

Montrose County School District RE-1J
2025-2026 Teacher Salary Schedule (178 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 50,016	\$ 50,779	\$ 51,499	\$ 52,246	\$ 52,964	\$ 53,727	\$ 54,447	\$ 55,212	\$ 55,929	\$ 56,680	\$ 57,400	\$ 58,162	\$ 58,891	\$ 59,619
2	\$ 51,016	\$ 51,795	\$ 52,787	\$ 53,553	\$ 54,447	\$ 55,231	\$ 55,971	\$ 56,759	\$ 57,495	\$ 58,267	\$ 59,006	\$ 59,791	\$ 60,539	\$ 61,288
3	\$ 52,036	\$ 52,830	\$ 54,106	\$ 54,890	\$ 55,917	\$ 56,722	\$ 57,482	\$ 58,291	\$ 59,048	\$ 59,840	\$ 60,600	\$ 61,405	\$ 62,174	\$ 62,943
4	\$ 53,077	\$ 53,887	\$ 55,458	\$ 56,263	\$ 57,315	\$ 58,254	\$ 59,035	\$ 59,865	\$ 60,642	\$ 61,455	\$ 62,237	\$ 63,063	\$ 63,853	\$ 64,643
5	\$ 53,767	\$ 54,964	\$ 56,845	\$ 57,669	\$ 58,748	\$ 59,710	\$ 60,510	\$ 61,361	\$ 62,158	\$ 62,992	\$ 63,792	\$ 64,639	\$ 65,449	\$ 66,259
6	\$ 54,466	\$ 56,064	\$ 58,267	\$ 58,939	\$ 60,158	\$ 61,144	\$ 61,963	\$ 62,834	\$ 63,650	\$ 64,440	\$ 65,259	\$ 66,126	\$ 66,955	\$ 67,783
7	\$ 55,175	\$ 57,185	\$ 59,432	\$ 60,235	\$ 61,601	\$ 62,611	\$ 63,388	\$ 64,279	\$ 65,114	\$ 65,923	\$ 66,760	\$ 67,648	\$ 68,495	\$ 69,342
8	\$ 55,892	\$ 57,929	\$ 60,620	\$ 61,560	\$ 63,080	\$ 64,051	\$ 64,797	\$ 65,757	\$ 66,612	\$ 67,307	\$ 68,162	\$ 69,068	\$ 69,933	\$ 70,798
9	\$ 56,618	\$ 58,681	\$ 61,408	\$ 62,915	\$ 64,594	\$ 65,524	\$ 66,276	\$ 67,204	\$ 68,077	\$ 68,721	\$ 69,594	\$ 70,518	\$ 71,402	\$ 72,285
10	\$ 57,355	\$ 59,444	\$ 62,206	\$ 64,299	\$ 66,144	\$ 66,965	\$ 67,745	\$ 68,682	\$ 69,574	\$ 70,164	\$ 71,055	\$ 71,999	\$ 72,901	\$ 73,803
11	\$ 58,100	\$ 60,217	\$ 63,015	\$ 65,134	\$ 67,599	\$ 68,439	\$ 69,262	\$ 70,126	\$ 71,035	\$ 71,567	\$ 72,476	\$ 73,439	\$ 74,359	\$ 75,278
12	\$ 58,855	\$ 61,000	\$ 63,834	\$ 65,982	\$ 69,087	\$ 69,944	\$ 70,746	\$ 71,598	\$ 72,527	\$ 72,998	\$ 73,926	\$ 74,908	\$ 75,846	\$ 76,784
13	\$ 59,620	\$ 61,793	\$ 64,664	\$ 66,839	\$ 70,468	\$ 71,412	\$ 72,211	\$ 73,030	\$ 73,978	\$ 74,458	\$ 75,404	\$ 76,407	\$ 77,363	\$ 78,320
14	\$ 60,395	\$ 62,596	\$ 65,505	\$ 67,708	\$ 71,877	\$ 72,913	\$ 73,694	\$ 74,490	\$ 75,457	\$ 75,947	\$ 76,912	\$ 77,934	\$ 78,911	\$ 79,886
15	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 73,315	\$ 74,371	\$ 75,178	\$ 75,895	\$ 76,966	\$ 77,466	\$ 78,450	\$ 79,493	\$ 80,488	\$ 81,484
16	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 74,781	\$ 75,859	\$ 76,645	\$ 77,362	\$ 78,506	\$ 79,016	\$ 80,019	\$ 81,083	\$ 82,098	\$ 83,114
17	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 76,276	\$ 77,376	\$ 78,128	\$ 78,844	\$ 80,076	\$ 80,597	\$ 81,620	\$ 82,705	\$ 83,740	\$ 84,776
18	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 77,802	\$ 78,923	\$ 79,612	\$ 80,329	\$ 81,677	\$ 82,209	\$ 83,253	\$ 84,358	\$ 85,415	\$ 86,471
19	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 79,202	\$ 80,423	\$ 81,076	\$ 81,811	\$ 83,311	\$ 83,852	\$ 84,918	\$ 86,046	\$ 87,124	\$ 88,201
20	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 80,629	\$ 81,870	\$ 82,536	\$ 83,277	\$ 84,977	\$ 85,529	\$ 86,616	\$ 87,767	\$ 88,866	\$ 89,965
21	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 80,629	\$ 83,343	\$ 84,021	\$ 84,776	\$ 86,507	\$ 87,239	\$ 88,348	\$ 89,522	\$ 90,644	\$ 91,764
22	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 80,629	\$ 84,844	\$ 85,534	\$ 86,302	\$ 88,065	\$ 88,985	\$ 90,115	\$ 91,313	\$ 92,456	\$ 93,600
23	\$ 61,181	\$ 63,410	\$ 66,357	\$ 68,589	\$ 80,629	\$ 86,371	\$ 87,073	\$ 87,855	\$ 89,650	\$ 90,764	\$ 91,917	\$ 93,139	\$ 94,305	\$ 95,471

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of thirteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14

Updated: June 2025

Montrose County School District RE-1J
2025-2026 Building Resource Teacher Salary Schedule (188 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 52,535	\$ 53,339	\$ 54,100	\$ 54,888	\$ 55,647	\$ 56,453	\$ 57,212	\$ 58,022	\$ 58,778	\$ 59,570	\$ 60,332	\$ 61,137	\$ 61,907	\$ 62,677
2	\$ 53,585	\$ 54,406	\$ 55,452	\$ 56,261	\$ 57,205	\$ 58,034	\$ 58,814	\$ 59,646	\$ 60,423	\$ 61,238	\$ 62,021	\$ 62,849	\$ 63,641	\$ 64,432
3	\$ 54,657	\$ 55,494	\$ 56,838	\$ 57,667	\$ 58,750	\$ 59,601	\$ 60,402	\$ 61,257	\$ 62,055	\$ 62,892	\$ 63,695	\$ 64,546	\$ 65,359	\$ 66,172
4	\$ 55,750	\$ 56,604	\$ 58,259	\$ 59,108	\$ 60,218	\$ 61,210	\$ 62,032	\$ 62,911	\$ 63,731	\$ 64,589	\$ 65,416	\$ 66,289	\$ 67,124	\$ 67,958
5	\$ 56,474	\$ 57,736	\$ 59,716	\$ 60,586	\$ 61,724	\$ 62,741	\$ 63,584	\$ 64,483	\$ 65,324	\$ 66,205	\$ 67,051	\$ 67,946	\$ 68,802	\$ 69,658
6	\$ 57,209	\$ 58,891	\$ 61,209	\$ 61,920	\$ 63,206	\$ 64,247	\$ 65,109	\$ 66,032	\$ 66,892	\$ 67,727	\$ 68,593	\$ 69,509	\$ 70,384	\$ 71,259
7	\$ 57,953	\$ 60,068	\$ 62,432	\$ 63,282	\$ 64,722	\$ 65,789	\$ 66,607	\$ 67,550	\$ 68,430	\$ 69,285	\$ 70,170	\$ 71,107	\$ 72,003	\$ 72,898
8	\$ 58,706	\$ 60,850	\$ 63,682	\$ 64,674	\$ 66,275	\$ 67,302	\$ 68,144	\$ 69,103	\$ 70,005	\$ 70,739	\$ 71,644	\$ 72,600	\$ 73,515	\$ 74,430
9	\$ 59,469	\$ 61,641	\$ 64,509	\$ 66,097	\$ 67,867	\$ 68,849	\$ 69,707	\$ 70,624	\$ 71,545	\$ 72,225	\$ 73,148	\$ 74,126	\$ 75,059	\$ 75,993
10	\$ 60,242	\$ 62,442	\$ 65,348	\$ 67,551	\$ 69,495	\$ 70,364	\$ 71,258	\$ 72,177	\$ 73,118	\$ 73,742	\$ 74,685	\$ 75,682	\$ 76,635	\$ 77,588
11	\$ 61,026	\$ 63,254	\$ 66,197	\$ 68,429	\$ 71,024	\$ 71,912	\$ 72,860	\$ 73,693	\$ 74,654	\$ 75,217	\$ 76,179	\$ 77,196	\$ 78,168	\$ 79,140
12	\$ 61,819	\$ 64,076	\$ 67,058	\$ 69,319	\$ 72,587	\$ 73,494	\$ 74,428	\$ 75,241	\$ 76,221	\$ 76,721	\$ 77,702	\$ 78,740	\$ 79,732	\$ 80,723
13	\$ 62,622	\$ 64,908	\$ 67,930	\$ 70,219	\$ 74,038	\$ 75,038	\$ 75,975	\$ 76,745	\$ 77,746	\$ 78,255	\$ 79,257	\$ 80,314	\$ 81,326	\$ 82,338
14	\$ 63,437	\$ 65,752	\$ 68,813	\$ 71,132	\$ 75,519	\$ 76,613	\$ 77,540	\$ 78,280	\$ 79,301	\$ 79,820	\$ 80,841	\$ 81,921	\$ 82,953	\$ 83,984
15	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 77,029	\$ 78,146	\$ 79,109	\$ 79,866	\$ 80,887	\$ 81,417	\$ 82,458	\$ 83,559	\$ 84,611	\$ 85,664
16	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 78,570	\$ 79,709	\$ 80,659	\$ 81,416	\$ 82,505	\$ 83,045	\$ 84,107	\$ 85,230	\$ 86,304	\$ 87,377
17	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 80,141	\$ 81,303	\$ 82,224	\$ 82,982	\$ 84,155	\$ 84,706	\$ 85,790	\$ 86,935	\$ 88,030	\$ 89,124
18	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 81,744	\$ 82,929	\$ 83,790	\$ 84,548	\$ 85,838	\$ 86,401	\$ 87,505	\$ 88,673	\$ 89,790	\$ 90,907
19	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 83,215	\$ 84,504	\$ 85,339	\$ 86,115	\$ 87,555	\$ 88,128	\$ 89,256	\$ 90,447	\$ 91,587	\$ 92,725
20	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 84,714	\$ 86,025	\$ 86,875	\$ 87,662	\$ 89,306	\$ 89,891	\$ 91,041	\$ 92,256	\$ 93,417	\$ 94,580
21	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 84,714	\$ 87,574	\$ 88,439	\$ 89,240	\$ 90,913	\$ 91,689	\$ 92,861	\$ 94,101	\$ 95,287	\$ 96,471
22	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 84,714	\$ 89,150	\$ 90,031	\$ 90,847	\$ 92,549	\$ 93,523	\$ 94,719	\$ 95,983	\$ 97,192	\$ 98,401
23	\$ 64,261	\$ 66,607	\$ 69,708	\$ 72,057	\$ 84,714	\$ 90,755	\$ 91,651	\$ 92,482	\$ 94,216	\$ 95,393	\$ 96,613	\$ 97,903	\$ 99,136	\$ 100,369

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
11 12
12 13
13 14

Outside experience credit:

A maximum of thirteen 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

Insurance:

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

Updated: June 2025

Montrose County School District RE-1J
2025-2026 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	MA70	MA80
1	\$60,781	\$61,190	\$61,599	\$62,007	\$62,416	\$62,876	\$63,491	\$64,103	\$64,718	\$65,331	\$65,947	\$66,559	\$67,186	\$67,812
2	\$61,997	\$62,414	\$63,139	\$63,558	\$64,163	\$64,637	\$65,269	\$65,898	\$66,530	\$67,161	\$67,794	\$68,423	\$69,067	\$69,711
3	\$63,237	\$63,662	\$64,718	\$65,147	\$65,896	\$66,382	\$67,031	\$67,677	\$68,326	\$68,974	\$69,624	\$70,269	\$70,932	\$71,594
4	\$64,501	\$64,935	\$66,335	\$66,776	\$67,543	\$68,175	\$68,841	\$69,505	\$70,170	\$70,836	\$71,504	\$72,167	\$72,846	\$73,527
5	\$65,340	\$66,235	\$67,994	\$68,445	\$69,232	\$69,879	\$70,562	\$71,242	\$71,925	\$72,608	\$73,291	\$73,972	\$74,668	\$75,365
6	\$66,189	\$67,559	\$69,693	\$69,951	\$70,894	\$71,556	\$72,255	\$72,951	\$73,652	\$74,277	\$74,977	\$75,673	\$76,385	\$77,098
7	\$67,050	\$68,911	\$71,087	\$71,490	\$72,595	\$73,273	\$73,917	\$74,629	\$75,345	\$75,986	\$76,702	\$77,413	\$78,142	\$78,871
8	\$67,922	\$69,806	\$72,509	\$73,062	\$74,337	\$74,958	\$75,618	\$76,346	\$77,078	\$77,581	\$78,313	\$79,039	\$79,783	\$80,528
9	\$68,804	\$70,713	\$73,452	\$74,670	\$76,121	\$76,683	\$77,281	\$78,026	\$78,774	\$79,211	\$79,957	\$80,699	\$81,458	\$82,218
10	\$69,698	\$71,633	\$74,406	\$76,312	\$77,948	\$78,370	\$78,982	\$79,742	\$80,507	\$80,874	\$81,637	\$82,393	\$83,169	\$83,945
11	\$70,605	\$72,564	\$75,374	\$77,304	\$79,663	\$80,093	\$80,640	\$81,417	\$82,197	\$82,491	\$83,269	\$84,041	\$84,832	\$85,624
12	\$71,523	\$73,508	\$76,354	\$78,309	\$81,416	\$81,855	\$82,334	\$83,127	\$83,924	\$84,142	\$84,934	\$85,722	\$86,529	\$87,336
13	\$72,452	\$74,463	\$77,347	\$79,327	\$83,044	\$83,575	\$84,062	\$84,789	\$85,602	\$85,824	\$86,633	\$87,436	\$88,259	\$89,083
14	\$73,394	\$75,431	\$78,352	\$80,358	\$84,705	\$85,329	\$85,743	\$86,485	\$87,314	\$87,541	\$88,366	\$89,185	\$90,025	\$90,864
15	\$74,349	\$76,412	\$79,370	\$81,403	\$86,398	\$87,036	\$87,458	\$88,215	\$89,061	\$89,291	\$90,133	\$90,969	\$91,825	\$92,682
16	\$74,349	\$76,412	\$79,370	\$81,403	\$88,127	\$88,777	\$89,208	\$89,979	\$90,842	\$91,077	\$91,936	\$92,788	\$93,662	\$94,535
17	\$74,349	\$76,412	\$79,370	\$81,403	\$89,889	\$90,553	\$90,992	\$91,778	\$92,659	\$92,898	\$93,774	\$94,644	\$95,535	\$96,427
18	\$74,349	\$76,412	\$79,370	\$81,403	\$91,687	\$92,364	\$92,630	\$93,430	\$94,511	\$94,756	\$95,649	\$96,537	\$97,446	\$98,355
19	\$74,349	\$76,412	\$79,370	\$81,403	\$93,337	\$94,119	\$94,297	\$95,112	\$96,402	\$96,652	\$97,562	\$98,468	\$99,395	\$100,322
20	\$74,349	\$76,412	\$79,370	\$81,403	\$95,018	\$95,813	\$95,994	\$96,824	\$98,330	\$98,585	\$99,514	\$100,437	\$101,382	\$102,329
21	\$74,349	\$76,412	\$79,370	\$81,403	\$95,018	\$97,537	\$97,722	\$98,567	\$100,100	\$100,556	\$101,504	\$102,445	\$103,410	\$104,375
22	\$74,349	\$76,412	\$79,370	\$81,403	\$95,018	\$99,293	\$99,481	\$100,341	\$101,901	\$102,567	\$103,534	\$104,495	\$105,479	\$106,462
23	\$74,349	\$76,412	\$79,370	\$81,403	\$95,018	\$101,080	\$101,272	\$102,147	\$103,736	\$104,619	\$105,605	\$106,584	\$107,589	\$108,592

	Years of experience	Enter step
Outside experience credit:	0	1
A maximum of thirteen years may be granted for outside experience.	1	2
Outside experience credit is not granted for teaching experience outside the USA.	2	3
All credit hours based on semester hours.	3	4
School Psychologists, upon approval of the Director of Student Services may request additional days (maximum of 5) with proven need at their daily rate of pay.	4	5
	5	6
	6	7
EdS - Will enter MA30	7	8
PhD - \$4,000	8	9
	9	10
	10	11
Insurance:	11	12
District will pay a portion of the employee's premium.	12	13
	13	14

Updated: June 2025

Montrose County School District RE-1J
2025-2026 Licensed Coordinator Salary Schedule (196 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 54,549	\$ 55,386	\$ 56,180	\$ 57,004	\$ 57,793	\$ 58,633	\$ 59,427	\$ 60,270	\$ 61,059	\$ 61,882	\$ 62,675	\$ 63,518	\$ 64,233	\$ 64,948
2	\$ 55,640	\$ 56,494	\$ 57,585	\$ 58,429	\$ 59,412	\$ 60,276	\$ 61,091	\$ 61,958	\$ 62,769	\$ 63,615	\$ 64,430	\$ 65,297	\$ 66,032	\$ 66,766
3	\$ 56,753	\$ 57,624	\$ 59,025	\$ 59,889	\$ 61,015	\$ 61,902	\$ 62,741	\$ 63,631	\$ 64,463	\$ 65,332	\$ 66,170	\$ 67,060	\$ 67,814	\$ 68,569
4	\$ 57,887	\$ 58,776	\$ 60,501	\$ 61,386	\$ 62,541	\$ 63,573	\$ 64,435	\$ 65,349	\$ 66,205	\$ 67,096	\$ 67,956	\$ 68,870	\$ 69,645	\$ 70,420
5	\$ 58,640	\$ 59,953	\$ 62,013	\$ 62,921	\$ 64,105	\$ 65,164	\$ 66,046	\$ 66,983	\$ 67,859	\$ 68,774	\$ 69,656	\$ 70,592	\$ 71,386	\$ 72,181
6	\$ 59,402	\$ 61,151	\$ 63,563	\$ 64,306	\$ 65,643	\$ 66,728	\$ 67,631	\$ 68,590	\$ 69,488	\$ 70,356	\$ 71,257	\$ 72,216	\$ 73,029	\$ 73,841
7	\$ 60,174	\$ 62,374	\$ 64,834	\$ 65,720	\$ 67,218	\$ 68,328	\$ 69,187	\$ 70,167	\$ 71,086	\$ 71,974	\$ 72,896	\$ 73,877	\$ 74,708	\$ 75,540
8	\$ 60,957	\$ 63,185	\$ 66,131	\$ 67,166	\$ 68,832	\$ 69,900	\$ 70,822	\$ 71,781	\$ 72,721	\$ 73,485	\$ 74,427	\$ 75,428	\$ 76,276	\$ 77,126
9	\$ 61,749	\$ 64,007	\$ 66,991	\$ 68,644	\$ 70,484	\$ 71,508	\$ 72,451	\$ 73,361	\$ 74,321	\$ 75,028	\$ 75,990	\$ 77,012	\$ 77,879	\$ 78,745
10	\$ 62,552	\$ 64,838	\$ 67,861	\$ 70,154	\$ 72,175	\$ 73,081	\$ 74,071	\$ 74,975	\$ 75,956	\$ 76,605	\$ 77,586	\$ 78,629	\$ 79,514	\$ 80,399
11	\$ 63,365	\$ 65,681	\$ 68,744	\$ 71,066	\$ 73,763	\$ 74,688	\$ 75,739	\$ 76,549	\$ 77,551	\$ 78,136	\$ 79,138	\$ 80,202	\$ 81,104	\$ 82,007
12	\$ 64,189	\$ 66,535	\$ 69,638	\$ 71,990	\$ 75,387	\$ 76,332	\$ 77,372	\$ 78,156	\$ 79,179	\$ 79,699	\$ 80,721	\$ 81,806	\$ 82,726	\$ 83,648
13	\$ 65,024	\$ 67,401	\$ 70,542	\$ 72,925	\$ 76,894	\$ 77,935	\$ 78,986	\$ 79,720	\$ 80,763	\$ 81,293	\$ 82,335	\$ 83,442	\$ 84,381	\$ 85,320
14	\$ 65,869	\$ 68,276	\$ 71,459	\$ 73,874	\$ 78,431	\$ 79,571	\$ 80,621	\$ 81,315	\$ 82,378	\$ 82,919	\$ 83,981	\$ 85,111	\$ 86,069	\$ 87,027
15	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 80,001	\$ 81,163	\$ 82,254	\$ 83,042	\$ 84,026	\$ 84,577	\$ 85,661	\$ 86,813	\$ 87,791	\$ 88,767
16	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 81,600	\$ 82,786	\$ 83,867	\$ 84,659	\$ 85,707	\$ 86,269	\$ 87,374	\$ 88,549	\$ 89,546	\$ 90,543
17	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 83,233	\$ 84,442	\$ 85,499	\$ 86,292	\$ 87,421	\$ 87,994	\$ 89,122	\$ 90,321	\$ 91,337	\$ 92,354
18	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 84,897	\$ 86,131	\$ 87,133	\$ 87,925	\$ 89,169	\$ 89,754	\$ 90,904	\$ 92,126	\$ 93,163	\$ 94,200
19	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 86,426	\$ 87,768	\$ 88,750	\$ 89,559	\$ 90,952	\$ 91,549	\$ 92,722	\$ 93,970	\$ 95,027	\$ 96,084
20	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 87,981	\$ 89,347	\$ 90,348	\$ 91,172	\$ 92,771	\$ 93,380	\$ 94,577	\$ 95,848	\$ 96,928	\$ 98,006
21	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 87,981	\$ 90,955	\$ 91,974	\$ 92,813	\$ 94,442	\$ 95,248	\$ 96,468	\$ 97,766	\$ 98,866	\$ 99,966
22	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 87,981	\$ 92,592	\$ 93,630	\$ 94,483	\$ 96,141	\$ 97,153	\$ 98,397	\$ 99,721	\$ 100,844	\$ 101,966
23	\$ 66,726	\$ 69,164	\$ 72,389	\$ 74,834	\$ 87,981	\$ 94,259	\$ 95,315	\$ 96,184	\$ 97,872	\$ 99,095	\$ 100,365	\$ 101,716	\$ 102,860	\$ 104,005

Outside experience credit:	Years of experience	Enter step
A maximum of thirteen years may be granted for outside experience.	0	1
Outside experience credit is not granted for teaching experience outside the USA.	1	2
All credit hours based on semester hours.	2	3
	3	4
	4	5
EdS - Additional \$1,500	5	6
EdD - Additional \$4,000	6	7
	7	8
	8	9
Insurance:	9	10
District will pay a portion of the employee's premium.	10	11
	11	12
	12	13
	13	14

Montrose County School District RE-1J
2025-2026 Licensed Coordinator Salary Schedule (200 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 58,259	\$ 59,168	\$ 60,017	\$ 60,906	\$ 61,755	\$ 62,663	\$ 63,511	\$ 64,421	\$ 65,269	\$ 66,161	\$ 67,015	\$ 67,923	\$ 68,644	\$ 69,364
2	\$ 59,424	\$ 60,352	\$ 61,518	\$ 62,428	\$ 63,484	\$ 64,417	\$ 65,290	\$ 66,224	\$ 67,096	\$ 68,013	\$ 68,892	\$ 69,824	\$ 70,565	\$ 71,306
3	\$ 60,613	\$ 61,558	\$ 63,056	\$ 63,989	\$ 65,198	\$ 66,157	\$ 67,117	\$ 68,012	\$ 68,975	\$ 69,849	\$ 70,752	\$ 71,709	\$ 72,471	\$ 73,232
4	\$ 61,825	\$ 62,790	\$ 64,632	\$ 65,589	\$ 66,829	\$ 67,943	\$ 68,929	\$ 69,848	\$ 70,837	\$ 71,735	\$ 72,662	\$ 73,646	\$ 74,427	\$ 75,208
5	\$ 62,629	\$ 64,045	\$ 66,247	\$ 67,229	\$ 68,499	\$ 69,641	\$ 70,722	\$ 71,665	\$ 72,680	\$ 73,601	\$ 74,479	\$ 75,488	\$ 76,288	\$ 77,089
6	\$ 63,443	\$ 65,326	\$ 67,904	\$ 68,707	\$ 70,143	\$ 71,312	\$ 72,561	\$ 73,457	\$ 74,496	\$ 75,441	\$ 76,340	\$ 77,375	\$ 78,195	\$ 79,016
7	\$ 64,267	\$ 66,633	\$ 69,262	\$ 70,219	\$ 71,826	\$ 73,024	\$ 74,375	\$ 75,146	\$ 76,359	\$ 77,327	\$ 78,096	\$ 79,154	\$ 79,993	\$ 80,833
8	\$ 65,103	\$ 67,499	\$ 70,648	\$ 71,765	\$ 73,551	\$ 74,704	\$ 76,160	\$ 76,875	\$ 78,115	\$ 79,106	\$ 79,892	\$ 80,975	\$ 81,833	\$ 82,692
9	\$ 65,949	\$ 68,376	\$ 71,566	\$ 73,343	\$ 75,316	\$ 76,422	\$ 77,987	\$ 78,643	\$ 79,911	\$ 80,925	\$ 81,570	\$ 82,675	\$ 83,552	\$ 84,429
10	\$ 66,807	\$ 69,265	\$ 72,496	\$ 74,956	\$ 77,123	\$ 78,103	\$ 79,781	\$ 80,451	\$ 81,749	\$ 82,705	\$ 83,283	\$ 84,411	\$ 85,306	\$ 86,203
11	\$ 67,676	\$ 70,166	\$ 73,438	\$ 75,931	\$ 78,820	\$ 79,821	\$ 81,537	\$ 82,141	\$ 83,466	\$ 84,442	\$ 85,032	\$ 86,099	\$ 87,056	\$ 88,013
12	\$ 68,555	\$ 71,078	\$ 74,394	\$ 76,918	\$ 80,554	\$ 81,578	\$ 83,330	\$ 83,865	\$ 85,219	\$ 86,215	\$ 86,818	\$ 87,822	\$ 88,841	\$ 89,861
13	\$ 69,446	\$ 72,002	\$ 75,361	\$ 77,918	\$ 82,165	\$ 83,291	\$ 85,164	\$ 85,543	\$ 86,924	\$ 87,940	\$ 88,554	\$ 89,578	\$ 90,662	\$ 91,748
14	\$ 70,350	\$ 72,938	\$ 76,340	\$ 78,930	\$ 83,808	\$ 85,040	\$ 86,952	\$ 87,254	\$ 88,662	\$ 89,698	\$ 90,326	\$ 91,370	\$ 92,522	\$ 93,675
15	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 85,485	\$ 86,740	\$ 88,777	\$ 88,999	\$ 90,435	\$ 91,492	\$ 92,132	\$ 93,196	\$ 94,419	\$ 95,641
16	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 87,195	\$ 88,475	\$ 90,553	\$ 90,676	\$ 92,244	\$ 93,322	\$ 93,975	\$ 95,061	\$ 96,308	\$ 97,554
17	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 88,938	\$ 90,246	\$ 92,364	\$ 92,435	\$ 94,088	\$ 95,189	\$ 95,854	\$ 96,962	\$ 98,234	\$ 99,506
18	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 90,717	\$ 92,050	\$ 94,211	\$ 94,194	\$ 95,970	\$ 97,093	\$ 97,771	\$ 98,901	\$ 100,199	\$ 101,496
19	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 92,349	\$ 93,799	\$ 95,908	\$ 95,952	\$ 97,890	\$ 99,034	\$ 99,727	\$ 100,879	\$ 102,202	\$ 103,526
20	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 94,012	\$ 95,487	\$ 97,633	\$ 97,691	\$ 99,848	\$ 101,015	\$ 101,721	\$ 102,896	\$ 104,246	\$ 105,596
21	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 94,012	\$ 97,206	\$ 99,391	\$ 99,450	\$ 101,645	\$ 103,035	\$ 103,755	\$ 104,954	\$ 106,331	\$ 107,707
22	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 94,012	\$ 98,956	\$ 101,180	\$ 101,239	\$ 103,475	\$ 105,096	\$ 105,831	\$ 107,054	\$ 108,458	\$ 109,862
23	\$ 71,263	\$ 73,886	\$ 77,332	\$ 79,957	\$ 94,012	\$ 100,737	\$ 103,002	\$ 103,061	\$ 105,337	\$ 107,198	\$ 107,947	\$ 109,195	\$ 110,627	\$ 112,059

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of thirteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14

Montrose County School District RE-1J
2025-2026 Librarian (186 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 51,999	\$ 52,799	\$ 53,548	\$ 54,332	\$ 55,081	\$ 55,879	\$ 56,627	\$ 57,430	\$ 58,176	\$ 58,963	\$ 59,715	\$ 60,516	\$ 61,236	\$ 61,955
2	\$ 53,039	\$ 53,855	\$ 54,887	\$ 55,691	\$ 56,623	\$ 57,444	\$ 58,213	\$ 59,038	\$ 59,805	\$ 60,613	\$ 61,387	\$ 62,211	\$ 62,950	\$ 63,690
3	\$ 54,100	\$ 54,932	\$ 56,260	\$ 57,083	\$ 58,152	\$ 58,995	\$ 59,785	\$ 60,632	\$ 61,420	\$ 62,250	\$ 63,044	\$ 63,890	\$ 64,650	\$ 65,409
4	\$ 55,181	\$ 56,030	\$ 57,665	\$ 58,509	\$ 59,607	\$ 60,588	\$ 61,399	\$ 62,269	\$ 63,077	\$ 63,931	\$ 64,747	\$ 65,616	\$ 66,395	\$ 67,176
5	\$ 55,899	\$ 57,152	\$ 59,107	\$ 59,972	\$ 61,097	\$ 62,102	\$ 62,934	\$ 63,826	\$ 64,655	\$ 65,529	\$ 66,365	\$ 67,256	\$ 68,055	\$ 68,855
6	\$ 56,625	\$ 58,295	\$ 60,585	\$ 61,291	\$ 62,563	\$ 63,593	\$ 64,445	\$ 65,357	\$ 66,207	\$ 67,036	\$ 67,892	\$ 68,802	\$ 69,620	\$ 70,439
7	\$ 57,362	\$ 59,461	\$ 61,797	\$ 62,640	\$ 64,064	\$ 65,119	\$ 65,926	\$ 66,861	\$ 67,729	\$ 68,578	\$ 69,453	\$ 70,385	\$ 71,222	\$ 72,058
8	\$ 58,107	\$ 60,234	\$ 63,033	\$ 64,018	\$ 65,601	\$ 66,617	\$ 67,442	\$ 68,399	\$ 69,287	\$ 70,018	\$ 70,911	\$ 71,864	\$ 72,718	\$ 73,572
9	\$ 58,863	\$ 61,016	\$ 63,852	\$ 65,426	\$ 67,176	\$ 68,149	\$ 68,993	\$ 69,904	\$ 70,811	\$ 71,488	\$ 72,401	\$ 73,372	\$ 74,245	\$ 75,117
10	\$ 59,628	\$ 61,809	\$ 64,682	\$ 66,866	\$ 68,789	\$ 69,648	\$ 70,527	\$ 71,442	\$ 72,369	\$ 72,990	\$ 73,922	\$ 74,914	\$ 75,803	\$ 76,694
11	\$ 60,404	\$ 62,613	\$ 65,523	\$ 67,735	\$ 70,302	\$ 71,181	\$ 72,111	\$ 72,941	\$ 73,889	\$ 74,450	\$ 75,400	\$ 76,412	\$ 77,320	\$ 78,228
12	\$ 61,188	\$ 63,428	\$ 66,375	\$ 68,616	\$ 71,848	\$ 72,746	\$ 73,659	\$ 74,473	\$ 75,441	\$ 75,939	\$ 76,908	\$ 77,940	\$ 78,866	\$ 79,793
13	\$ 61,984	\$ 64,252	\$ 67,238	\$ 69,508	\$ 73,285	\$ 74,275	\$ 75,192	\$ 75,963	\$ 76,950	\$ 77,457	\$ 78,446	\$ 79,498	\$ 80,443	\$ 81,389
14	\$ 62,790	\$ 65,087	\$ 68,111	\$ 70,411	\$ 74,751	\$ 75,834	\$ 76,744	\$ 77,482	\$ 78,489	\$ 79,007	\$ 80,015	\$ 81,088	\$ 82,052	\$ 83,016
15	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 76,246	\$ 77,351	\$ 78,291	\$ 79,041	\$ 80,058	\$ 80,587	\$ 81,615	\$ 82,710	\$ 83,693	\$ 84,677
16	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 77,771	\$ 78,898	\$ 79,824	\$ 80,574	\$ 81,659	\$ 82,198	\$ 83,247	\$ 84,364	\$ 85,368	\$ 86,370
17	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 79,326	\$ 80,476	\$ 81,376	\$ 82,123	\$ 83,292	\$ 83,842	\$ 84,913	\$ 86,051	\$ 87,075	\$ 88,098
18	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 80,912	\$ 82,086	\$ 82,924	\$ 83,675	\$ 84,958	\$ 85,519	\$ 86,611	\$ 87,773	\$ 88,816	\$ 89,860
19	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 82,369	\$ 83,644	\$ 84,458	\$ 85,223	\$ 86,658	\$ 87,230	\$ 88,343	\$ 89,529	\$ 90,593	\$ 91,657
20	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 83,852	\$ 85,150	\$ 85,979	\$ 86,757	\$ 88,391	\$ 88,974	\$ 90,110	\$ 91,319	\$ 92,405	\$ 93,490
21	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 83,852	\$ 86,683	\$ 87,526	\$ 88,319	\$ 89,982	\$ 90,754	\$ 91,912	\$ 93,145	\$ 94,253	\$ 95,360
22	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 83,852	\$ 88,244	\$ 89,101	\$ 89,908	\$ 91,601	\$ 92,569	\$ 93,750	\$ 95,009	\$ 96,138	\$ 97,268
23	\$ 63,606	\$ 65,934	\$ 68,997	\$ 71,327	\$ 83,852	\$ 89,832	\$ 90,705	\$ 91,526	\$ 93,251	\$ 94,420	\$ 95,625	\$ 96,908	\$ 98,061	\$ 99,213

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of thirteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14

Montrose County School District RE-1J
2025-2026 Elementary/ Middle School Counselors Salary Schedule (188 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 52,495	\$ 53,304	\$ 54,059	\$ 54,852	\$ 55,609	\$ 56,418	\$ 57,175	\$ 57,985	\$ 58,742	\$ 59,533	\$ 60,292	\$ 61,101	\$ 61,812	\$ 62,524
2	\$ 53,545	\$ 54,369	\$ 55,410	\$ 56,223	\$ 57,166	\$ 57,998	\$ 58,775	\$ 59,609	\$ 60,386	\$ 61,200	\$ 61,980	\$ 62,812	\$ 63,543	\$ 64,275
3	\$ 54,615	\$ 55,457	\$ 56,795	\$ 57,629	\$ 58,710	\$ 59,564	\$ 60,362	\$ 61,219	\$ 62,017	\$ 62,852	\$ 63,654	\$ 64,507	\$ 65,259	\$ 66,011
4	\$ 55,708	\$ 56,566	\$ 58,215	\$ 59,070	\$ 60,178	\$ 61,172	\$ 61,992	\$ 62,871	\$ 63,691	\$ 64,549	\$ 65,373	\$ 66,249	\$ 67,020	\$ 67,793
5	\$ 56,433	\$ 57,698	\$ 59,671	\$ 60,546	\$ 61,682	\$ 62,701	\$ 63,542	\$ 64,442	\$ 65,283	\$ 66,163	\$ 67,007	\$ 67,905	\$ 68,696	\$ 69,488
6	\$ 57,166	\$ 58,851	\$ 61,162	\$ 61,878	\$ 63,163	\$ 64,206	\$ 65,067	\$ 65,990	\$ 66,851	\$ 67,684	\$ 68,548	\$ 69,467	\$ 70,277	\$ 71,085
7	\$ 57,909	\$ 60,029	\$ 62,386	\$ 63,240	\$ 64,678	\$ 65,747	\$ 66,564	\$ 67,507	\$ 68,389	\$ 69,241	\$ 70,125	\$ 71,065	\$ 71,893	\$ 72,720
8	\$ 58,661	\$ 60,809	\$ 63,634	\$ 64,631	\$ 66,231	\$ 67,259	\$ 68,107	\$ 69,060	\$ 69,961	\$ 70,696	\$ 71,597	\$ 72,558	\$ 73,403	\$ 74,248
9	\$ 59,424	\$ 61,599	\$ 64,461	\$ 66,052	\$ 67,821	\$ 68,806	\$ 69,672	\$ 70,579	\$ 71,500	\$ 72,179	\$ 73,100	\$ 74,081	\$ 74,944	\$ 75,807
10	\$ 60,197	\$ 62,400	\$ 65,299	\$ 67,506	\$ 69,448	\$ 70,319	\$ 71,221	\$ 72,132	\$ 73,073	\$ 73,695	\$ 74,636	\$ 75,637	\$ 76,518	\$ 77,399
11	\$ 60,980	\$ 63,211	\$ 66,148	\$ 68,383	\$ 70,976	\$ 71,867	\$ 72,822	\$ 73,646	\$ 74,607	\$ 75,170	\$ 76,129	\$ 77,150	\$ 78,048	\$ 78,947
12	\$ 61,772	\$ 64,033	\$ 67,008	\$ 69,272	\$ 72,538	\$ 73,447	\$ 74,389	\$ 75,194	\$ 76,174	\$ 76,672	\$ 77,651	\$ 78,693	\$ 79,609	\$ 80,526
13	\$ 62,575	\$ 64,866	\$ 67,879	\$ 70,173	\$ 73,988	\$ 74,991	\$ 75,937	\$ 76,697	\$ 77,698	\$ 78,206	\$ 79,205	\$ 80,266	\$ 81,201	\$ 82,137
14	\$ 63,389	\$ 65,709	\$ 68,762	\$ 71,085	\$ 75,468	\$ 76,565	\$ 77,505	\$ 78,231	\$ 79,251	\$ 79,770	\$ 80,788	\$ 81,872	\$ 82,825	\$ 83,779
15	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 76,977	\$ 78,097	\$ 79,071	\$ 79,826	\$ 80,837	\$ 81,366	\$ 82,404	\$ 83,509	\$ 84,482	\$ 85,454
16	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 78,517	\$ 79,659	\$ 80,621	\$ 81,378	\$ 82,453	\$ 82,993	\$ 84,052	\$ 85,179	\$ 86,171	\$ 87,163
17	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 80,087	\$ 81,299	\$ 82,188	\$ 82,943	\$ 84,103	\$ 84,653	\$ 85,733	\$ 86,883	\$ 87,895	\$ 88,907
18	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 81,689	\$ 82,924	\$ 83,754	\$ 84,510	\$ 85,785	\$ 86,346	\$ 87,448	\$ 88,621	\$ 89,653	\$ 90,685
19	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 83,159	\$ 84,500	\$ 85,301	\$ 86,076	\$ 87,501	\$ 88,073	\$ 89,196	\$ 90,394	\$ 91,446	\$ 92,498
20	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 84,656	\$ 86,021	\$ 86,837	\$ 87,628	\$ 89,250	\$ 89,834	\$ 90,981	\$ 92,201	\$ 93,275	\$ 94,349
21	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 84,656	\$ 87,570	\$ 88,400	\$ 89,206	\$ 90,857	\$ 91,631	\$ 92,801	\$ 94,045	\$ 95,140	\$ 96,236
22	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 84,656	\$ 89,145	\$ 89,991	\$ 90,811	\$ 92,492	\$ 93,463	\$ 94,656	\$ 95,925	\$ 97,044	\$ 98,161
23	\$ 64,213	\$ 66,563	\$ 69,656	\$ 72,009	\$ 84,656	\$ 90,750	\$ 91,611	\$ 92,445	\$ 94,157	\$ 95,333	\$ 96,550	\$ 97,844	\$ 98,984	\$ 100,124

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of thirteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14

Montrose County School District RE-1J
2025-2026 High School Counselors Salary Schedule (193 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 53,734	\$ 54,563	\$ 55,342	\$ 56,154	\$ 56,931	\$ 57,762	\$ 58,536	\$ 59,369	\$ 60,145	\$ 60,961	\$ 61,741	\$ 62,574	\$ 63,290	\$ 64,005
2	\$ 54,808	\$ 55,654	\$ 56,725	\$ 57,558	\$ 58,525	\$ 59,379	\$ 60,176	\$ 61,031	\$ 61,829	\$ 62,668	\$ 63,469	\$ 64,326	\$ 65,061	\$ 65,797
3	\$ 55,904	\$ 56,768	\$ 58,144	\$ 58,997	\$ 60,105	\$ 60,983	\$ 61,800	\$ 62,679	\$ 63,498	\$ 64,360	\$ 65,183	\$ 66,063	\$ 66,818	\$ 67,574
4	\$ 57,022	\$ 57,903	\$ 59,597	\$ 60,472	\$ 61,607	\$ 62,629	\$ 63,469	\$ 64,372	\$ 65,214	\$ 66,098	\$ 66,943	\$ 67,847	\$ 68,622	\$ 69,398
5	\$ 57,764	\$ 59,061	\$ 61,087	\$ 61,984	\$ 63,147	\$ 64,196	\$ 65,055	\$ 65,980	\$ 66,843	\$ 67,750	\$ 68,617	\$ 69,543	\$ 70,338	\$ 71,133
6	\$ 58,515	\$ 60,242	\$ 62,614	\$ 63,347	\$ 64,663	\$ 65,736	\$ 66,617	\$ 67,564	\$ 68,448	\$ 69,309	\$ 70,194	\$ 71,143	\$ 71,955	\$ 72,769
7	\$ 59,275	\$ 61,447	\$ 63,866	\$ 64,742	\$ 66,215	\$ 67,313	\$ 68,149	\$ 69,118	\$ 70,022	\$ 70,903	\$ 71,809	\$ 72,778	\$ 73,611	\$ 74,443
8	\$ 60,046	\$ 62,246	\$ 65,144	\$ 66,166	\$ 67,804	\$ 68,862	\$ 69,760	\$ 70,708	\$ 71,632	\$ 72,392	\$ 73,317	\$ 74,307	\$ 75,156	\$ 76,006
9	\$ 60,827	\$ 63,056	\$ 65,991	\$ 67,622	\$ 69,432	\$ 70,445	\$ 71,368	\$ 72,264	\$ 73,209	\$ 73,912	\$ 74,857	\$ 75,868	\$ 76,735	\$ 77,602
10	\$ 61,618	\$ 63,875	\$ 66,848	\$ 69,109	\$ 71,098	\$ 71,995	\$ 72,960	\$ 73,854	\$ 74,819	\$ 75,464	\$ 76,429	\$ 77,461	\$ 78,346	\$ 79,232
11	\$ 62,419	\$ 64,705	\$ 67,717	\$ 70,008	\$ 72,662	\$ 73,579	\$ 74,601	\$ 75,404	\$ 76,390	\$ 76,974	\$ 77,957	\$ 79,010	\$ 79,913	\$ 80,816
12	\$ 63,231	\$ 65,546	\$ 68,598	\$ 70,917	\$ 74,261	\$ 75,198	\$ 76,214	\$ 76,988	\$ 77,995	\$ 78,513	\$ 79,516	\$ 80,590	\$ 81,511	\$ 82,433
13	\$ 64,052	\$ 66,398	\$ 69,490	\$ 71,840	\$ 75,746	\$ 76,777	\$ 77,802	\$ 78,527	\$ 79,555	\$ 80,083	\$ 81,107	\$ 82,202	\$ 83,141	\$ 84,081
14	\$ 64,884	\$ 67,262	\$ 70,393	\$ 72,773	\$ 77,261	\$ 78,390	\$ 79,410	\$ 80,099	\$ 81,146	\$ 81,684	\$ 82,729	\$ 83,846	\$ 84,804	\$ 85,763
15	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 78,806	\$ 79,957	\$ 81,021	\$ 81,795	\$ 82,768	\$ 83,318	\$ 84,383	\$ 85,523	\$ 86,501	\$ 87,478
16	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 80,382	\$ 81,556	\$ 82,610	\$ 83,385	\$ 84,424	\$ 84,984	\$ 86,071	\$ 87,233	\$ 88,230	\$ 89,228
17	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 81,990	\$ 83,187	\$ 84,218	\$ 84,993	\$ 86,112	\$ 86,684	\$ 87,793	\$ 88,978	\$ 89,995	\$ 91,012
18	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 83,630	\$ 84,851	\$ 85,825	\$ 86,602	\$ 87,834	\$ 88,418	\$ 89,548	\$ 90,757	\$ 91,795	\$ 92,833
19	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 85,135	\$ 86,463	\$ 87,419	\$ 88,208	\$ 89,591	\$ 90,186	\$ 91,340	\$ 92,572	\$ 93,631	\$ 94,690
20	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 86,667	\$ 88,020	\$ 88,992	\$ 89,800	\$ 91,383	\$ 91,990	\$ 93,166	\$ 94,424	\$ 95,503	\$ 96,583
21	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 86,667	\$ 89,604	\$ 90,594	\$ 91,416	\$ 93,028	\$ 93,830	\$ 95,029	\$ 96,313	\$ 97,413	\$ 98,515
22	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 86,667	\$ 91,217	\$ 92,224	\$ 93,061	\$ 94,702	\$ 95,707	\$ 96,930	\$ 98,239	\$ 99,362	\$ 100,485
23	\$ 65,728	\$ 68,136	\$ 71,308	\$ 73,719	\$ 86,667	\$ 92,859	\$ 93,885	\$ 94,737	\$ 96,407	\$ 97,621	\$ 98,869	\$ 100,204	\$ 101,349	\$ 102,494

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of thirteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14

Montrose County School District RE-1J
2025-2026 Assistant Principal Salary Schedule - EXEMPT
Elementary (188 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 75,393	\$ 78,333	\$ 79,173	\$ 80,012	\$ 80,853	\$ 81,690	\$ 82,533	\$ 83,375	\$ 84,214	\$ 85,056
2	\$ 76,706	\$ 79,647	\$ 80,488	\$ 81,329	\$ 82,170	\$ 83,009	\$ 83,849	\$ 84,691	\$ 85,532	\$ 86,370
3	\$ 78,029	\$ 80,964	\$ 81,810	\$ 82,647	\$ 83,487	\$ 84,329	\$ 85,172	\$ 86,013	\$ 86,850	\$ 87,690
4	\$ 79,337	\$ 82,280	\$ 83,119	\$ 83,956	\$ 84,798	\$ 85,635	\$ 86,481	\$ 87,321	\$ 88,160	\$ 89,000
5	\$ 80,650	\$ 83,591	\$ 84,434	\$ 85,272	\$ 86,113	\$ 86,953	\$ 87,797	\$ 88,637	\$ 89,474	\$ 90,316
6	\$ 81,960	\$ 84,904	\$ 85,742	\$ 86,584	\$ 87,426	\$ 88,262	\$ 89,106	\$ 89,943	\$ 90,787	\$ 91,627
7	\$ 83,270	\$ 86,213	\$ 87,056	\$ 87,895	\$ 88,736	\$ 89,577	\$ 90,416	\$ 91,255	\$ 92,096	\$ 92,938
8	\$ 84,587	\$ 87,530	\$ 88,370	\$ 89,211	\$ 90,051	\$ 90,893	\$ 91,731	\$ 92,572	\$ 93,412	\$ 94,249
9	\$ 85,897	\$ 88,840	\$ 89,681	\$ 90,521	\$ 91,362	\$ 92,202	\$ 93,046	\$ 93,884	\$ 94,724	\$ 95,565
10	\$ 87,215	\$ 90,154	\$ 90,995	\$ 91,835	\$ 92,675	\$ 93,516	\$ 94,356	\$ 95,196	\$ 96,039	\$ 96,878
11	\$ 88,527	\$ 91,467	\$ 92,309	\$ 93,148	\$ 93,992	\$ 94,829	\$ 95,669	\$ 96,508	\$ 97,350	\$ 98,189
12	\$ 89,838	\$ 92,782	\$ 93,621	\$ 94,460	\$ 95,303	\$ 96,144	\$ 96,984	\$ 97,823	\$ 98,663	\$ 99,504
13	\$ 91,152	\$ 94,178	\$ 94,936	\$ 95,774	\$ 96,617	\$ 97,454	\$ 98,297	\$ 99,138	\$ 99,978	\$ 100,817
14	\$ 92,474	\$ 95,412	\$ 96,255	\$ 97,094	\$ 97,933	\$ 98,775	\$ 99,616	\$ 100,457	\$ 101,300	\$ 102,139
15	\$ 93,791	\$ 96,736	\$ 97,577	\$ 98,416	\$ 99,255	\$ 100,096	\$ 100,935	\$ 101,779	\$ 102,618	\$ 103,456
16	\$ 95,104	\$ 98,050	\$ 98,890	\$ 99,730	\$ 100,571	\$ 101,410	\$ 102,249	\$ 103,092	\$ 103,934	\$ 104,772

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
2025-2026 Assistant Principal Salary Schedule - EXEMPT
Middle School (6-8) (199 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 88,834	\$ 91,859	\$ 92,722	\$ 93,586	\$ 94,449	\$ 95,312	\$ 96,177	\$ 97,040	\$ 97,905	\$ 98,769
2	\$ 90,188	\$ 93,210	\$ 94,073	\$ 94,939	\$ 95,801	\$ 96,664	\$ 97,527	\$ 98,392	\$ 99,259	\$ 100,122
3	\$ 91,547	\$ 94,566	\$ 95,428	\$ 96,291	\$ 97,155	\$ 98,018	\$ 98,885	\$ 99,748	\$ 100,608	\$ 101,471
4	\$ 92,891	\$ 95,912	\$ 96,777	\$ 97,636	\$ 98,501	\$ 99,364	\$ 100,230	\$ 101,095	\$ 101,959	\$ 102,819
5	\$ 94,242	\$ 97,262	\$ 98,124	\$ 98,990	\$ 99,853	\$ 100,715	\$ 101,580	\$ 102,442	\$ 103,307	\$ 104,172
6	\$ 95,587	\$ 98,609	\$ 99,472	\$ 100,334	\$ 101,199	\$ 102,062	\$ 102,929	\$ 103,790	\$ 104,656	\$ 105,519
7	\$ 96,932	\$ 99,958	\$ 100,822	\$ 101,686	\$ 102,548	\$ 103,412	\$ 104,374	\$ 105,136	\$ 106,003	\$ 106,865
8	\$ 98,287	\$ 101,307	\$ 102,174	\$ 103,035	\$ 103,902	\$ 104,765	\$ 105,625	\$ 106,492	\$ 107,353	\$ 108,217
9	\$ 99,633	\$ 102,657	\$ 103,520	\$ 104,382	\$ 105,247	\$ 106,110	\$ 106,978	\$ 107,838	\$ 108,702	\$ 109,566
10	\$ 100,984	\$ 104,007	\$ 104,872	\$ 105,733	\$ 106,598	\$ 107,464	\$ 108,326	\$ 109,188	\$ 110,052	\$ 110,915
11	\$ 102,333	\$ 105,355	\$ 106,220	\$ 107,083	\$ 107,948	\$ 108,812	\$ 109,674	\$ 110,536	\$ 111,401	\$ 112,264
12	\$ 103,680	\$ 106,706	\$ 107,569	\$ 108,431	\$ 109,299	\$ 110,159	\$ 111,024	\$ 111,885	\$ 112,749	\$ 113,613
13	\$ 105,032	\$ 108,054	\$ 108,918	\$ 109,781	\$ 110,645	\$ 111,510	\$ 112,373	\$ 113,237	\$ 114,100	\$ 114,960
14	\$ 106,388	\$ 109,410	\$ 110,274	\$ 111,137	\$ 112,002	\$ 112,866	\$ 113,730	\$ 114,592	\$ 115,459	\$ 116,318
15	\$ 107,746	\$ 110,769	\$ 111,631	\$ 112,492	\$ 113,357	\$ 114,217	\$ 115,082	\$ 115,950	\$ 116,812	\$ 117,675
16	\$ 109,096	\$ 112,119	\$ 112,983	\$ 113,846	\$ 114,706	\$ 115,570	\$ 116,432	\$ 117,302	\$ 118,165	\$ 119,026

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
2025-2026 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	\$ 94,416	\$ 97,438	\$ 98,304	\$ 99,166	\$ 100,033	\$ 100,898	\$ 101,764	\$ 102,628	\$ 103,487	\$ 104,351
2	\$ 95,770	\$ 98,794	\$ 99,660	\$ 100,525	\$ 101,391	\$ 102,254	\$ 103,118	\$ 103,982	\$ 104,849	\$ 105,713
3	\$ 97,127	\$ 100,153	\$ 101,017	\$ 101,882	\$ 102,746	\$ 103,609	\$ 104,475	\$ 105,338	\$ 106,204	\$ 107,068
4	\$ 98,485	\$ 101,512	\$ 102,377	\$ 103,240	\$ 104,105	\$ 104,969	\$ 105,833	\$ 106,697	\$ 107,565	\$ 108,427
5	\$ 99,841	\$ 102,867	\$ 103,731	\$ 104,594	\$ 105,458	\$ 106,323	\$ 107,192	\$ 108,053	\$ 108,917	\$ 109,782
6	\$ 101,199	\$ 104,225	\$ 105,091	\$ 105,953	\$ 106,819	\$ 107,682	\$ 108,549	\$ 109,411	\$ 110,276	\$ 111,142
7	\$ 102,562	\$ 105,587	\$ 106,455	\$ 107,319	\$ 108,179	\$ 109,047	\$ 109,909	\$ 110,774	\$ 111,639	\$ 112,505
8	\$ 103,918	\$ 106,944	\$ 107,807	\$ 108,670	\$ 109,536	\$ 110,398	\$ 111,263	\$ 112,129	\$ 112,993	\$ 113,856
9	\$ 105,272	\$ 108,295	\$ 109,165	\$ 110,025	\$ 110,891	\$ 111,753	\$ 112,622	\$ 113,483	\$ 114,349	\$ 115,214
10	\$ 106,630	\$ 109,653	\$ 110,523	\$ 111,384	\$ 112,248	\$ 113,113	\$ 113,976	\$ 114,844	\$ 115,709	\$ 116,572
11	\$ 107,987	\$ 111,013	\$ 111,874	\$ 112,741	\$ 113,607	\$ 114,470	\$ 115,335	\$ 116,198	\$ 117,062	\$ 117,928
12	\$ 109,342	\$ 112,368	\$ 113,237	\$ 114,207	\$ 114,964	\$ 115,828	\$ 116,691	\$ 117,552	\$ 118,421	\$ 119,286
13	\$ 110,704	\$ 113,727	\$ 114,592	\$ 115,453	\$ 116,323	\$ 117,184	\$ 118,049	\$ 118,915	\$ 119,778	\$ 120,642
14	\$ 112,058	\$ 115,083	\$ 115,946	\$ 116,811	\$ 117,676	\$ 118,540	\$ 119,407	\$ 120,272	\$ 121,134	\$ 121,998
15	\$ 113,414	\$ 116,439	\$ 117,306	\$ 118,168	\$ 119,029	\$ 119,896	\$ 120,763	\$ 121,624	\$ 122,490	\$ 123,351
16	\$ 114,772	\$ 117,797	\$ 118,664	\$ 119,526	\$ 120,389	\$ 121,255	\$ 122,120	\$ 122,985	\$ 123,849	\$ 124,712

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
2025-2026 Elementary Principal Salary Schedule (200 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 100,972	\$ 104,032	\$ 104,910	\$ 105,784	\$ 106,659	\$ 107,530	\$ 108,407	\$ 109,279	\$ 110,154	\$ 111,028
2	\$ 102,436	\$ 105,497	\$ 106,374	\$ 107,246	\$ 108,119	\$ 108,995	\$ 109,871	\$ 110,745	\$ 111,619	\$ 112,492
3	\$ 103,777	\$ 106,840	\$ 107,713	\$ 108,588	\$ 109,461	\$ 110,336	\$ 111,212	\$ 112,085	\$ 112,958	\$ 113,832
4	\$ 105,179	\$ 108,240	\$ 109,117	\$ 109,990	\$ 110,866	\$ 111,740	\$ 112,612	\$ 113,488	\$ 114,364	\$ 115,236
5	\$ 106,584	\$ 109,648	\$ 110,524	\$ 111,397	\$ 112,272	\$ 113,147	\$ 114,018	\$ 114,895	\$ 115,769	\$ 116,643
6	\$ 107,988	\$ 111,047	\$ 111,924	\$ 112,797	\$ 113,673	\$ 114,548	\$ 115,423	\$ 116,294	\$ 117,172	\$ 118,044
7	\$ 109,393	\$ 112,448	\$ 113,323	\$ 114,198	\$ 115,075	\$ 115,950	\$ 116,824	\$ 117,696	\$ 118,574	\$ 119,446
8	\$ 110,796	\$ 113,854	\$ 114,728	\$ 115,603	\$ 116,482	\$ 117,354	\$ 118,228	\$ 119,103	\$ 119,977	\$ 120,849
9	\$ 112,197	\$ 115,254	\$ 116,131	\$ 117,004	\$ 117,878	\$ 118,754	\$ 119,630	\$ 120,502	\$ 121,376	\$ 122,251
10	\$ 113,602	\$ 116,660	\$ 117,534	\$ 118,409	\$ 119,284	\$ 120,161	\$ 121,034	\$ 121,908	\$ 122,781	\$ 123,654
11	\$ 115,008	\$ 118,069	\$ 118,941	\$ 119,811	\$ 120,689	\$ 121,563	\$ 122,439	\$ 123,312	\$ 124,186	\$ 125,062
12	\$ 116,406	\$ 119,469	\$ 120,344	\$ 121,217	\$ 122,092	\$ 122,965	\$ 123,845	\$ 124,716	\$ 125,589	\$ 126,463
13	\$ 117,811	\$ 120,871	\$ 121,747	\$ 122,619	\$ 123,497	\$ 124,366	\$ 125,243	\$ 126,114	\$ 126,993	\$ 127,865
14	\$ 119,214	\$ 122,277	\$ 123,152	\$ 124,026	\$ 124,900	\$ 125,774	\$ 126,650	\$ 127,522	\$ 128,397	\$ 129,271
15	\$ 120,621	\$ 123,678	\$ 124,554	\$ 125,431	\$ 126,305	\$ 127,176	\$ 128,056	\$ 128,925	\$ 129,803	\$ 130,674
16	\$ 122,024	\$ 125,083	\$ 125,956	\$ 126,833	\$ 127,705	\$ 128,582	\$ 129,457	\$ 130,329	\$ 131,208	\$ 132,080

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
2025-2026 Middle School Principal Salary Schedule (206 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 107,374	\$ 110,385	\$ 111,244	\$ 112,103	\$ 112,962	\$ 113,822	\$ 114,683	\$ 115,540	\$ 116,402	\$ 117,259
2	\$ 108,731	\$ 111,740	\$ 112,602	\$ 113,458	\$ 114,319	\$ 115,180	\$ 116,039	\$ 116,899	\$ 117,759	\$ 118,615
3	\$ 110,082	\$ 113,091	\$ 113,949	\$ 114,811	\$ 115,670	\$ 116,531	\$ 117,391	\$ 118,249	\$ 119,107	\$ 119,968
4	\$ 111,439	\$ 114,445	\$ 115,306	\$ 116,165	\$ 117,027	\$ 117,887	\$ 118,745	\$ 119,605	\$ 120,465	\$ 121,321
5	\$ 112,795	\$ 115,804	\$ 116,662	\$ 117,522	\$ 118,380	\$ 119,242	\$ 120,104	\$ 120,961	\$ 121,821	\$ 122,681
6	\$ 114,149	\$ 117,160	\$ 118,020	\$ 118,880	\$ 119,740	\$ 120,597	\$ 121,454	\$ 122,315	\$ 123,176	\$ 124,033
7	\$ 115,503	\$ 118,512	\$ 119,373	\$ 120,231	\$ 121,092	\$ 121,950	\$ 122,811	\$ 123,669	\$ 124,534	\$ 125,389
8	\$ 116,861	\$ 119,872	\$ 120,729	\$ 121,586	\$ 122,450	\$ 123,309	\$ 124,169	\$ 125,027	\$ 125,886	\$ 126,746
9	\$ 118,212	\$ 121,220	\$ 122,080	\$ 122,940	\$ 123,799	\$ 124,658	\$ 125,520	\$ 126,377	\$ 127,237	\$ 128,096
10	\$ 119,565	\$ 122,575	\$ 123,434	\$ 124,293	\$ 125,153	\$ 126,014	\$ 126,874	\$ 127,730	\$ 128,593	\$ 129,451
11	\$ 120,925	\$ 123,932	\$ 124,789	\$ 125,651	\$ 126,509	\$ 127,370	\$ 128,231	\$ 129,087	\$ 129,950	\$ 130,809
12	\$ 122,278	\$ 125,287	\$ 126,147	\$ 127,002	\$ 127,867	\$ 128,727	\$ 129,584	\$ 130,443	\$ 131,303	\$ 132,159
13	\$ 123,633	\$ 126,643	\$ 127,504	\$ 128,362	\$ 129,224	\$ 130,082	\$ 130,941	\$ 131,799	\$ 132,661	\$ 133,519
14	\$ 124,992	\$ 128,000	\$ 128,861	\$ 129,718	\$ 130,581	\$ 131,437	\$ 132,299	\$ 133,158	\$ 134,016	\$ 134,876
15	\$ 126,345	\$ 129,353	\$ 130,214	\$ 131,072	\$ 131,935	\$ 132,795	\$ 133,653	\$ 134,514	\$ 135,372	\$ 136,234
16	\$ 127,698	\$ 130,708	\$ 131,569	\$ 132,428	\$ 133,287	\$ 134,148	\$ 135,008	\$ 135,866	\$ 136,727	\$ 137,589

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
2025-2026 High School Principal Salary Schedule (217 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 115,841	\$ 118,870	\$ 119,739	\$ 120,607	\$ 121,474	\$ 122,336	\$ 123,205	\$ 124,068	\$ 124,938	\$ 125,802
2	\$ 117,207	\$ 120,240	\$ 121,107	\$ 121,972	\$ 122,839	\$ 123,704	\$ 124,572	\$ 125,436	\$ 126,302	\$ 127,166
3	\$ 118,580	\$ 121,610	\$ 122,478	\$ 123,342	\$ 124,210	\$ 125,076	\$ 125,944	\$ 126,806	\$ 127,674	\$ 128,538
4	\$ 119,945	\$ 122,975	\$ 123,845	\$ 124,708	\$ 125,574	\$ 126,438	\$ 127,306	\$ 128,171	\$ 129,037	\$ 129,906
5	\$ 121,315	\$ 124,344	\$ 125,211	\$ 126,076	\$ 126,941	\$ 127,809	\$ 128,676	\$ 129,540	\$ 130,407	\$ 131,271
6	\$ 122,687	\$ 125,718	\$ 126,585	\$ 127,451	\$ 128,318	\$ 129,185	\$ 130,051	\$ 130,916	\$ 131,784	\$ 132,650
7	\$ 124,051	\$ 127,085	\$ 127,951	\$ 128,814	\$ 129,682	\$ 130,547	\$ 131,412	\$ 132,281	\$ 133,147	\$ 134,012
8	\$ 125,421	\$ 128,453	\$ 129,319	\$ 130,186	\$ 131,052	\$ 131,918	\$ 132,781	\$ 133,647	\$ 134,516	\$ 135,380
9	\$ 126,796	\$ 129,824	\$ 130,691	\$ 131,557	\$ 132,425	\$ 133,287	\$ 134,156	\$ 135,024	\$ 135,889	\$ 136,753
10	\$ 128,159	\$ 131,189	\$ 132,057	\$ 132,920	\$ 133,788	\$ 134,500	\$ 135,519	\$ 136,385	\$ 137,253	\$ 138,117
11	\$ 129,528	\$ 132,561	\$ 133,428	\$ 134,294	\$ 135,161	\$ 136,024	\$ 136,892	\$ 137,758	\$ 138,626	\$ 139,489
12	\$ 130,896	\$ 133,928	\$ 134,793	\$ 135,658	\$ 136,526	\$ 137,390	\$ 138,260	\$ 139,125	\$ 139,990	\$ 140,855
13	\$ 132,263	\$ 135,295	\$ 136,160	\$ 137,026	\$ 137,894	\$ 138,759	\$ 139,627	\$ 140,490	\$ 141,357	\$ 142,223
14	\$ 133,634	\$ 136,667	\$ 137,531	\$ 138,395	\$ 139,263	\$ 140,129	\$ 140,998	\$ 141,861	\$ 142,728	\$ 143,594
15	\$ 135,004	\$ 138,034	\$ 138,900	\$ 139,765	\$ 140,630	\$ 141,499	\$ 142,365	\$ 143,231	\$ 144,096	\$ 144,960
16	\$ 136,374	\$ 139,401	\$ 140,270	\$ 141,133	\$ 142,002	\$ 142,870	\$ 143,736	\$ 144,600	\$ 145,463	\$ 146,329

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
2025-2026 Licensed Program Manager Salary Schedule (200 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50/MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 79,903	\$ 80,589	\$ 81,276	\$ 81,962	\$ 82,647	\$ 83,333	\$ 84,021	\$ 84,706	\$ 85,392	\$ 86,078	\$ 86,764	\$ 87,450	\$ 88,136	\$ 88,822
2	\$ 81,020	\$ 81,705	\$ 82,391	\$ 83,078	\$ 83,763	\$ 84,449	\$ 85,135	\$ 85,821	\$ 86,507	\$ 87,192	\$ 87,879	\$ 88,567	\$ 89,253	\$ 89,938
3	\$ 82,136	\$ 82,821	\$ 83,507	\$ 84,193	\$ 84,879	\$ 85,565	\$ 86,251	\$ 86,936	\$ 87,623	\$ 88,308	\$ 88,994	\$ 89,682	\$ 90,368	\$ 91,054
4	\$ 83,252	\$ 83,937	\$ 84,623	\$ 85,309	\$ 85,995	\$ 86,681	\$ 87,366	\$ 88,052	\$ 88,739	\$ 89,424	\$ 90,110	\$ 90,797	\$ 91,483	\$ 92,169
5	\$ 84,366	\$ 85,052	\$ 85,738	\$ 86,423	\$ 87,109	\$ 87,797	\$ 88,482	\$ 89,168	\$ 89,854	\$ 90,540	\$ 91,227	\$ 91,913	\$ 92,599	\$ 93,284
6	\$ 85,482	\$ 86,167	\$ 86,854	\$ 87,539	\$ 88,225	\$ 88,911	\$ 89,597	\$ 90,283	\$ 90,970	\$ 91,655	\$ 92,343	\$ 93,029	\$ 93,715	\$ 94,400
7	\$ 86,597	\$ 87,283	\$ 87,969	\$ 88,655	\$ 89,341	\$ 90,027	\$ 90,713	\$ 91,399	\$ 92,085	\$ 92,770	\$ 93,458	\$ 94,144	\$ 94,830	\$ 95,516
8	\$ 87,713	\$ 88,399	\$ 89,085	\$ 89,771	\$ 90,457	\$ 91,143	\$ 91,828	\$ 92,515	\$ 93,202	\$ 93,887	\$ 94,573	\$ 95,260	\$ 95,946	\$ 96,631
9	\$ 88,828	\$ 89,514	\$ 90,200	\$ 90,886	\$ 91,573	\$ 92,259	\$ 92,944	\$ 93,630	\$ 94,318	\$ 95,003	\$ 95,689	\$ 96,375	\$ 97,061	\$ 97,747
10	\$ 89,943	\$ 90,630	\$ 91,316	\$ 92,001	\$ 92,687	\$ 93,374	\$ 94,059	\$ 94,747	\$ 95,433	\$ 96,119	\$ 96,805	\$ 97,491	\$ 98,177	\$ 98,862
11	\$ 91,059	\$ 91,746	\$ 92,432	\$ 93,117	\$ 93,803	\$ 94,490	\$ 95,175	\$ 95,862	\$ 96,548	\$ 97,234	\$ 97,920	\$ 98,607	\$ 99,293	\$ 99,978
12	\$ 92,175	\$ 92,861	\$ 93,548	\$ 94,233	\$ 94,919	\$ 95,605	\$ 96,292	\$ 96,978	\$ 97,664	\$ 98,349	\$ 99,036	\$ 99,721	\$ 100,407	\$ 101,093
13	\$ 93,290	\$ 93,976	\$ 94,663	\$ 95,349	\$ 96,035	\$ 96,722	\$ 97,407	\$ 98,094	\$ 98,780	\$ 99,465	\$ 100,151	\$ 100,837	\$ 101,523	\$ 102,209
14	\$ 94,406	\$ 95,092	\$ 95,778	\$ 96,463	\$ 97,150	\$ 97,837	\$ 98,523	\$ 99,209	\$ 99,895	\$ 100,581	\$ 101,267	\$ 101,953	\$ 102,639	\$ 103,325
15	\$ 95,522	\$ 96,208	\$ 96,893	\$ 97,579	\$ 98,267	\$ 98,952	\$ 99,638	\$ 100,324	\$ 101,010	\$ 101,697	\$ 102,383	\$ 103,068	\$ 103,755	\$ 104,441
16	\$ 96,637	\$ 97,324	\$ 98,009	\$ 98,695	\$ 99,382	\$ 100,068	\$ 100,754	\$ 101,440	\$ 102,125	\$ 102,812	\$ 103,498	\$ 104,183	\$ 104,869	\$ 105,555

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

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

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

All credit hours based on semester hours.

Insurance:

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

Montrose County School District RE-1J
2025-2026 Director Salary Schedule (220 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 104,898	\$ 107,525	\$ 108,275	\$ 109,027	\$ 109,779	\$ 110,526	\$ 111,278	\$ 112,091	\$ 112,780	\$ 113,527
2	\$ 106,122	\$ 108,749	\$ 109,502	\$ 110,249	\$ 111,001	\$ 111,748	\$ 112,501	\$ 113,252	\$ 114,004	\$ 114,752
3	\$ 107,349	\$ 109,976	\$ 110,726	\$ 111,474	\$ 112,228	\$ 112,979	\$ 113,729	\$ 114,478	\$ 115,231	\$ 115,978
4	\$ 108,574	\$ 111,200	\$ 111,951	\$ 112,702	\$ 113,453	\$ 114,201	\$ 114,954	\$ 115,703	\$ 116,452	\$ 117,202
5	\$ 109,799	\$ 112,426	\$ 113,177	\$ 113,927	\$ 114,678	\$ 115,428	\$ 116,178	\$ 116,927	\$ 117,680	\$ 118,429
6	\$ 111,025	\$ 113,650	\$ 114,401	\$ 115,151	\$ 115,902	\$ 116,650	\$ 117,403	\$ 118,154	\$ 118,906	\$ 119,654
7	\$ 112,245	\$ 114,874	\$ 115,626	\$ 116,374	\$ 117,126	\$ 117,876	\$ 118,625	\$ 119,377	\$ 120,126	\$ 120,876
8	\$ 113,477	\$ 116,105	\$ 116,856	\$ 117,604	\$ 118,356	\$ 119,104	\$ 119,856	\$ 120,605	\$ 121,358	\$ 122,106
9	\$ 114,702	\$ 117,327	\$ 118,080	\$ 118,831	\$ 119,580	\$ 120,330	\$ 121,084	\$ 121,833	\$ 122,583	\$ 123,334
10	\$ 115,924	\$ 118,549	\$ 119,302	\$ 120,052	\$ 120,803	\$ 121,550	\$ 122,302	\$ 123,055	\$ 123,803	\$ 124,552
11	\$ 117,151	\$ 119,778	\$ 120,529	\$ 121,279	\$ 122,031	\$ 122,781	\$ 123,532	\$ 124,281	\$ 125,033	\$ 125,783
12	\$ 118,380	\$ 121,006	\$ 121,757	\$ 122,504	\$ 123,256	\$ 124,007	\$ 124,760	\$ 125,508	\$ 126,259	\$ 127,009
13	\$ 119,606	\$ 122,231	\$ 122,983	\$ 123,731	\$ 124,480	\$ 125,232	\$ 125,982	\$ 126,733	\$ 127,486	\$ 128,235
14	\$ 120,829	\$ 123,457	\$ 124,206	\$ 124,957	\$ 125,707	\$ 126,457	\$ 127,210	\$ 127,959	\$ 128,710	\$ 129,460
15	\$ 122,058	\$ 124,686	\$ 125,436	\$ 126,185	\$ 126,937	\$ 127,685	\$ 128,434	\$ 129,187	\$ 129,935	\$ 130,687
16	\$ 123,284	\$ 125,910	\$ 126,660	\$ 127,411	\$ 128,163	\$ 128,912	\$ 129,660	\$ 130,407	\$ 131,164	\$ 131,913

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

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

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

All credit hours based on semester hours.

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

BENEFITS:

Paid holidays:

10 Month Employee: Labor Day (1), Thanksgiving (3), Christmas (3),

New Years (1), MLK (1), Presidents Day (1) TOTAL OF 10 DAYS

Insurance:

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

Montrose County School District RE-1J
2025-2026 Director Salary Schedule (252 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 120,156	\$ 123,165	\$ 124,024	\$ 124,885	\$ 125,746	\$ 126,603	\$ 127,465	\$ 128,395	\$ 129,184	\$ 130,040
2	\$ 121,559	\$ 124,567	\$ 125,429	\$ 126,285	\$ 127,147	\$ 128,002	\$ 128,864	\$ 129,725	\$ 130,587	\$ 131,444
3	\$ 122,963	\$ 125,973	\$ 126,832	\$ 127,689	\$ 128,552	\$ 129,412	\$ 130,272	\$ 131,129	\$ 131,991	\$ 132,848
4	\$ 124,367	\$ 127,375	\$ 128,235	\$ 129,094	\$ 129,955	\$ 130,813	\$ 131,675	\$ 132,532	\$ 133,391	\$ 134,250
5	\$ 125,769	\$ 128,779	\$ 129,638	\$ 130,498	\$ 131,359	\$ 132,217	\$ 133,077	\$ 133,935	\$ 134,797	\$ 135,655
6	\$ 127,174	\$ 130,181	\$ 131,041	\$ 131,901	\$ 132,760	\$ 133,617	\$ 134,479	\$ 135,340	\$ 136,201	\$ 137,058
7	\$ 128,572	\$ 131,584	\$ 132,443	\$ 133,301	\$ 134,163	\$ 135,021	\$ 135,880	\$ 136,741	\$ 137,599	\$ 138,458
8	\$ 129,983	\$ 132,993	\$ 133,853	\$ 134,711	\$ 135,570	\$ 136,428	\$ 137,290	\$ 138,147	\$ 139,010	\$ 139,867
9	\$ 131,387	\$ 134,393	\$ 135,256	\$ 136,115	\$ 136,973	\$ 137,833	\$ 138,695	\$ 139,554	\$ 140,413	\$ 141,273
10	\$ 132,785	\$ 135,793	\$ 136,655	\$ 137,514	\$ 138,374	\$ 139,230	\$ 140,091	\$ 140,953	\$ 141,811	\$ 142,670
11	\$ 134,191	\$ 137,200	\$ 138,061	\$ 138,920	\$ 139,780	\$ 140,640	\$ 141,500	\$ 142,359	\$ 143,220	\$ 144,078
12	\$ 135,599	\$ 138,608	\$ 139,466	\$ 140,323	\$ 141,185	\$ 142,044	\$ 142,906	\$ 143,764	\$ 144,624	\$ 145,483
13	\$ 137,003	\$ 140,009	\$ 140,871	\$ 141,729	\$ 142,586	\$ 143,447	\$ 144,307	\$ 145,167	\$ 146,029	\$ 146,887
14	\$ 138,405	\$ 141,415	\$ 142,273	\$ 143,132	\$ 143,992	\$ 144,851	\$ 145,713	\$ 146,571	\$ 147,432	\$ 148,290
15	\$ 139,811	\$ 142,822	\$ 143,681	\$ 144,539	\$ 145,401	\$ 146,257	\$ 147,115	\$ 147,978	\$ 148,835	\$ 149,696
16	\$ 141,217	\$ 144,224	\$ 145,084	\$ 145,943	\$ 146,804	\$ 147,663	\$ 148,520	\$ 149,376	\$ 150,242	\$ 151,100

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

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

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

All credit hours based on semester hours.

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

BENEFITS:

Paid holidays:

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),

New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 12 DAYS

Insurance:

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

Montrose County School District RE-1J
2025-2026 Executive Director Salary Schedule (252 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 129,610	\$ 132,858	\$ 133,784	\$ 134,713	\$ 135,641	\$ 136,567	\$ 137,494	\$ 138,501	\$ 139,351	\$ 140,273
2	\$ 131,124	\$ 134,371	\$ 135,298	\$ 136,223	\$ 137,152	\$ 138,076	\$ 139,006	\$ 139,933	\$ 140,863	\$ 141,787
3	\$ 132,641	\$ 135,887	\$ 136,813	\$ 137,738	\$ 138,667	\$ 139,597	\$ 140,524	\$ 141,448	\$ 142,377	\$ 143,302
4	\$ 134,153	\$ 137,400	\$ 138,328	\$ 139,255	\$ 140,182	\$ 141,107	\$ 142,036	\$ 142,961	\$ 143,888	\$ 144,817
5	\$ 135,668	\$ 138,915	\$ 139,842	\$ 140,769	\$ 141,695	\$ 142,623	\$ 143,549	\$ 144,476	\$ 145,405	\$ 146,329
6	\$ 137,183	\$ 140,425	\$ 141,353	\$ 142,280	\$ 143,207	\$ 144,132	\$ 145,064	\$ 145,990	\$ 146,919	\$ 147,844
7	\$ 138,690	\$ 141,939	\$ 142,865	\$ 143,793	\$ 144,721	\$ 145,647	\$ 146,573	\$ 147,500	\$ 148,429	\$ 149,353
8	\$ 140,214	\$ 143,458	\$ 144,386	\$ 145,310	\$ 146,237	\$ 147,164	\$ 148,094	\$ 149,021	\$ 149,949	\$ 150,873
9	\$ 141,729	\$ 144,969	\$ 145,900	\$ 146,827	\$ 147,752	\$ 148,680	\$ 149,608	\$ 150,537	\$ 151,460	\$ 152,390
10	\$ 143,235	\$ 146,479	\$ 147,410	\$ 148,336	\$ 149,263	\$ 150,188	\$ 151,116	\$ 152,046	\$ 152,973	\$ 153,897
11	\$ 144,752	\$ 147,998	\$ 148,926	\$ 149,852	\$ 150,778	\$ 151,709	\$ 152,636	\$ 153,563	\$ 154,491	\$ 155,415
12	\$ 146,271	\$ 149,517	\$ 150,442	\$ 151,367	\$ 152,296	\$ 153,224	\$ 154,153	\$ 155,077	\$ 156,005	\$ 156,932
13	\$ 147,785	\$ 151,029	\$ 151,958	\$ 152,883	\$ 153,809	\$ 154,735	\$ 155,663	\$ 156,593	\$ 157,521	\$ 158,448
14	\$ 149,297	\$ 152,544	\$ 153,472	\$ 154,397	\$ 155,325	\$ 156,251	\$ 157,180	\$ 158,107	\$ 159,036	\$ 159,958
15	\$ 150,814	\$ 154,062	\$ 154,988	\$ 155,913	\$ 156,844	\$ 157,769	\$ 158,695	\$ 159,622	\$ 160,548	\$ 161,478
16	\$ 152,329	\$ 155,573	\$ 156,502	\$ 157,428	\$ 158,358	\$ 159,281	\$ 160,208	\$ 161,132	\$ 162,064	\$ 162,993

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All credit hours based on semester hours.

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

BENEFITS:

Paid holidays:

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

Insurance:

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