

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

EXEMPT

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

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

Insurance:

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

Updated: June 2023

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

EXEMPT

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

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

Insurance:

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

Updated: June 2023

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

EXEMPT

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

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

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

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

EXEMPT

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

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

Insurance:

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

Updated: June 2023

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

EXEMPT

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

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

Insurance:

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

Updated: June 2023

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

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

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

Insurance:

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

Updated: June 2023

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

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

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

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

Updated: June 2023

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

EXEMPT

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

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

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

Updated: June 2023

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

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

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

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

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

Insurance:

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

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

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

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

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

Insurance:

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

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

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

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

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

Insurance:

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

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

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

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

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

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

Insurance:

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

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

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

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

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

Insurance:

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

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

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

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

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

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

Insurance:

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

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

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

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

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

Insurance:

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

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

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

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

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

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

All credit hours based on semester hours.

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

BENEFITS:

Paid holidays:

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

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)
 Service Completed - Six through Twelve Years = Three Weeks (15 Days)
 Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Insurance:

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

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

EXEMPT

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

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

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

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

All credit hours based on semester hours.

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

BENEFITS:

Paid holidays:

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

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)
Service Completed - Six through Twelve Years = Three Weeks (15 Days)
Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Insurance:

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

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

EXEMPT

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

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

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

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

All credit hours based on semester hours.

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

BENEFITS:

Paid holidays:

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

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)
 Service Completed - Six through Twelve Years = Three Weeks (15 Days)
 Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Insurance:

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

Montrose County School District RE-1J
2023-2024 District Office Salary Schedule
EXEMPT

	Dir Finance/ Dir HR/ Dir Tech 252	Dir of Facilities 260	Custodial Supervisor 260	Dir Nut Serv 252	Public Information Officer 220	Manager/ Supervisor/ Accountant 252	Tech Coord 252	Admin Assistant 252	Controller 252
Step 1	\$93,702	\$96,677	\$55,394	\$74,028	\$70,315	\$70,440	\$59,455	\$53,690	\$81,220
Step 2	\$95,181	\$98,203	\$56,779	\$75,310	\$71,783	\$72,048	\$61,322	\$55,032	\$82,827
Step 3	\$96,659	\$99,728	\$58,717	\$76,594	\$73,250	\$73,655	\$63,190	\$56,911	\$84,434
Step 4	\$98,138	\$101,252	\$60,934	\$77,876	\$74,718	\$75,262	\$65,056	\$59,059	\$86,041
Step 5	\$99,617	\$102,780	\$63,148	\$79,159	\$76,186	\$76,869	\$66,924	\$61,205	\$87,649
Step 6	\$101,095	\$104,305	\$65,087	\$80,442	\$77,653	\$78,477	\$68,788	\$63,085	\$89,256
Step 7	\$102,576	\$105,832	\$67,026	\$81,725	\$79,120	\$80,084	\$70,655	\$64,963	\$90,863
Step 8	\$104,053	\$107,356	\$68,411	\$83,007	\$80,586	\$81,691	\$72,522	\$66,307	\$92,470
Step 9	\$105,532	\$108,883	\$69,796	\$84,291	\$82,054	\$83,298	\$74,391	\$67,649	\$94,078
Step 10	\$107,010	\$110,407	\$71,181	\$85,574	\$83,522	\$84,906	\$76,259	\$68,991	\$95,685
Step 11	\$108,488	\$111,932	\$72,565	\$87,240	\$84,989	\$86,513	\$78,127	\$70,333	\$97,292
Step 12	\$109,969	\$113,459	\$73,952	\$88,909	\$86,457	\$88,120	\$79,990	\$71,676	\$98,899
Step 13	\$111,447	\$114,985	\$75,335	\$90,575	\$87,925	\$89,727	\$81,858	\$73,017	\$100,507
Step 14	\$112,925	\$116,511	\$76,720	\$92,500	\$89,392	\$91,335	\$83,726	\$74,359	\$102,114
Step 15	\$114,405	\$118,036	\$78,106	\$94,553	\$90,859	\$92,942	\$85,594	\$75,703	\$103,721
Step 16	\$115,882	\$119,560	\$79,490	\$96,732	\$92,326	\$94,549	\$87,460	\$77,044	\$105,328

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 11 years of full-time related experience will be considered for placement.

BENEFITS:

Paid Holidays:

11 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (2),
 New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 11 DAYS

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

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)
 Service Completed - Six through Twelve Years = Three Weeks (15 Days)
 Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Insurance:

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

**Montrose County School District RE-1J
2023-2024 District Office Salary Schedule
NON EXEMPT**

	AA to Superintendent	AA to Director	Payroll Mng/HR Gen	Grant Fund Data/Fam Outreach	Risk Manager	Warehouse	Comm Coord, Database Tech	AP I/Technician	Receptionist	Accts Payable/Staff Acct
Step 1	\$26.26	\$23.71	\$27.26	\$17.62	\$26.71	\$15.30	\$27.83	\$16.59	\$14.71	\$25.46
Step 2	\$26.88	\$24.32	\$28.04	\$18.47	\$27.52	\$16.00	\$28.52	\$17.21	\$15.22	\$26.09
Step 3	\$27.52	\$24.91	\$28.81	\$19.39	\$28.30	\$16.85	\$29.25	\$17.85	\$15.73	\$26.74
Step 4	\$28.14	\$25.53	\$29.58	\$20.24	\$29.08	\$17.67	\$29.96	\$18.43	\$16.23	\$27.42
Step 5	\$28.78	\$26.12	\$30.38	\$21.14	\$29.86	\$18.55	\$30.66	\$19.05	\$16.75	\$28.11
Step 6	\$29.42	\$26.72	\$31.17	\$21.99	\$30.64	\$19.43	\$31.36	\$19.68	\$17.25	\$28.67
Step 7	\$30.06	\$27.34	\$31.95	\$22.89	\$31.43	\$20.28	\$32.08	\$20.25	\$17.77	\$29.25
Step 8	\$30.67	\$27.97	\$32.73	\$23.73	\$32.24	\$21.17	\$32.79	\$20.87	\$18.27	\$29.84
Step 9	\$31.30	\$28.52	\$33.52	\$24.66	\$33.00	\$22.07	\$33.48	\$21.54	\$18.78	\$30.44
Step 10	\$31.94	\$29.12	\$34.30	\$25.49	\$33.80	\$22.94	\$34.20	\$22.07	\$19.29	\$31.05
Step 11	\$32.57	\$29.72	\$35.09	\$26.35	\$34.58	\$23.80	\$34.93	\$22.68	\$19.80	\$31.58
Step 12	\$33.20	\$30.29	\$35.88	\$27.27	\$35.36	\$24.70	\$35.62	\$23.33	\$20.32	\$32.11
Step 13	\$33.82	\$30.89	\$36.67	\$28.12	\$36.14	\$25.57	\$36.32	\$23.93	\$20.82	\$32.66
Step 14	\$34.46	\$31.48	\$37.45	\$28.73	\$36.95	\$26.44	\$37.04	\$24.54	\$21.33	\$33.21
Step 15	\$35.10	\$32.10	\$38.23	\$29.26	\$37.74	\$27.32	\$37.76	\$25.13	\$21.84	\$33.77
Step 16	\$35.73	\$32.68	\$39.02	\$30.10	\$38.52	\$28.17	\$38.47	\$26.65	\$22.35	\$34.35

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 11 years of full-time related experience will be considered for placement.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)

New Years (1), MLK (1), President's Day (1), Flex holiday (1) TOTAL OF 7 DAYS

11 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (2),

New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 11 DAYS

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

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

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)

Service Completed - Six through Twelve Years = Three Weeks (15 Days)

Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Insurance:

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

Differential pay may be awarded upon recognition of special but temporary responsibilities.

Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

Montrose County School District RE-1J
2023-2024 Facilities, Technology and Transportation Level Support Salary Schedule
NON-EXEMPT

	Custodian	Data Tech /DAC	*Journeyman Plumber, *Journeyman Electrician, HVAC	Custodian Crew Leader/ Floater	Maint-Grounds, General, *Warehouse, Truck	Help Desk	Tech Supervisor	**Supervisor of Grounds, **Carpenter, **Locksmith	Transp Coord/ Warehouse Coord	Irrigation Technician
Step 1	\$15.00	\$21.94	\$24.00	\$16.07	\$16.07	\$18.08	\$23.24	\$19.72	\$24.32	\$16.46
Step 2	\$15.32	\$22.63	\$24.64	\$16.45	\$16.45	\$18.80	\$23.96	\$20.36	\$24.81	\$16.77
Step 3	\$15.64	\$23.37	\$25.29	\$16.82	\$16.82	\$19.48	\$24.67	\$21.00	\$25.31	\$17.17
Step 4	\$15.97	\$24.07	\$25.93	\$17.20	\$17.20	\$20.18	\$25.39	\$21.64	\$25.80	\$17.51
Step 5	\$16.29	\$24.77	\$26.57	\$17.57	\$17.57	\$20.84	\$26.12	\$22.29	\$26.33	\$17.85
Step 6	\$16.61	\$25.48	\$27.22	\$17.95	\$17.95	\$21.56	\$26.93	\$22.93	\$26.85	\$18.20
Step 7	\$16.93	\$26.20	\$27.86	\$18.32	\$18.32	\$22.24	\$27.69	\$23.57	\$27.39	\$18.57
Step 8	\$17.25	\$26.92	\$28.50	\$18.70	\$18.70	\$22.94	\$28.49	\$24.22	\$27.92	\$18.90
Step 9	\$17.57	\$27.61	\$29.14	\$19.07	\$19.07	\$23.56	\$29.39	\$24.86	\$28.49	\$19.22
Step 10	\$17.89	\$28.30	\$29.79	\$19.45	\$19.45	\$24.28	\$30.23	\$25.50	\$29.07	\$19.60
Step 11	\$18.22	\$29.03	\$30.43	\$19.82	\$19.82	\$24.91	\$31.16	\$26.14	\$29.65	\$19.91
Step 12	\$18.54	\$29.76	\$31.07	\$20.20	\$20.20	\$25.63	\$32.04	\$26.79	\$30.25	\$20.25
Step 13	\$18.86	\$30.47	\$31.72	\$20.57	\$20.57	\$26.33	\$33.06	\$27.43	\$30.86	\$20.64
Step 14	\$19.18	\$31.17	\$32.36	\$20.95	\$20.95	\$27.04	\$33.93	\$28.07	\$31.47	\$21.02
Step 15	\$19.50	\$31.90	\$33.00	\$21.32	\$21.32	\$27.73	\$34.90	\$28.72	\$32.08	\$21.38
Step 16	\$19.82	\$32.60	\$33.65	\$21.70	\$21.70	\$28.43	\$35.72	\$29.36	\$32.73	\$21.74

* 4 Year licensed position

**Certified position

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 11 years of full-time related experience will be considered for placement. Apprentice plumbers and electricians will be placed on the "General" pay column at appropriate step until license is obtained.

An additional \$1.00 per hour will be paid for each certification/license: Asbestos Certification as Building Inspector, HVAC EPA Certification, Back Flow Prevention Certification, Locksmith Certification, Colorado Department of Agriculture Qualified Supervisor License (use of restricted pesticides), Landscape Industry Certified Technician.

An additional \$1.00 per hour will be paid for each license: Electrician/Plumber having a Colorado Master License, Electrician/Plumber having a Colorado Contractor License.

Other licensures/certifications may qualify for additional compensation.

Crew Leaders supervising 4-6 custodians will receive an additional \$.75 per hour
 Crew Leaders supervising 7-9 custodians will receive an additional \$1.50 per hour
 Crew Leaders supervising 10-12 custodians will receive an additional \$2.25 per hour
 Crew Leaders supervising 13-17 custodians will receive an additional \$3.00 per hour

Montrose County School District RE-1J
2023-2024 Facilities, Technology and Transportation Level Support Salary Schedule
NON-EXEMPT

Crew Leaders supervising over 18 custodians will receive an additional \$3.75 per hour

Differential pay may be awarded upon recognition of special but temporary responsibilities.

Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)

New Years (1), MLK (1), President's Day (1), Flex holiday (1). TOTAL OF 7 DAYS

11 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (2),

New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 11 DAYS

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

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

Vacation:

Service Completed - One through Five Years = Two Weeks (10 Days)

Service Completed - Six through Twelve Years = Three Weeks (15 Days)

Service Completed - Thirteen and More Years = Four Weeks (20 Days)

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Insurance:

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

Montrose County School District RE-1J
2023-2024 Building Level Support Staff Salary Schedule
NON EXEMPT

	Media	Paras	Health Tech*	Head Secretary	Support Secretary	Sign No CEIC	Sign CEIC	Sign CEIC+ITP	Sign CEIC=RID	SLPA
Step 1	\$15.35	\$15.35	\$15.35	\$16.61	\$15.35	\$19.02	\$23.68	\$28.35	\$33.06	\$27.00
Step 2	\$15.78	\$15.78	\$15.78	\$17.09	\$15.78	\$20.08	\$24.77	\$29.46	\$34.13	\$27.47
Step 3	\$16.21	\$16.21	\$16.21	\$17.57	\$16.21	\$21.18	\$25.88	\$30.56	\$35.20	\$27.93
Step 4	\$16.64	\$16.64	\$16.64	\$18.05	\$16.64	\$21.18	\$26.96	\$31.63	\$36.31	\$28.42
Step 5	\$17.07	\$17.07	\$17.07	\$18.54	\$17.07	\$21.18	\$28.05	\$32.72	\$37.40	\$28.88
Step 6	\$17.50	\$17.50	\$17.50	\$19.02	\$17.50	\$21.18	\$29.12	\$33.81	\$38.50	\$29.35
Step 7	\$17.93	\$17.93	\$17.93	\$19.50	\$17.93	\$21.18	\$30.23	\$34.92	\$39.58	\$29.82
Step 8	\$18.35	\$18.35	\$18.35	\$19.98	\$18.35	\$21.18	\$31.33	\$36.00	\$40.67	\$30.29
Step 9	\$18.78	\$18.78	\$18.78	\$20.47	\$18.78	\$21.18	\$32.41	\$37.11	\$41.77	\$30.75
Step 10	\$19.21	\$19.21	\$19.21	\$20.95	\$19.21	\$21.18	\$33.50	\$38.17	\$42.83	\$31.23
Step 11	\$19.64	\$19.64	\$19.64	\$21.43	\$19.64	\$21.18	\$34.60	\$39.26	\$43.92	\$31.69
Step 12	\$20.07	\$20.07	\$20.07	\$21.91	\$20.07	\$21.18	\$35.68	\$40.35	\$45.05	\$32.17
Step 13	\$20.50	\$20.50	\$20.50	\$22.39	\$20.50	\$21.18	\$35.68	\$40.35	\$45.05	\$32.64
Step 14	\$20.93	\$20.93	\$20.93	\$22.88	\$20.93	\$21.18	\$35.68	\$40.35	\$45.05	\$33.11
Step 15	\$21.35	\$21.35	\$21.35	\$23.36	\$21.35	\$21.18	\$35.68	\$40.35	\$45.05	\$33.57
Step 16	\$21.78	\$21.78	\$21.78	\$23.84	\$21.78	\$21.18	\$36.53	\$41.22	\$45.89	\$34.05

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 11 years of full-time related experience will be considered for placement.

*CNA Certification: Additional \$400 stipend annually (may be pro-rated)

Differential pay may be awarded upon recognition of special but temporary responsibilities. Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)

New Years (1), MLK (1), President's Day (1), Flex holiday (1). TOTAL OF 7 DAYS

11 Month Employee: Labor day (1), Thanksgiving (3), Christmas (2)

New Years (1), MLK (1), President's Day (1), Floater holiday (1), Memorial Day (1). TOTAL OF 11 DAYS

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Insurance:

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

**Montrose County School District RE-1J
2023-2024 Extracurricular Activities Pay Schedule**

EXEMPT

	Category A - Head Coach/Team 9-12	Category B - Head Coach/Team 9-12	Category C - Asst. Coach/Team 9-12	Category D - Asst Coach/Team 9-12	Category E - Teams 9-12	Category F - Head Coach/Team 6-8	Category G - Asst Coach/Team 6-8	Category H - Coach/Teams 6-8
	Football, Wrestling, Basketball, Volleyball, Baseball, Soccer, Track, Speech, *Instrumental	Swim, Golf, Climbing, Cross Country, Cheerleading, Tennis, Softball, Special Olympics, Publications, *Vocal Music, Lacrosse, Dance	Football, Wrestling, Basketball, Volleyball, Baseball, Soccer, Track, Speech, Weights, Drill	Swim, Golf, Climbing, Cross Country, Cheer, Tennis, Softball, *FBLA, *FFA, *FCCLA, *Skills USA, *TSA, Student Council, Culinary/Catering, Knowledge Bowl, Lacrosse, Dance, Special	NHS, Major Performance, LULAC	Football, Volleyball, Basketball, Wrestling, Track, Cross Country	Football, Volleyball, Basketball, Wrestling, Track, Cross Country, *Instrumental Music	*Vocal Music, Yearbook, Student Council, Honor Society
Step 1	\$5,379	\$3,944	\$3,466	\$2,508	\$2,034	\$2,084	\$1,886	\$1,409
Step 2	\$5,508	\$4,071	\$3,595	\$2,636	\$2,160	\$2,181	\$1,981	\$1,472
Step 3	\$5,635	\$4,200	\$3,722	\$2,766	\$2,289	\$2,277	\$2,079	\$1,537
Step 4	\$5,763	\$4,328	\$3,851	\$2,893	\$2,417	\$2,371	\$2,175	\$1,601
Step 5	\$5,892	\$4,456	\$3,980	\$3,023	\$2,545	\$2,469	\$2,271	\$1,664
Step 6	\$6,020	\$4,585	\$4,106	\$3,151	\$2,672	\$2,564	\$2,367	\$1,729
Step 7	\$6,147	\$4,714	\$4,236	\$3,278	\$2,803	\$2,662	\$2,464	\$1,794
Step 8	\$6,278	\$4,842	\$4,363	\$3,407	\$2,931	\$2,756	\$2,560	\$1,858
Step 9	\$6,404	\$4,970	\$4,491	\$3,535	\$3,058	\$2,852	\$2,656	\$1,920
Step 10	\$6,533	\$5,098	\$4,621	\$3,663	\$3,188	\$2,949	\$2,752	\$1,984
Step 11	\$6,662	\$5,227	\$4,749	\$3,792	\$3,314	\$3,046	\$2,848	\$2,049

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
2023-2024 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	\$25,928	\$27,011	\$28,089	\$29,172	\$33,229	\$37,286	\$41,343
Step 2	\$26,839	\$27,903	\$28,968	\$30,032	\$34,275	\$38,514	\$42,759
Step 3	\$27,743	\$28,802	\$29,859	\$30,919	\$35,338	\$39,756	\$44,177
Step 4	\$28,650	\$29,707	\$30,764	\$31,820	\$36,405	\$40,989	\$45,575
Step 5	\$29,564	\$30,625	\$31,689	\$32,750	\$37,025	\$41,300	\$46,985
Step 6	\$30,165	\$31,353	\$32,538	\$33,725	\$37,677	\$41,626	\$46,985
Step 7	\$30,771	\$32,082	\$33,391	\$34,704	\$38,326	\$41,950	\$46,985
Step 8	\$31,374	\$32,825	\$34,274	\$35,724	\$39,008	\$42,290	\$46,985
Step 9	\$31,677	\$33,382	\$35,088	\$36,792	\$39,719	\$42,648	\$46,985
Step 10	\$31,979	\$33,947	\$35,918	\$37,884	\$40,448	\$43,012	\$46,985
Step 11	\$32,281	\$34,522	\$36,759	\$38,997	\$41,192	\$43,383	\$46,985
Step 12	\$33,419	\$35,657	\$37,899	\$40,136	\$41,950	\$43,763	\$46,985
Step 13	\$34,600	\$36,840	\$39,083	\$41,321	\$42,740	\$44,158	\$46,985
Step 14	\$35,822	\$38,066	\$40,309	\$42,552	\$43,560	\$44,569	\$46,985
Step 15	\$37,091	\$39,332	\$41,568	\$43,807	\$44,398	\$44,986	\$46,985
Step 16	\$37,886	\$40,208	\$42,531	\$44,853	\$45,196	\$45,538	\$46,985

Outside experience credit:	Years of experience	Enter step
A maximum of ten years may be granted for outside experience.	0	1
Outside experience credit is not granted for teaching experience outside the USA.	1	2
	2	3
	3	4
	4	5
	5	6
Insurance:	6	7
District in conjunction with ECC, Headstart will pay a portion of the employee's premium.	7	8
	8	9
	9	10
	10	11
Bonus:	11	12

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Montrose County School District RE-1J
2023-2024 Early Childhood Coordinator Salary Schedule
EXEMPT

	Level 3 AA Diploma	Level 4 BA BS	Level 5 MA
Step 1	\$35,688	\$36,917	\$38,187
Step 2	\$36,694	\$37,953	\$39,260
Step 3	\$37,696	\$38,993	\$40,334
Step 4	\$38,706	\$40,038	\$41,419
Step 5	\$39,711	\$41,076	\$42,494
Step 6	\$40,384	\$41,772	\$43,215
Step 7	\$41,052	\$42,468	\$43,932
Step 8	\$41,722	\$43,162	\$44,652
Step 9	\$42,062	\$43,509	\$45,009
Step 10	\$42,395	\$43,858	\$45,366
Step 11	\$43,488	\$44,986	\$46,538
Step 12	\$44,587	\$46,125	\$47,718
Step 13	\$45,905	\$47,490	\$49,127
Step 14	\$47,265	\$48,897	\$50,587
Step 15	\$48,665	\$50,343	\$52,082
Step 16	\$49,553	\$51,265	\$53,626

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 11 years of full-time related experience will be considered for placement.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)
 New Years (1), MLK (1), President's Day (1), Flex holiday (1). TOTAL OF 7 DAYS

Insurance:

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

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Montrose County School District RE-1J
2023-2024 Family Services (Headstart/Early Childhood) Salary Schedule
NON-EXEMPT

	Previous Coord. Asst.	Data Tech	New ECC Coord Asst.	Para	Support Secretary	Head Secretary	Admin Asst.
Step 1	\$21.11	\$14.71	\$17.34	\$15.35	\$15.35	\$16.61	\$22.68
Step 2	\$21.73	\$15.22	\$17.96	\$15.78	\$15.78	\$17.09	\$23.35
Step 3	\$22.29	\$15.73	\$18.56	\$16.21	\$16.21	\$17.57	\$23.98
Step 4	\$22.92	\$16.23	\$19.14	\$16.64	\$16.64	\$18.05	\$24.63
Step 5	\$23.49	\$16.75	\$19.74	\$17.07	\$17.07	\$18.54	\$25.26
Step 6	\$23.93	\$17.25	\$20.25	\$17.50	\$17.50	\$19.02	\$25.67
Step 7	\$24.30	\$17.77	\$20.74	\$17.93	\$17.93	\$19.50	\$26.10
Step 8	\$24.70	\$18.27	\$21.22	\$18.35	\$18.35	\$19.98	\$26.53
Step 9	\$24.90	\$18.78	\$21.60	\$18.78	\$18.78	\$20.47	\$26.73
Step 10	\$25.07	\$19.29	\$22.01	\$19.21	\$19.21	\$20.95	\$26.96
Step 11	\$25.74	\$19.80	\$22.61	\$19.64	\$19.64	\$21.43	\$27.66
Step 12	\$26.41	\$20.32	\$23.23	\$20.07	\$20.07	\$21.91	\$28.36
Step 13	\$27.06	\$20.82	\$23.87	\$20.50	\$20.50	\$22.39	\$29.19
Step 14	\$27.71	\$21.33	\$24.48	\$20.93	\$20.93	\$22.88	\$30.07
Step 15	\$28.34	\$21.84	\$25.09	\$21.35	\$21.35	\$23.36	\$30.94
Step 16	\$28.84	\$22.35	\$25.66	\$21.78	\$21.78	\$23.84	\$31.52

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 11 years of full-time related experience will be considered for placement.

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)
 New Years (1), MLK (1), President's Day (1), Flex holiday (1). TOTAL OF 7 DAYS

Insurance:

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

Bonus:

After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of service in any capacity apply, however, these must be actual years and entry level cannot be considered as completed years of service.

Differential pay may be awarded upon recognition of special but temporary responsibilities.

Differential pay will be compensated at an additional rate of .75 per hour.

Qualifications include but are not limited to:

- a. Employees must acquire additional responsibilities for a minimum of 5 consecutive business days, and
- b. Temporary responsibilities must pertain to a higher compensated job classification.
- c. At the 5-day mark, compensation will be retro-active to day 1.

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

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

Administrative Experience (years)

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

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

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

Insurance:

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

Montrose County School District RE-1J
2023-2024 Nutritional Services Salary Schedule
NON-EXEMPT

	Cooks	Manager 1-3	Manager 10+	Warehouse Coordinator
Step 1	\$14.71	\$15.84	\$0.26	\$15.84
Step 2	\$14.94	\$16.23	\$0.26	\$16.23
Step 3	\$15.16	\$16.63	\$0.26	\$16.63
Step 4	\$15.39	\$17.03	\$0.26	\$17.03
Step 5	\$15.61	\$17.42	\$0.26	\$17.42
Step 6	\$15.84	\$17.82	\$0.26	\$17.82
Step 7	\$16.07	\$18.22	\$0.26	\$18.22
Step 8	\$16.30	\$18.61	\$0.26	\$18.61
Step 9	\$16.52	\$19.01	\$0.26	\$19.01
Step 10	\$16.75	\$19.40	\$0.26	\$19.40
Step 11	\$16.97	\$19.80	\$0.26	\$19.80
Step 12	\$17.20	\$20.20	\$0.26	\$20.20
Step 13	\$17.42	\$20.59	\$0.26	\$20.59
Step 14	\$17.65	\$20.99	\$0.26	\$20.99
Step 15	\$17.87	\$21.39	\$0.26	\$21.39
Step 16	\$18.11	\$21.78	\$0.26	\$21.78

BENEFITS:

Paid holidays:

9/10 Month Employee: Labor day (1), Thanksgiving (1), Christmas (1)
 New Years (1), MLK (1), President's Day (1), Flex holiday (1). TOTAL OF 7 DAYS

Insurance:

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

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

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

Cooks with 10 years of service or more will receive an additional \$.10 per hour over the above projected schedule.

Managers with 10 years of service or more will receive an additional \$.20 per hour over the above projected schedule.

Managers supervising 4-6 cooks will receive an additional \$.75 per hour over Manager 1-3 step.

Managers supervising 7-9 cooks will receive an additional \$1.50 per hour over Manager 1-3 step.

Managers supervising 10-12 cooks will receive an additional \$2.25 per hour over Manager 1-3 step.

Managers supervising 13-17 cooks will receive an additional \$3.00 per hour over Manager 1-3 step.

Managers supervising over 18 cooks will receive an additional \$3.75 per hour over Manager 1-3 step.

Sub Managers will earn \$.50 per hour over their current step rate of pay.

Bonus: After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year.