$64,743	\$65,463	\$66,133	\$66,835	\$67,506	\$69,059
15					\$64,072	\$64,743	\$65,463	\$66,133	\$66,835	\$67,506	\$68,224	\$68,895	\$70,480
16					\$65,463	\$66,133	\$66,835	\$67,506	\$68,224	\$68,895	\$69,613	\$70,285	\$71,902
17					\$66,835	\$67,506	\$68,224	\$68,895	\$69,613	\$70,285	\$70,988	\$71,672	\$73,321
18					\$68,224	\$68,895	\$69,613	\$70,285	\$70,988	\$71,672	\$72,374	\$73,046	\$74,727
19						\$70,285	\$70,988	\$71,672	\$72,374	\$73,046	\$73,763	\$74,435	\$76,148
20							\$70,988	\$73,046	\$73,763	\$74,435	\$75,134	\$75,820	\$77,565
21										\$75,820	\$76,526	\$77,199	\$78,975
22										\$77,205	\$77,912	\$78,582	\$80,391
23										\$78,205	\$78,912	\$79,582	\$81,391

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

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

Montrose County School District RE-1J
2018-2019 Licensed Coordinator Salary Schedule (200 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$39,765	\$40,442	\$41,081	\$41,744	\$42,381	\$43,058	\$43,698	\$44,377	\$45,012	\$45,677	\$46,316	\$46,995	\$48,147
2	\$41,081	\$41,744	\$42,381	\$43,058	\$43,698	\$44,377	\$45,012	\$45,677	\$46,316	\$46,995	\$47,633	\$48,297	\$49,481
3	\$42,381	\$43,058	\$43,698	\$44,377	\$45,012	\$45,677	\$46,316	\$46,995	\$47,633	\$48,297	\$48,947	\$49,612	\$50,828
4		\$44,377	\$45,012	\$45,677	\$46,316	\$46,995	\$47,633	\$48,297	\$48,947	\$49,612	\$50,247	\$50,928	\$52,177
5		\$45,677	\$46,316	\$46,995	\$47,633	\$48,297	\$48,947	\$49,612	\$50,247	\$50,928	\$51,566	\$52,245	\$53,526
6			\$47,633	\$48,297	\$48,947	\$49,612	\$50,247	\$50,928	\$51,566	\$52,245	\$52,882	\$53,545	\$54,858
7			\$48,947	\$49,612	\$50,247	\$50,928	\$51,566	\$52,245	\$52,882	\$53,545	\$54,195	\$54,863	\$56,209
8				\$50,928	\$51,566	\$52,245	\$52,882	\$53,545	\$54,195	\$54,863	\$55,499	\$56,180	\$57,558
9				\$52,245	\$52,882	\$53,545	\$54,195	\$54,863	\$55,499	\$56,180	\$56,844	\$57,482	\$58,892
10					\$54,195	\$54,863	\$55,499	\$56,180	\$56,844	\$57,482	\$58,161	\$58,798	\$60,241
11					\$55,499	\$56,180	\$56,844	\$57,482	\$58,161	\$58,800	\$59,461	\$60,100	\$61,575
12					\$56,844	\$57,482	\$58,161	\$58,800	\$59,461	\$60,100	\$60,779	\$61,417	\$62,924
13					\$58,161	\$58,800	\$59,461	\$60,100	\$60,779	\$61,417	\$62,096	\$62,731	\$64,271
14					\$59,461	\$60,100	\$60,779	\$61,417	\$62,096	\$62,731	\$63,396	\$64,033	\$65,605
15					\$60,779	\$61,417	\$62,096	\$62,731	\$63,396	\$64,033	\$64,712	\$65,350	\$66,954
16					\$62,096	\$62,731	\$63,396	\$64,033	\$64,712	\$65,350	\$66,029	\$66,666	\$68,303
17					\$63,396	\$64,033	\$64,712	\$65,350	\$66,029	\$66,666	\$67,331	\$67,983	\$69,652
18					\$64,712	\$65,350	\$66,029	\$66,666	\$67,331	\$67,983	\$68,647	\$69,283	\$70,984
19						\$66,666	\$67,331	\$67,983	\$68,647	\$69,283	\$69,964	\$70,599	\$72,333
20								\$69,283	\$69,964	\$70,599	\$71,264	\$71,916	\$73,682
21										\$71,916	\$72,585	\$73,220	\$75,018
22										\$73,226	\$73,897	\$74,532	\$76,363
23										\$74,226	\$74,897	\$75,532	\$77,363

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
	9	10
	10	11

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

Montrose County School District RE-1J
2018-2019 Elementary/ Middle School Counselors Salary Schedule (188 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$37,348	\$37,987	\$38,584	\$39,210	\$39,808	\$40,447	\$41,044	\$41,684	\$42,282	\$42,907	\$43,507	\$44,146	\$45,271
2	\$38,584	\$39,210	\$39,808	\$40,447	\$41,044	\$41,684	\$42,282	\$42,907	\$43,507	\$44,146	\$44,744	\$45,370	\$46,527
3	\$39,808	\$40,447	\$41,044	\$41,684	\$42,282	\$42,907	\$43,507	\$44,146	\$44,744	\$45,370	\$45,981	\$46,607	\$47,795
4		\$41,684	\$42,282	\$42,907	\$43,507	\$44,146	\$44,744	\$45,370	\$45,981	\$46,607	\$47,204	\$47,843	\$49,062
5		\$42,907	\$43,507	\$44,146	\$44,744	\$45,370	\$45,981	\$46,607	\$47,204	\$47,843	\$48,443	\$49,079	\$50,329
6			\$44,744	\$45,370	\$45,981	\$46,607	\$47,204	\$47,843	\$48,443	\$49,079	\$49,680	\$50,305	\$51,587
7			\$45,981	\$46,607	\$47,204	\$47,843	\$48,443	\$49,079	\$49,680	\$50,305	\$50,916	\$51,541	\$52,854
8				\$47,843	\$48,443	\$49,079	\$49,680	\$50,305	\$50,916	\$51,541	\$52,140	\$52,781	\$54,126
9				\$49,079	\$49,680	\$50,305	\$50,916	\$51,541	\$52,140	\$52,781	\$53,404	\$54,003	\$55,379
10					\$50,916	\$51,541	\$52,139	\$52,781	\$53,404	\$54,003	\$54,642	\$55,242	\$56,649
11					\$52,140	\$52,781	\$53,404	\$54,003	\$54,642	\$55,242	\$55,865	\$56,463	\$57,901
12					\$53,404	\$54,003	\$54,642	\$55,242	\$55,865	\$56,463	\$57,102	\$57,700	\$59,169
13					\$54,642	\$55,242	\$55,865	\$56,463	\$57,102	\$57,700	\$58,340	\$58,936	\$60,436
14					\$55,865	\$56,463	\$57,102	\$57,700	\$58,340	\$58,936	\$59,563	\$60,161	\$61,693
15					\$57,102	\$57,700	\$58,340	\$58,936	\$59,563	\$60,161	\$60,801	\$61,398	\$62,961
16					\$58,340	\$58,936	\$59,563	\$60,161	\$60,801	\$61,398	\$62,038	\$62,636	\$64,230
17					\$59,563	\$60,161	\$60,801	\$61,398	\$62,038	\$62,636	\$63,261	\$63,872	\$65,497
18					\$60,801	\$61,398	\$62,038	\$62,636	\$63,261	\$63,872	\$64,498	\$65,098	\$66,755
19						\$62,636	\$63,261	\$63,872	\$64,498	\$65,098	\$65,737	\$66,334	\$68,022
20								\$65,098	\$65,737	\$66,334	\$66,958	\$67,571	\$69,290
21										\$67,571	\$68,199	\$68,797	\$70,548
22										\$68,804	\$69,432	\$70,031	\$71,813
23										\$69,804	\$70,432	\$71,031	\$72,813

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

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

**Montrose County School District RE-1J
2018-2019 High School Counselors Salary Schedule (193 Days)**

EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$38,327	\$38,982	\$39,597	\$40,239	\$40,851	\$41,509	\$42,120	\$42,779	\$43,391	\$44,036	\$44,651	\$45,308	\$46,440
2	\$39,597	\$40,239	\$40,851	\$41,509	\$42,120	\$42,779	\$43,391	\$44,036	\$44,651	\$45,308	\$45,920	\$46,563	\$47,726
3	\$40,851	\$41,509	\$42,120	\$42,779	\$43,391	\$44,036	\$44,651	\$45,308	\$45,920	\$46,563	\$47,190	\$47,834	\$49,029
4		\$42,779	\$43,391	\$44,036	\$44,651	\$45,308	\$45,920	\$46,563	\$47,190	\$47,834	\$48,445	\$49,101	\$50,329
5		\$44,036	\$44,651	\$45,308	\$45,920	\$46,563	\$47,190	\$47,834	\$48,445	\$49,101	\$49,716	\$50,370	\$51,630
6			\$45,920	\$46,563	\$47,190	\$47,834	\$48,445	\$49,101	\$49,716	\$50,370	\$50,985	\$51,628	\$52,919
7			\$47,190	\$47,834	\$48,445	\$49,101	\$49,716	\$50,370	\$50,985	\$51,628	\$52,255	\$52,899	\$54,222
8				\$49,101	\$49,716	\$50,370	\$50,985	\$51,628	\$52,255	\$52,899	\$53,512	\$54,169	\$55,524
9				\$50,370	\$50,985	\$51,628	\$52,255	\$52,899	\$53,512	\$54,169	\$54,809	\$55,424	\$56,811
10					\$52,255	\$52,899	\$53,512	\$54,169	\$54,809	\$55,424	\$56,083	\$56,698	\$58,117
11					\$53,512	\$54,169	\$54,809	\$55,424	\$56,083	\$56,698	\$57,337	\$57,952	\$59,402
12					\$54,809	\$55,424	\$56,083	\$56,698	\$57,337	\$57,952	\$58,607	\$59,221	\$60,703
13					\$56,083	\$56,698	\$57,337	\$57,952	\$58,607	\$59,221	\$59,879	\$60,491	\$62,005
14					\$57,337	\$57,952	\$58,607	\$59,221	\$59,879	\$60,491	\$61,134	\$61,747	\$63,293
15					\$58,607	\$59,221	\$59,879	\$60,491	\$61,134	\$61,747	\$62,404	\$63,017	\$64,595
16					\$59,879	\$60,491	\$61,134	\$61,747	\$62,404	\$63,017	\$63,674	\$64,288	\$65,898
17					\$61,134	\$61,747	\$62,404	\$63,017	\$63,674	\$64,288	\$64,932	\$65,557	\$67,199
18					\$62,404	\$63,017	\$63,674	\$64,288	\$64,932	\$65,557	\$66,201	\$66,814	\$68,488
19						\$64,288	\$64,932	\$65,557	\$66,201	\$66,814	\$67,471	\$68,084	\$69,790
20								\$66,814	\$67,471	\$68,084	\$68,724	\$69,352	\$71,090
21										\$69,352	\$69,998	\$70,612	\$72,381
22										\$70,618	\$71,266	\$71,879	\$73,680
23										\$71,618	\$72,266	\$72,879	\$74,680

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

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

Montrose County School District RE-1J
2018-2019 Assistant Principal Salary Schedule - EXEMPT
Elementary (193 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	56,920	59,141	59,775	60,409	61,043	61,676	62,312	62,947	63,582	64,217
2	57,912	60,134	60,768	61,403	62,038	62,671	63,306	63,940	64,576	65,210
3	58,910	61,128	61,765	62,398	63,033	63,667	64,304	64,938	65,571	66,205
4	59,899	62,120	62,754	63,387	64,022	64,655	65,292	65,926	66,561	67,194
5	60,890	63,111	63,746	64,379	65,015	65,649	66,286	66,919	67,553	68,188
6	61,879	64,101	64,735	65,370	66,005	66,637	67,274	67,907	68,543	69,177
7	62,869	65,090	65,726	66,360	66,995	67,630	68,263	68,897	69,532	70,167
8	63,863	66,084	66,719	67,353	67,988	68,623	69,257	69,891	70,525	71,158
9	64,852	67,073	67,708	68,342	68,978	69,612	70,249	70,882	71,516	72,151
10	65,847	68,066	68,700	69,334	69,969	70,604	71,239	71,872	72,509	73,142
11	66,837	69,057	69,693	70,326	70,963	71,595	72,230	72,863	73,498	74,132
12	67,828	70,049	70,683	71,318	71,954	72,588	73,222	73,856	74,490	75,124
13	68,819	71,038	71,675	72,309	72,945	73,578	74,214	74,848	75,483	76,116
14	69,816	72,036	72,671	73,305	73,940	74,575	75,210	75,844	76,480	77,114
15	70,812	73,035	73,669	74,303	74,937	75,571	76,205	76,842	77,476	78,109
16	71,804	74,027	74,662	75,295	75,930	76,563	77,198	77,834	78,469	79,102

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.

Montrose County School District RE-1J
2018-2019 Assistant Principal Salary Schedule - EXEMPT
Middle School (6-8) (199 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100 Doctorate	MA110
1	65,271	67,493	68,128	68,762	69,397	70,030	70,666	71,300	71,936	72,570
2	66,265	68,486	69,120	69,756	70,390	71,024	71,658	72,294	72,929	73,564
3	67,263	69,482	70,117	70,751	71,384	72,018	72,655	73,289	73,923	74,556
4	68,251	70,471	71,106	71,739	72,374	73,008	73,644	74,279	74,913	75,547
5	69,243	71,464	72,098	72,732	73,366	74,000	74,637	75,270	75,905	76,539
6	70,233	72,453	73,087	73,721	74,356	74,989	75,626	76,260	76,896	77,530
7	71,221	73,443	74,078	74,713	75,348	75,983	76,617	77,249	77,885	78,519
8	72,215	74,436	75,072	75,705	76,341	76,975	77,609	78,245	78,878	79,512
9	73,206	75,427	76,061	76,695	77,330	77,964	78,601	79,234	79,869	80,503
10	74,198	76,419	77,054	77,687	78,323	78,958	79,593	80,226	80,861	81,495
11	75,189	77,410	78,045	78,679	79,315	79,949	80,583	81,216	81,852	82,486
12	76,179	78,401	79,036	79,670	80,307	80,940	81,575	82,208	82,842	83,477
13	77,172	79,393	80,028	80,662	81,297	81,931	82,566	83,201	83,835	84,468
14	78,168	80,388	81,024	81,658	82,294	82,928	83,563	84,196	84,833	85,466
15	79,165	81,386	82,021	82,654	83,289	83,922	84,556	85,194	85,828	86,462
16	80,158	82,380	83,014	83,647	84,281	84,915	85,549	86,187	86,821	87,454

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.

Montrose County School District RE-1J
2018-2019 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	69,307	71,527	72,161	72,795	73,430	74,066	74,701	75,335	75,967	76,601
2	70,301	72,521	73,158	73,792	74,427	75,061	75,696	76,329	76,967	77,600
3	71,298	73,519	74,154	74,787	75,423	76,056	76,691	77,326	77,960	78,595
4	72,295	74,516	75,151	75,786	76,420	77,054	77,688	78,323	78,959	79,593
5	73,290	75,511	76,146	76,779	77,414	78,048	78,685	79,318	79,953	80,586
6	74,287	76,508	77,143	77,776	78,413	79,046	79,682	80,315	80,950	81,585
7	75,288	77,508	78,145	78,779	79,412	80,047	80,681	81,315	81,951	82,586
8	76,282	78,503	79,137	79,771	80,407	81,041	81,674	82,309	82,945	83,578
9	77,277	79,497	80,134	80,765	81,401	82,035	82,672	83,305	83,939	84,574
10	78,273	80,493	81,130	81,763	82,397	83,033	83,667	84,303	84,937	85,571
11	79,269	81,491	82,125	82,759	83,395	84,029	84,664	85,297	85,932	86,566
12	80,264	82,486	83,124	83,757	84,391	85,025	85,659	86,292	86,929	87,563
13	81,264	83,483	84,118	84,751	85,388	86,021	86,656	87,292	87,925	88,559
14	82,258	84,478	85,113	85,748	86,382	87,016	87,652	88,287	88,921	89,555
15	83,254	85,474	86,110	86,743	87,376	88,012	88,647	89,280	89,916	90,549
16	84,250	86,471	87,107	87,740	88,373	89,010	89,644	90,278	90,913	91,547

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.

**Montrose County School District RE-1J
2018-2019 Elementary Principal Salary Schedule (198 Days)**

EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	73,276	75,498	76,134	76,768	77,404	78,037	78,672	79,305	79,939	80,575
2	74,340	76,561	77,197	77,830	78,464	79,099	79,734	80,369	81,003	81,637
3	75,312	77,534	78,168	78,804	79,438	80,072	80,707	81,341	81,976	82,610
4	76,330	78,552	79,187	79,822	80,457	81,091	81,725	82,359	82,995	83,628
5	77,350	79,572	80,208	80,843	81,477	82,112	82,745	83,380	84,015	84,649
6	78,369	80,588	81,225	81,858	82,495	83,129	83,764	84,397	85,033	85,666
7	79,388	81,606	82,241	82,875	83,512	84,146	84,781	85,414	86,050	86,684
8	80,406	82,625	83,261	83,894	84,532	85,165	85,799	86,434	87,069	87,702
9	81,423	83,642	84,278	84,911	85,546	86,181	86,816	87,450	88,085	88,718
10	82,442	84,663	85,297	85,931	86,566	87,202	87,836	88,471	89,104	89,738
11	83,462	85,684	86,318	86,949	87,585	88,219	88,855	89,489	90,124	90,758
12	84,478	86,701	87,335	87,969	88,604	89,238	89,875	90,508	91,142	91,777
13	85,497	87,718	88,353	88,986	89,622	90,254	90,891	91,524	92,160	92,794
14	86,516	88,738	89,373	90,008	90,642	91,276	91,912	92,545	93,180	93,814
15	87,536	89,755	90,390	91,026	91,661	92,294	92,931	93,563	94,199	94,833
16	88,555	90,774	91,408	92,044	92,678	93,313	93,949	94,582	95,219	95,852

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.

Montrose County School District RE-1J
2018-2019 Middle School Principal Salary Schedule (206 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	75,800	78,023	78,657	79,291	79,926	80,559	81,195	81,828	82,464	83,098
2	76,802	79,023	79,659	80,292	80,928	81,561	82,197	82,831	83,466	84,099
3	77,799	80,020	80,654	81,290	81,925	82,559	83,194	83,827	84,461	85,097
4	78,801	81,019	81,656	82,290	82,926	83,560	84,194	84,829	85,464	86,096
5	79,803	82,023	82,657	83,291	83,925	84,561	85,197	85,830	86,466	87,099
6	80,802	83,025	83,659	84,294	84,929	85,561	86,195	86,830	87,465	88,098
7	81,801	84,022	84,657	85,292	85,927	86,560	87,196	87,829	88,467	89,099
8	82,804	85,025	85,659	86,292	86,929	87,563	88,198	88,832	89,466	90,100
9	83,801	86,021	86,656	87,292	87,925	88,559	89,195	89,828	90,463	91,097
10	84,801	87,021	87,656	88,290	88,925	89,560	90,194	90,827	91,464	92,097
11	85,803	88,023	88,656	89,292	89,926	90,561	91,196	91,829	92,466	93,100
12	86,801	89,023	89,658	90,291	90,928	91,561	92,196	92,830	93,465	94,097
13	87,802	90,024	90,660	91,293	91,929	92,562	93,197	93,831	94,467	95,100
14	88,806	91,026	91,661	92,294	92,931	93,563	94,199	94,833	95,467	96,101
15	89,804	92,024	92,660	93,294	93,930	94,565	95,199	95,834	96,469	97,104
16	90,804	93,025	93,661	94,295	94,929	95,564	96,198	96,833	97,469	98,104

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.

**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	84,877	87,098	87,733	88,369	89,005	89,637	90,273	90,906	91,542	92,175
2	85,878	88,100	88,736	89,369	90,006	90,639	91,274	91,907	92,542	93,176
3	86,884	89,104	89,740	90,373	91,009	91,644	92,279	92,912	93,547	94,181
4	87,884	90,105	90,741	91,374	92,008	92,642	93,278	93,912	94,546	95,183
5	88,888	91,107	91,742	92,376	93,010	93,645	94,282	94,915	95,550	96,184
6	89,894	92,115	92,750	93,385	94,019	94,654	95,289	95,923	96,558	97,193
7	90,893	93,116	93,750	94,383	95,018	95,652	96,286	96,923	97,557	98,190
8	91,897	94,117	94,753	95,388	96,023	96,657	97,290	97,924	98,560	99,193
9	92,903	95,123	95,757	96,393	97,027	97,661	98,297	98,933	99,567	100,200
10	93,902	96,123	96,759	97,391	98,026	98,549	99,296	99,929	100,566	101,199
11	94,905	97,128	97,764	98,398	99,033	99,666	100,301	100,934	101,572	102,205
12	95,909	98,129	98,764	99,397	100,034	100,667	101,303	101,937	102,571	103,205
13	96,910	99,131	99,765	100,400	101,036	101,670	102,304	102,937	103,573	104,207
14	97,914	100,135	100,770	101,403	102,040	102,673	103,310	103,943	104,577	105,212
15	98,918	101,138	101,773	102,406	103,042	103,677	104,311	104,946	105,580	106,214
16	99,922	102,140	102,777	103,409	104,044	104,681	105,315	105,950	106,582	107,216

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.

Montrose County School District RE-1J
2018-2019 Librarian (186 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$36,957	\$37,588	\$38,180	\$38,799	\$39,390	\$40,021	\$40,613	\$41,246	\$41,835	\$42,457	\$43,051	\$43,684	\$44,820
2	\$38,180	\$38,799	\$39,390	\$40,021	\$40,613	\$41,246	\$41,835	\$42,457	\$43,051	\$43,684	\$44,273	\$44,893	\$46,060
3	\$39,390	\$40,021	\$40,613	\$41,246	\$41,835	\$42,457	\$43,051	\$43,684	\$44,273	\$44,893	\$45,498	\$46,118	\$47,316
4		\$41,246	\$41,835	\$42,457	\$43,051	\$43,684	\$44,273	\$44,893	\$45,498	\$46,118	\$46,707	\$47,340	\$48,570
5		\$42,457	\$43,051	\$43,684	\$44,273	\$44,893	\$45,498	\$46,118	\$46,707	\$47,340	\$47,933	\$48,563	\$49,825
6			\$44,273	\$44,893	\$45,498	\$46,118	\$46,707	\$47,340	\$47,933	\$48,563	\$49,155	\$49,774	\$51,067
7			\$45,498	\$46,118	\$46,707	\$47,340	\$47,933	\$48,563	\$49,155	\$49,774	\$50,380	\$50,999	\$52,323
8				\$47,340	\$47,933	\$48,563	\$49,155	\$49,774	\$50,380	\$50,999	\$51,591	\$52,224	\$53,580
9				\$48,563	\$49,155	\$49,774	\$50,380	\$50,999	\$51,591	\$52,224	\$52,842	\$53,434	\$54,821
10					\$50,380	\$50,999	\$51,591	\$52,224	\$52,842	\$53,434	\$54,066	\$54,660	\$56,079
11					\$51,591	\$52,224	\$52,842	\$53,434	\$54,066	\$54,660	\$55,275	\$55,869	\$57,319
12					\$52,842	\$53,434	\$54,066	\$54,660	\$55,275	\$55,869	\$56,501	\$57,092	\$58,573
13					\$54,066	\$54,660	\$55,275	\$55,869	\$56,501	\$57,092	\$57,724	\$58,316	\$59,829
14					\$55,275	\$55,869	\$56,501	\$57,092	\$57,724	\$58,316	\$58,935	\$59,527	\$61,071
15					\$56,501	\$57,092	\$57,724	\$58,316	\$58,935	\$59,527	\$60,159	\$60,751	\$62,327
16					\$57,724	\$58,316	\$58,935	\$59,527	\$60,159	\$60,751	\$61,384	\$61,976	\$63,583
17					\$58,935	\$59,527	\$60,159	\$60,751	\$61,384	\$61,976	\$62,595	\$63,199	\$64,838
18					\$60,159	\$60,751	\$61,384	\$61,976	\$62,595	\$63,199	\$63,820	\$64,411	\$66,081
19						\$61,976	\$62,595	\$63,199	\$63,820	\$64,411	\$65,043	\$65,636	\$67,337
20								\$64,411	\$65,043	\$65,636	\$66,250	\$66,858	\$68,591
21										\$66,858	\$67,479	\$68,070	\$69,834
22										\$68,077	\$68,699	\$69,290	\$71,086
23										\$69,077	\$69,699	\$70,290	\$72,086

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

'18-'19 Note: Former "Step 1" was eliminated from the 2018-2019 schedule after an overall 3.5% increase and a one (1) "Step" movement. Therefore, "Steps" were renumbered for the 2018-2019 schedule, to begin with a new "Step 1".

Montrose County School District RE-1J
2018-2019 Licensed Director Salary Schedule
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	88,697	90,919	91,553	92,187	92,823	93,456	94,092	94,780	95,361	95,993
2	89,732	91,954	92,588	93,221	93,857	94,490	95,126	95,760	96,396	97,029
3	90,770	92,991	93,625	94,258	94,895	95,529	96,164	96,797	97,433	98,066
4	91,806	94,027	94,661	95,296	95,930	96,563	97,200	97,833	98,467	99,101
5	92,842	95,063	95,697	96,331	96,966	97,601	98,235	98,869	99,504	100,137
6	93,878	96,098	96,732	97,367	98,001	98,634	99,271	99,905	100,541	101,174
7	94,910	97,133	97,767	98,401	99,037	99,671	100,304	100,939	101,574	102,207
8	95,952	98,173	98,808	99,441	100,075	100,709	101,345	101,979	102,614	103,247
9	96,988	99,207	99,843	100,478	101,111	101,746	102,382	103,016	103,649	104,285
10	98,020	100,240	100,876	101,510	102,145	102,778	103,413	104,049	104,683	105,316
11	99,057	101,279	101,914	102,549	103,183	103,818	104,453	105,087	105,723	106,356
12	100,097	102,318	102,952	103,585	104,220	104,855	105,491	106,124	106,758	107,393
13	101,133	103,353	103,989	104,622	105,255	105,890	106,525	107,160	107,796	108,430
14	102,168	104,389	105,024	105,658	106,293	106,927	107,563	108,197	108,832	109,465
15	103,206	105,428	106,063	106,696	107,332	107,965	108,598	109,234	109,868	110,503
16	104,243	106,464	107,099	107,732	108,368	109,001	109,635	110,267	110,905	111,540

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), Presidents Day (1), 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
2018-2019 Building Level Support Staff Salary Schedule
NON EXEMPT**

	Media	Paras	Nurse Aides	Class II Head Scty	Class III Scty-Clerical	Sign No CEIC	Sign CEIC	Sign CEIC+ITP	Sign CEIC=RID
Step 1	\$11.10	\$11.10	\$11.10	\$11.17	\$11.10	\$15.65	\$19.49	\$23.33	\$27.20
Step 2	\$11.10	\$11.10	\$11.10	\$11.69	\$11.54	\$16.53	\$20.39	\$24.24	\$28.09
Step 3	\$11.64	\$11.41	\$11.41	\$12.20	\$11.95	\$17.43	\$21.29	\$25.15	\$28.98
Step 4	\$12.09	\$12.06	\$11.88	\$12.64	\$12.47	\$17.43	\$22.19	\$26.03	\$29.88
Step 5	\$12.56	\$12.36	\$12.36	\$13.12	\$12.94	\$17.43	\$23.08	\$26.93	\$30.78
Step 6	\$13.07	\$12.85	\$12.85	\$13.62	\$13.43	\$17.43	\$23.97	\$27.83	\$31.68
Step 7	\$13.54	\$13.35	\$13.35	\$14.14	\$13.95	\$17.43	\$24.87	\$28.73	\$32.58
Step 8	\$14.03	\$13.86	\$13.86	\$14.61	\$14.41	\$17.43	\$25.79	\$29.63	\$33.48
Step 9	\$14.53	\$14.26	\$14.26	\$15.05	\$14.89	\$17.43	\$26.68	\$30.53	\$34.38
Step 10	\$15.00	\$14.74	\$14.74	\$15.58	\$15.36	\$17.43	\$27.57	\$31.41	\$35.25
Step 11	\$15.49	\$15.28	\$15.28	\$16.05	\$15.90	\$17.43	\$28.47	\$32.32	\$36.15
Step 12	\$15.98	\$15.74	\$15.74	\$16.49	\$16.33	\$17.43	\$29.36	\$33.21	\$37.07
Step 13	\$16.46	\$16.21	\$16.21	\$17.05	\$16.79	\$17.43	\$29.36	\$33.21	\$37.07
Step 14	\$16.92	\$16.68	\$16.68	\$17.47	\$17.25	\$17.43	\$29.36	\$33.21	\$37.07
Step 15	\$17.38	\$17.15	\$17.15	\$18.02	\$17.72	\$17.43	\$29.36	\$33.21	\$37.07
Step 16	\$17.86	\$17.63	\$17.63	\$18.50	\$18.20	\$17.43	\$30.06	\$33.92	\$37.77

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 Media, ESL, SPED, Health Tech, Classroom Para's and Secretarial Holidays: New Years (1), Spring Break (1), Memorial Day (1), Labor Day (1), Thanksgiving (1), Christmas (2). TOTAL OF 7 DAYS

11 Month Employee Holidays: 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

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
2018-2019 Facilities, Technology and Transportation Level Support Salary Schedule
NON-EXEMPT

	Custodian	Data Tech/Help Tech/DAC	*Journeyman Plumber, *Journeyman Electrician	Custodian Crew Leader	Maint- Grounds, General, Warehouse, Truck	Technology Technician	**Supervisor of Grounds, **Carpenter, **Locksmith, **HVAC	Transportation Coordinator/ Warehouse Coordinator
Step 1	\$11.10	\$18.06	\$18.63	\$11.85	\$12.21	\$19.13	\$14.88	\$20.02
Step 2	\$11.10	\$18.63	\$19.18	\$12.29	\$12.46	\$19.71	\$15.48	\$20.42
Step 3	\$11.22	\$19.23	\$19.73	\$12.73	\$12.79	\$20.30	\$16.04	\$20.83
Step 4	\$11.67	\$19.81	\$20.28	\$13.14	\$13.07	\$20.90	\$16.61	\$21.24
Step 5	\$12.09	\$20.39	\$20.82	\$13.55	\$13.36	\$21.51	\$17.15	\$21.67
Step 6	\$12.48	\$20.98	\$21.37	\$14.01	\$13.65	\$22.16	\$17.74	\$22.10
Step 7	\$12.94	\$21.56	\$21.92	\$14.45	\$13.95	\$22.79	\$18.31	\$22.54
Step 8	\$13.37	\$22.15	\$22.47	\$14.90	\$14.22	\$23.45	\$18.88	\$22.99
Step 9	\$13.85	\$22.72	\$23.02	\$15.31	\$14.49	\$24.19	\$19.39	\$23.45
Step 10	\$14.26	\$23.29	\$23.57	\$15.75	\$14.79	\$24.87	\$19.98	\$23.92
Step 11	\$14.72	\$23.88	\$24.12	\$16.16	\$15.04	\$25.64	\$20.50	\$24.40
Step 12	\$15.17	\$24.49	\$24.66	\$16.59	\$15.33	\$26.37	\$21.09	\$24.89
Step 13	\$15.63	\$25.08	\$25.21	\$17.02	\$15.65	\$27.20	\$21.67	\$25.39
Step 14	\$16.09	\$25.65	\$25.76	\$17.45	\$15.97	\$27.93	\$22.26	\$25.89
Step 15	\$16.49	\$26.25	\$26.31	\$17.91	\$16.26	\$28.72	\$22.82	\$26.41
Step 16	\$16.91	\$26.83	\$26.86	\$18.34	\$16.56	\$29.40	\$23.39	\$26.94

* 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

BENEFITS:

Paid holidays:

9/10 Month Custodian: 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)

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
2018-2019 District Office Salary Schedule
EXEMPT**

	Dir Property 260	Dir Finance/ Dir HR 252	Cust Sup 260	Dir Nut Serv	Comm Coord 252	Acct 252	Dir Tech 260	Tech Coord 260	Admin Asst 252
Step 1	68,458	77,120	44,188	60,927	51,679	62,439	61,035	48,933	44,188
Step 2	69,692	78,337	45,293	61,983	52,867	63,634	62,955	50,470	45,293
Step 3	70,930	79,553	46,839	63,039	54,054	64,826	64,876	52,007	46,839
Step 4	72,165	80,770	48,607	64,094	55,241	66,019	66,796	53,543	48,607
Step 5	73,400	81,988	50,374	65,150	56,385	67,213	68,715	55,080	50,374
Step 6	74,637	83,205	51,921	66,206	57,594	68,405	70,638	56,615	51,921
Step 7	75,875	84,422	53,467	67,262	58,758	69,602	72,560	58,151	53,467
Step 8	77,111	85,639	54,572	68,317	59,967	70,796	74,480	59,688	54,572
Step 9	78,346	86,856	55,677	69,373	61,112	71,992	76,401	61,226	55,677
Step 10	79,582	88,072	56,782	70,430	62,298	73,184	78,321	62,763	56,782
Step 11	80,819	89,289	57,886	71,801	63,485	74,377	80,244	64,300	57,886
Step 12	82,055	90,507	58,991	73,175	64,651	75,572	82,162	65,834	58,991
Step 13	83,290	91,724	60,096	74,546	65,837	76,765	84,083	67,372	60,096
Step 14	84,527	92,941	61,200	76,130	67,025	77,957	86,003	68,908	61,200
Step 15	85,763	94,158	62,305	77,820	68,212	79,149	87,924	70,446	62,305
Step 16	87,000	95,374	63,410	79,614	69,393	80,341	89,844	71,982	63,410

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
2018-2019 District Office Salary Schedule
NON EXEMPT

	AA Super/ Asst Super	AA Dir of Prog	Payroll Coord/HR	Grant Fund Data/Fam Outreach	Risk Manager	Warehouse	Comm Coord, Database Tech	AP I/ Technician	Receptionist
Step 1	\$21.61	\$19.52	\$22.43	\$14.50	\$21.99	\$12.59	\$22.90	\$13.65	\$11.17
Step 2	\$22.13	\$20.02	\$23.07	\$15.21	\$22.65	\$13.17	\$23.48	\$14.16	\$11.69
Step 3	\$22.65	\$20.50	\$23.71	\$15.96	\$23.29	\$13.87	\$24.08	\$14.70	\$12.20
Step 4	\$23.16	\$21.01	\$24.35	\$16.66	\$23.93	\$14.55	\$24.66	\$15.17	\$12.64
Step 5	\$23.69	\$21.51	\$25.00	\$17.39	\$24.58	\$15.27	\$25.23	\$15.68	\$13.12
Step 6	\$24.21	\$22.00	\$25.65	\$18.10	\$25.22	\$15.99	\$25.82	\$16.20	\$13.62
Step 7	\$24.73	\$22.51	\$26.30	\$18.84	\$25.86	\$16.70	\$26.41	\$16.67	\$14.14
Step 8	\$25.24	\$23.02	\$26.94	\$19.54	\$26.53	\$17.42	\$26.99	\$17.18	\$14.61
Step 9	\$25.76	\$23.48	\$27.58	\$20.29	\$27.17	\$18.16	\$27.56	\$17.72	\$15.05
Step 10	\$26.29	\$23.97	\$28.22	\$20.99	\$27.82	\$18.88	\$28.15	\$18.16	\$15.58
Step 11	\$26.81	\$24.46	\$28.88	\$21.69	\$28.46	\$19.58	\$28.74	\$18.68	\$16.05
Step 12	\$27.32	\$24.93	\$29.53	\$22.44	\$29.10	\$20.33	\$29.31	\$19.20	\$16.49
Step 13	\$27.84	\$25.42	\$30.18	\$23.14	\$29.75	\$21.03	\$29.89	\$19.70	\$17.05
Step 14	\$28.36	\$25.90	\$30.82	\$23.64	\$30.41	\$21.77	\$30.49	\$20.20	\$17.47
Step 15	\$28.89	\$26.42	\$31.47	\$24.09	\$31.05	\$22.49	\$31.07	\$20.69	\$18.02
Step 16	\$29.41	\$26.90	\$32.12	\$24.77	\$31.70	\$23.19	\$31.66	\$21.93	\$18.50

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

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
2018-2019 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	\$4,427	\$3,246	\$2,852	\$2,065	\$1,673
Step 2	\$4,532	\$3,351	\$2,958	\$2,170	\$1,778
Step 3	\$4,638	\$3,457	\$3,064	\$2,276	\$1,884
Step 4	\$4,743	\$3,562	\$3,169	\$2,382	\$1,989
Step 5	\$4,849	\$3,668	\$3,275	\$2,487	\$2,095
Step 6	\$4,955	\$3,774	\$3,380	\$2,593	\$2,200
Step 7	\$5,060	\$3,879	\$3,486	\$2,698	\$2,306
Step 8	\$5,166	\$3,985	\$3,591	\$2,804	\$2,412
Step 9	\$5,271	\$4,090	\$3,697	\$2,909	\$2,517
Step 10	\$5,377	\$4,196	\$3,803	\$3,015	\$2,623
Step 11	\$5,482	\$4,301	\$3,908	\$3,121	\$2,728
	Category F Head Coach/Sponsor 6-8	Category G Assistant Coach/Sponsor 6-8	Category H Assistant Coach/Sponsor 6-8		
	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	\$1,715	\$1,553	\$1,159		
Step 2	\$1,794	\$1,631	\$1,212		
Step 3	\$1,873	\$1,711	\$1,265		
Step 4	\$1,952	\$1,790	\$1,318		
Step 5	\$2,032	\$1,869	\$1,370		
Step 6	\$2,110	\$1,948	\$1,423		
Step 7	\$2,190	\$2,028	\$1,476		
Step 8	\$2,269	\$2,106	\$1,529		
Step 9	\$2,348	\$2,186	\$1,581		
Step 10	\$2,427	\$2,265	\$1,634		
Step 11	\$2,507	\$2,344	\$1,687		

Montrose County School District RE-1J
2018-2019 Extracurricular Activities Pay Schedule
EXEMPT

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
2018-2019 Nutritional Services Salary Schedule
NON-EXEMPT

	Cooks	Manager 1-3	Warehouse Coordinator
Step 1	\$11.10	\$12.77	\$12.07
Step 2	\$11.10	\$13.15	\$12.53
Step 3	\$11.10	\$13.53	\$12.93
Step 4	\$11.10	\$13.91	\$13.40
Step 5	\$11.18	\$14.30	\$13.85
Step 6	\$11.43	\$14.68	\$14.23
Step 7	\$11.67	\$15.06	\$14.73
Step 8	\$11.88	\$15.45	\$15.12
Step 9	\$12.11	\$15.83	\$15.57
Step 10	\$12.36	\$16.21	\$16.05
Step 11	\$12.59	\$16.59	\$16.45
Step 12	\$12.81	\$16.98	\$16.90
Step 13	\$13.05	\$17.36	\$17.37
Step 14	\$13.28	\$17.74	\$17.81
Step 15	\$13.51	\$18.13	\$18.33
Step 16	\$13.76	\$18.51	\$18.79

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.

**Montrose County School District RE-1J
2018-2019 Nutritional Services Salary Schedule**

NON-EXEMPT

Benefits:

All contracted cooks and managers will receive the following benefits:

8 days sick leave annually

4 days personal leave annually

Paid holidays:

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

Insurance:

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

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	21,340	22,231	23,119	24,008	24,009	27,349	30,688	34,026
Step 2	22,090	22,965	23,842	24,718	24,718	28,210	31,699	35,192
Step 3	22,834	23,705	24,575	25,445	25,447	29,084	32,720	36,359
Step 4	23,580	24,450	25,319	26,189	26,189	29,962	33,735	37,509
Step 5	24,332	25,205	26,081	26,956	26,955	30,472	33,991	38,671
Step 6	24,826	25,804	26,781	27,758	27,757	31,009	34,259	38,671
Step 7	25,326	26,404	27,481	28,560	28,561	31,544	34,527	38,671
Step 8	25,821	27,015	28,209	29,401	29,402	32,104	34,806	38,671
Step 9	26,071	27,474	28,878	30,281	30,281	32,690	35,100	38,671
Step 10	26,319	27,940	29,561	31,181	31,180	33,290	35,400	38,671
Step 11	26,568	28,412	30,254	32,096	32,096	33,901	35,705	38,671
Step 12	27,504	29,347	31,191	33,033	33,034	34,527	36,018	38,671
Step 13	28,477	30,321	32,167	34,010	34,009	35,177	36,343	38,671
Step 14	29,483	31,329	33,175	35,022	35,022	35,851	36,681	38,671
Step 15	30,527	32,371	34,212	36,054	36,055	36,541	37,025	38,671
Step 16	31,182	33,093	35,004	36,914	36,915	37,197	37,478	38,671

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

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	\$29,373.00	\$30,385.00	\$31,429.00
Step 2	\$30,200.00	\$31,237.00	\$32,312.00
Step 3	\$31,025.00	\$32,092.00	\$33,197.00
Step 4	\$31,856.00	\$32,952.00	\$34,089.00
Step 5	\$32,683.00	\$33,807.00	\$34,974.00
Step 6	\$33,237.00	\$34,381.00	\$35,567.00
Step 7	\$33,787.00	\$34,952.00	\$36,157.00
Step 8	\$34,338.00	\$35,524.00	\$36,750.00
Step 9	\$34,617.00	\$35,810.00	\$37,043.00
Step 10	\$34,893.00	\$36,096.00	\$37,338.00
Step 11	\$35,792.00	\$37,025.00	\$38,302.00
Step 12	\$36,697.00	\$37,962.00	\$39,273.00
Step 13	\$37,782.00	\$39,086.00	\$40,434.00
Step 14	\$38,900.00	\$40,243.00	\$41,634.00
Step 15	\$40,052.00	\$41,434.00	\$42,865.00
Step 16	\$40,784.00	\$42,192.00	\$44,136.00

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

Holidays:

New Years (1), President's Day (1), Memorial Day (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
2018-2019 Family Services (Headstart/Early Childhood) Salary Schedule
NON-EXEMPT

	Previous Coord. Asst.	Data Tech	New ECC Coord Asst.	Para	Class III Scty	Class II Scty	Admin Assist
Step 1	\$17.38	\$11.17	\$14.27	\$11.10	\$11.10	\$11.17	\$17.00
Step 2	\$17.88	\$11.69	\$14.78	\$11.10	\$11.54	\$11.69	\$17.48
Step 3	\$18.35	\$12.20	\$15.28	\$11.41	\$11.95	\$12.20	\$17.95
Step 4	\$18.87	\$12.64	\$15.75	\$11.88	\$12.47	\$12.64	\$18.43
Step 5	\$19.33	\$13.12	\$16.24	\$12.36	\$12.94	\$13.12	\$18.91
Step 6	\$19.70	\$13.62	\$16.67	\$12.85	\$13.43	\$13.62	\$19.23
Step 7	\$20.00	\$14.14	\$17.07	\$13.35	\$13.96	\$14.14	\$19.56
Step 8	\$20.33	\$14.61	\$17.46	\$13.86	\$14.41	\$14.61	\$19.87
Step 9	\$20.49	\$15.05	\$17.78	\$14.26	\$14.89	\$15.05	\$20.03
Step 10	\$20.64	\$15.58	\$18.12	\$14.74	\$15.36	\$15.58	\$20.19
Step 11	\$21.19	\$16.05	\$18.61	\$15.28	\$15.90	\$16.05	\$20.71
Step 12	\$21.74	\$16.49	\$19.12	\$15.74	\$16.33	\$16.49	\$21.23
Step 13	\$22.27	\$17.05	\$19.65	\$16.21	\$16.79	\$17.05	\$21.87
Step 14	\$22.80	\$17.47	\$20.15	\$16.68	\$17.25	\$17.47	\$22.50
Step 15	\$23.32	\$18.02	\$20.66	\$17.16	\$17.72	\$18.02	\$23.18
Step 16	\$23.74	\$18.50	\$21.12	\$17.64	\$18.20	\$18.50	\$23.60

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), President's Day (1), Memorial Day (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
2018-2019 Family Services Director (Headstart)
EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	67,682	69,903	70,537	71,170	71,805	72,440	73,076	73,710	74,343	74,977
2	68,699	70,922	71,557	72,189	72,825	73,459	74,096	74,728	75,364	75,998
3	69,719	71,940	72,575	73,210	73,841	74,477	75,112	75,746	76,381	77,015
4	70,738	72,959	73,594	74,228	74,864	75,496	76,132	76,767	77,401	78,036
5	71,752	73,976	74,611	75,245	75,880	76,513	77,148	77,781	78,416	79,050
6	72,774	74,994	75,628	76,264	76,899	77,534	78,168	78,802	79,438	80,073
7	73,794	76,017	76,651	77,286	77,921	78,554	79,190	79,822	80,459	81,093
8	74,811	77,029	77,665	78,299	78,934	79,568	80,205	80,839	81,475	82,109
9	75,829	78,049	78,686	79,320	79,953	80,587	81,223	81,856	82,493	83,127
10	76,851	79,070	79,706	80,339	80,974	81,609	82,243	82,879	83,514	84,147
11	77,865	80,087	80,722	81,357	81,992	82,626	83,261	83,894	84,529	85,164
12	78,885	81,104	81,739	82,375	83,010	83,644	84,277	84,911	85,546	86,179
13	79,904	82,126	82,762	83,395	84,031	84,664	85,298	85,934	86,568	87,204
14	80,925	83,145	83,780	84,415	85,050	85,684	86,319	86,951	87,586	88,219
15	81,943	84,165	84,799	85,433	86,069	86,702	87,337	87,972	88,605	89,240
16	82,961	85,183	85,817	86,451	87,087	87,720	88,356	88,990	89,624	90,257

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.