

**Montrose County School District RE-1J**  
**2021-2022 Teacher Salary Schedule (178 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$38,003	\$38,650	\$39,260	\$39,894	\$40,503	\$41,150	\$41,760	\$42,410	\$43,018	\$43,654	\$44,265	\$44,912	\$46,148
2	\$39,260	\$39,894	\$40,503	\$41,150	\$41,760	\$42,410	\$43,018	\$43,654	\$44,265	\$44,912	\$45,522	\$46,157	\$47,427
3	\$40,503	\$41,150	\$41,760	\$42,410	\$43,018	\$43,654	\$44,265	\$44,912	\$45,522	\$46,157	\$46,779	\$47,414	\$48,719
4	\$41,313	\$42,410	\$43,018	\$43,654	\$44,265	\$44,912	\$45,522	\$46,157	\$46,779	\$47,414	\$48,021	\$48,671	\$50,011
5		\$43,654	\$44,265	\$44,912	\$45,522	\$46,157	\$46,779	\$47,414	\$48,021	\$48,671	\$49,281	\$49,929	\$51,303
6		\$44,527	\$45,522	\$46,157	\$46,779	\$47,414	\$48,021	\$48,671	\$49,281	\$49,929	\$50,539	\$51,174	\$52,582
7			\$46,779	\$47,414	\$48,021	\$48,671	\$49,281	\$49,929	\$50,539	\$51,174	\$51,794	\$52,432	\$53,875
8			\$47,714	\$48,671	\$49,281	\$49,929	\$50,539	\$51,174	\$51,794	\$52,432	\$53,039	\$53,691	\$55,168
9				\$49,929	\$50,539	\$51,174	\$51,794	\$52,432	\$53,039	\$53,691	\$54,326	\$54,936	\$56,447
10				\$50,927	\$51,794	\$52,432	\$53,039	\$53,691	\$54,326	\$54,936	\$55,584	\$56,194	\$57,740
11					\$53,039	\$53,691	\$54,326	\$54,936	\$55,584	\$56,196	\$56,827	\$57,437	\$59,018
12					\$54,326	\$54,936	\$55,584	\$56,196	\$56,827	\$57,437	\$58,085	\$58,696	\$60,312
13					\$55,584	\$56,196	\$56,827	\$57,437	\$58,085	\$58,696	\$59,344	\$59,952	\$61,603
14					\$56,827	\$57,437	\$58,085	\$58,696	\$59,344	\$59,952	\$60,588	\$61,196	\$62,881
15					\$58,085	\$58,696	\$59,344	\$59,952	\$60,588	\$61,196	\$61,846	\$62,454	\$64,174
16					\$59,344	\$59,952	\$60,588	\$61,196	\$61,846	\$62,454	\$63,104	\$63,712	\$65,466
17					\$60,588	\$61,196	\$61,846	\$62,454	\$63,104	\$63,712	\$64,347	\$64,970	\$66,759
18					\$61,846	\$62,454	\$63,104	\$63,712	\$64,347	\$64,970	\$65,605	\$66,213	\$68,037
19						\$63,712	\$64,347	\$64,970	\$65,605	\$66,213	\$66,864	\$67,472	\$69,330
20								\$66,213	\$66,864	\$67,472	\$68,107	\$68,728	\$70,622
21										\$68,728	\$69,369	\$69,976	\$71,903
22										\$69,982	\$70,623	\$71,230	\$73,191
23										\$70,982	\$71,623	\$72,230	\$74,191

	Years of experience	Enter step
Step 23: Additional \$1,000	0	1
	1	2
Outside experience credit:	2	3
A maximum of ten 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

**Insurance:**

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

Updated: June 2021

**Montrose County School District RE-1J**  
**2021-2022 Building Resource Teacher Salary Schedule (188 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$40,138	\$40,821	\$41,466	\$42,135	\$42,778	\$43,462	\$44,106	\$44,793	\$45,435	\$46,106	\$46,752	\$47,435	\$48,741
2	\$41,466	\$42,135	\$42,778	\$43,462	\$44,106	\$44,793	\$45,435	\$46,106	\$46,752	\$47,435	\$48,079	\$48,750	\$50,091
3	\$42,778	\$43,462	\$44,106	\$44,793	\$45,435	\$46,106	\$46,752	\$47,435	\$48,079	\$48,750	\$49,407	\$50,078	\$51,456
4	\$43,634	\$44,793	\$45,435	\$46,106	\$46,752	\$47,435	\$48,079	\$48,750	\$49,407	\$50,078	\$50,719	\$51,405	\$52,821
5		\$46,106	\$46,752	\$47,435	\$48,079	\$48,750	\$49,407	\$50,078	\$50,719	\$51,405	\$52,050	\$52,734	\$54,185
6		\$47,029	\$48,079	\$48,750	\$49,407	\$50,078	\$50,719	\$51,405	\$52,050	\$52,734	\$53,378	\$54,049	\$55,536
7			\$49,407	\$50,078	\$50,719	\$51,405	\$52,050	\$52,734	\$53,378	\$54,049	\$54,704	\$55,378	\$56,902
8			\$50,395	\$51,405	\$52,050	\$52,734	\$53,378	\$54,049	\$54,704	\$55,378	\$56,019	\$56,707	\$58,267
9				\$52,734	\$53,378	\$54,049	\$54,704	\$55,378	\$56,019	\$56,707	\$57,378	\$58,022	\$59,618
10				\$53,788	\$54,704	\$55,378	\$56,019	\$56,707	\$57,378	\$58,022	\$58,707	\$59,351	\$60,984
11					\$56,019	\$56,707	\$57,378	\$58,022	\$58,707	\$59,353	\$60,020	\$60,664	\$62,334
12					\$57,378	\$58,022	\$58,707	\$59,353	\$60,020	\$60,664	\$61,348	\$61,994	\$63,700
13					\$58,707	\$59,353	\$60,020	\$60,664	\$61,348	\$61,994	\$62,678	\$63,320	\$65,064
14					\$60,020	\$60,664	\$61,348	\$61,994	\$62,678	\$63,320	\$63,992	\$64,634	\$66,414
15					\$61,348	\$61,994	\$62,678	\$63,320	\$63,992	\$64,634	\$65,320	\$65,963	\$67,779
16					\$62,678	\$63,320	\$63,992	\$64,634	\$65,320	\$65,963	\$66,649	\$67,291	\$69,144
17					\$63,992	\$64,634	\$65,320	\$65,963	\$66,649	\$67,291	\$67,962	\$68,620	\$70,510
18					\$65,320	\$65,963	\$66,649	\$67,291	\$67,962	\$68,620	\$69,291	\$69,933	\$71,859
19						\$67,291	\$67,962	\$68,620	\$69,291	\$69,933	\$70,620	\$71,263	\$73,225
20								\$69,933	\$70,620	\$71,263	\$71,933	\$72,589	\$74,590
21										\$72,589	\$73,266	\$73,907	\$75,942
22										\$73,914	\$74,591	\$75,232	\$77,303
23										\$74,914	\$75,591	\$76,232	\$78,303

Step 23: Additional \$1,000	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of ten 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

**Insurance:**

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

Updated: June 2021

**Montrose County School District RE-1J**  
**2021-2022 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	\$47,133	\$47,480	\$47,827	\$48,173	\$48,520	\$48,910	\$49,432	\$49,951	\$50,472	\$50,992	\$51,514	\$52,033	\$53,097
2	\$48,287	\$48,634	\$48,979	\$49,328	\$49,673	\$50,108	\$50,629	\$51,150	\$51,670	\$52,191	\$52,710	\$53,230	\$54,320
3	\$49,439	\$49,788	\$50,133	\$50,481	\$50,828	\$51,306	\$51,826	\$52,347	\$52,867	\$53,387	\$53,907	\$54,428	\$55,543
4	\$50,428	\$50,940	\$51,289	\$51,634	\$51,982	\$52,504	\$53,025	\$53,544	\$54,065	\$54,585	\$55,106	\$55,627	\$56,766
5		\$52,094	\$52,440	\$52,787	\$53,135	\$53,700	\$54,222	\$54,741	\$55,261	\$55,782	\$56,303	\$56,822	\$57,986
6		\$53,136	\$53,594	\$53,941	\$54,287	\$54,899	\$55,418	\$55,940	\$56,460	\$56,981	\$57,500	\$58,022	\$59,211
7			\$54,746	\$55,094	\$55,441	\$56,096	\$56,616	\$57,136	\$57,658	\$58,177	\$58,700	\$59,218	\$60,431
8			\$55,841	\$56,246	\$56,594	\$57,293	\$57,815	\$58,336	\$58,854	\$59,377	\$59,895	\$60,417	\$61,654
9				\$57,400	\$57,747	\$58,491	\$59,010	\$59,532	\$60,053	\$60,572	\$61,092	\$61,613	\$62,876
10				\$58,548	\$58,901	\$59,689	\$60,211	\$60,730	\$61,250	\$61,771	\$62,292	\$62,811	\$64,099
11					\$60,055	\$60,888	\$61,405	\$61,926	\$62,447	\$62,968	\$63,488	\$64,010	\$65,322
12					\$61,209	\$62,084	\$62,605	\$63,126	\$63,644	\$64,165	\$64,686	\$65,208	\$66,545
13					\$62,362	\$63,281	\$63,802	\$64,323	\$64,842	\$65,363	\$65,883	\$66,403	\$67,766
14					\$63,514	\$64,481	\$65,000	\$65,520	\$66,042	\$66,562	\$67,082	\$67,601	\$68,990
15					\$64,669	\$65,677	\$66,197	\$66,719	\$67,237	\$67,759	\$68,277	\$68,799	\$70,211
16					\$65,822	\$66,874	\$67,396	\$67,916	\$68,436	\$68,956	\$69,477	\$69,995	\$71,433
17					\$66,975	\$68,073	\$68,592	\$69,112	\$69,633	\$70,154	\$70,673	\$71,195	\$72,657
18					\$68,130	\$69,270	\$69,791	\$70,310	\$70,832	\$71,351	\$71,873	\$72,393	\$73,879
19						\$70,465	\$70,988	\$71,508	\$72,027	\$72,549	\$73,069	\$73,589	\$75,102
20								\$72,706	\$73,227	\$73,747	\$74,267	\$74,788	\$76,326
21										\$74,944	\$75,465	\$75,984	\$77,547
22										\$76,141	\$76,662	\$77,183	\$78,769
23										\$77,141	\$77,662	\$78,183	\$79,769

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

School Psychologists, upon approval of the Director of Student Services may request additional days (maximum of 5) with proven need at their daily rate of pay.

EdS - Will enter MA30

PhD - \$4,000

Years of experience

Enter step

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

**Insurance:**

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

**Montrose County School District RE-1J**  
**2021-2022 Licensed Coordinator Salary Schedule (196 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$41,847	\$42,558	\$43,231	\$43,929	\$44,599	\$45,312	\$45,985	\$46,700	\$47,368	\$48,067	\$48,740	\$49,455	\$50,667
2	\$43,231	\$43,929	\$44,599	\$45,312	\$45,985	\$46,700	\$47,368	\$48,067	\$48,740	\$49,455	\$50,126	\$50,825	\$52,071
3	\$44,599	\$45,312	\$45,985	\$46,700	\$47,368	\$48,067	\$48,740	\$49,455	\$50,126	\$50,825	\$51,509	\$52,208	\$53,488
4	\$45,491	\$46,700	\$47,368	\$48,067	\$48,740	\$49,455	\$50,126	\$50,825	\$51,509	\$52,208	\$52,877	\$53,593	\$54,908
5		\$48,067	\$48,740	\$49,455	\$50,126	\$50,825	\$51,509	\$52,208	\$52,877	\$53,593	\$54,264	\$54,979	\$56,327
6		\$49,028	\$50,126	\$50,825	\$51,509	\$52,208	\$52,877	\$53,593	\$54,264	\$54,979	\$55,649	\$56,348	\$57,729
7			\$51,509	\$52,208	\$52,877	\$53,593	\$54,264	\$54,979	\$55,649	\$56,348	\$57,031	\$57,735	\$59,151
8			\$52,539	\$53,593	\$54,264	\$54,979	\$55,649	\$56,348	\$57,031	\$57,735	\$58,404	\$59,120	\$60,570
9				\$54,979	\$55,649	\$56,348	\$57,031	\$57,735	\$58,404	\$59,120	\$59,819	\$60,490	\$61,974
10				\$56,079	\$57,031	\$57,735	\$58,404	\$59,120	\$59,819	\$60,490	\$61,205	\$61,875	\$63,393
11					\$58,404	\$59,120	\$59,819	\$60,490	\$61,205	\$61,878	\$62,573	\$63,245	\$64,798
12					\$59,819	\$60,490	\$61,205	\$61,878	\$62,573	\$63,245	\$63,960	\$64,631	\$66,217
13					\$61,205	\$61,878	\$62,573	\$63,245	\$63,960	\$64,631	\$65,346	\$66,014	\$67,635
14					\$62,573	\$63,245	\$63,960	\$64,631	\$65,346	\$66,014	\$66,714	\$67,385	\$69,038
15					\$63,960	\$64,631	\$65,346	\$66,014	\$66,714	\$67,385	\$68,098	\$68,771	\$70,458
16					\$65,346	\$66,014	\$66,714	\$67,385	\$68,098	\$68,771	\$69,484	\$70,155	\$71,878
17					\$66,714	\$67,385	\$68,098	\$68,771	\$69,484	\$70,155	\$70,855	\$71,541	\$73,297
18					\$68,098	\$68,771	\$69,484	\$70,155	\$70,855	\$71,541	\$72,240	\$72,909	\$74,699
19						\$70,155	\$70,855	\$71,541	\$72,240	\$72,909	\$73,625	\$74,294	\$76,118
20								\$72,909	\$73,625	\$74,294	\$74,994	\$75,679	\$77,539
21										\$75,679	\$76,384	\$77,052	\$78,944
22										\$77,058	\$77,765	\$78,433	\$80,360
23										\$78,058	\$78,765	\$79,433	\$81,360

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

**Insurance:**

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

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

**Montrose County School District RE-1J**  
**2021-2022 Licensed Coordinator Salary Schedule (200 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$42,700	\$43,427	\$44,113	\$44,825	\$45,509	\$46,236	\$46,923	\$47,652	\$48,334	\$49,049	\$49,735	\$50,464	\$51,701
2	\$44,113	\$44,825	\$45,509	\$46,236	\$46,923	\$47,652	\$48,334	\$49,049	\$49,735	\$50,464	\$51,149	\$51,862	\$53,133
3	\$45,509	\$46,236	\$46,923	\$47,652	\$48,334	\$49,049	\$49,735	\$50,464	\$51,149	\$51,862	\$52,560	\$53,274	\$54,580
4	\$46,419	\$47,652	\$48,334	\$49,049	\$49,735	\$50,464	\$51,149	\$51,862	\$52,560	\$53,274	\$53,956	\$54,687	\$56,028
5		\$49,049	\$49,735	\$50,464	\$51,149	\$51,862	\$52,560	\$53,274	\$53,956	\$54,687	\$55,372	\$56,102	\$57,476
6		\$50,030	\$51,149	\$51,862	\$52,560	\$53,274	\$53,956	\$54,687	\$55,372	\$56,102	\$56,785	\$57,497	\$58,907
7			\$52,560	\$53,274	\$53,956	\$54,687	\$55,372	\$56,102	\$56,785	\$57,497	\$58,195	\$58,912	\$60,358
8			\$53,611	\$54,687	\$55,372	\$56,102	\$56,785	\$57,497	\$58,195	\$58,912	\$59,595	\$60,326	\$61,807
9				\$56,102	\$56,785	\$57,497	\$58,195	\$58,912	\$59,595	\$60,326	\$61,040	\$61,725	\$63,239
10				\$57,224	\$58,195	\$58,912	\$59,595	\$60,326	\$61,040	\$61,725	\$62,454	\$63,138	\$64,687
11					\$59,595	\$60,326	\$61,040	\$61,725	\$62,454	\$63,140	\$63,850	\$64,537	\$66,120
12					\$61,040	\$61,725	\$62,454	\$63,140	\$63,850	\$64,537	\$65,265	\$65,951	\$67,568
13					\$62,454	\$63,140	\$63,850	\$64,537	\$65,265	\$65,951	\$66,679	\$67,362	\$69,015
14					\$63,850	\$64,537	\$65,265	\$65,951	\$66,679	\$67,362	\$68,076	\$68,759	\$70,447
15					\$65,265	\$65,951	\$66,679	\$67,362	\$68,076	\$68,759	\$69,489	\$70,173	\$71,896
16					\$66,679	\$67,362	\$68,076	\$68,759	\$69,489	\$70,173	\$70,903	\$71,586	\$73,345
17					\$68,076	\$68,759	\$69,489	\$70,173	\$70,903	\$71,586	\$72,301	\$73,001	\$74,793
18					\$69,489	\$70,173	\$70,903	\$71,586	\$72,301	\$73,001	\$73,714	\$74,397	\$76,223
19						\$71,586	\$72,301	\$73,001	\$73,714	\$74,397	\$75,128	\$75,810	\$77,672
20								\$74,397	\$75,128	\$75,810	\$76,524	\$77,224	\$79,121
21										\$77,224	\$77,942	\$78,625	\$80,556
22										\$78,631	\$79,351	\$80,034	\$82,000
23										\$79,631	\$80,351	\$81,034	\$83,000

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

**Insurance:**

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

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

**Montrose County School District RE-1J**  
**2021-2022 Licensed Coordinator Salary Schedule (211 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$44,994	\$45,765	\$46,485	\$47,239	\$47,959	\$48,729	\$49,448	\$50,220	\$50,939	\$51,696	\$52,420	\$53,190	\$54,413
2	\$46,485	\$47,239	\$47,959	\$48,729	\$49,448	\$50,220	\$50,939	\$51,696	\$52,420	\$53,190	\$53,907	\$54,662	\$55,919
3	\$47,959	\$48,729	\$49,448	\$50,220	\$50,939	\$51,696	\$52,420	\$53,190	\$53,907	\$54,662	\$55,400	\$56,153	\$57,444
4	\$48,918	\$50,220	\$50,939	\$51,696	\$52,420	\$53,190	\$53,907	\$54,662	\$55,400	\$56,153	\$56,874	\$57,642	\$58,968
5		\$51,696	\$52,420	\$53,190	\$53,907	\$54,662	\$55,400	\$56,153	\$56,874	\$57,642	\$58,365	\$59,132	\$60,494
6		\$52,730	\$53,907	\$54,662	\$55,400	\$56,153	\$56,874	\$57,642	\$58,365	\$59,132	\$59,855	\$60,610	\$62,003
7			\$55,400	\$56,153	\$56,874	\$57,642	\$58,365	\$59,132	\$59,855	\$60,610	\$61,347	\$62,102	\$63,530
8			\$56,508	\$57,642	\$58,365	\$59,132	\$59,855	\$60,610	\$61,347	\$62,102	\$62,821	\$63,593	\$65,054
9				\$59,132	\$59,855	\$60,610	\$61,347	\$62,102	\$62,821	\$63,593	\$64,344	\$65,067	\$66,564
10				\$60,315	\$61,347	\$62,102	\$62,821	\$63,593	\$64,344	\$65,067	\$65,838	\$66,560	\$68,091
11					\$62,821	\$63,593	\$64,344	\$65,067	\$65,838	\$66,560	\$67,311	\$68,032	\$69,598
12					\$64,344	\$65,067	\$65,838	\$66,560	\$67,311	\$68,032	\$68,802	\$69,522	\$71,122
13					\$65,838	\$66,560	\$67,311	\$68,032	\$68,802	\$69,522	\$70,295	\$71,015	\$72,649
14					\$67,311	\$68,032	\$68,802	\$69,522	\$70,295	\$71,015	\$71,768	\$72,489	\$74,156
15					\$68,802	\$69,522	\$70,295	\$71,015	\$71,768	\$72,489	\$73,260	\$73,980	\$75,683
16					\$70,295	\$71,015	\$71,768	\$72,489	\$73,260	\$73,980	\$74,751	\$75,473	\$77,210
17					\$71,768	\$72,489	\$73,260	\$73,980	\$74,751	\$75,473	\$76,228	\$76,963	\$78,733
18					\$73,260	\$73,980	\$74,751	\$75,473	\$76,228	\$76,963	\$77,716	\$78,438	\$80,242
19						\$75,473	\$76,228	\$76,963	\$77,716	\$78,438	\$79,208	\$79,929	\$81,768
20								\$78,438	\$79,208	\$79,929	\$80,680	\$81,417	\$83,291
21										\$81,417	\$82,174	\$82,897	\$84,804
22										\$82,904	\$83,663	\$84,382	\$86,325
23										\$83,904	\$84,663	\$85,382	\$87,325

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

**Insurance:**

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

Years of experience

Enter step

0	1
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**Montrose County School District RE-1J**

**2021-2022 Librarian (186 Days)**

**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$39,685	\$40,363	\$40,998	\$41,663	\$42,298	\$42,975	\$43,610	\$44,291	\$44,923	\$45,591	\$46,229	\$46,908	\$48,129
2	\$40,998	\$41,663	\$42,298	\$42,975	\$43,610	\$44,291	\$44,923	\$45,591	\$46,229	\$46,908	\$47,541	\$48,206	\$49,460
3	\$42,298	\$42,975	\$43,610	\$44,291	\$44,923	\$45,591	\$46,229	\$46,908	\$47,541	\$48,206	\$48,856	\$49,522	\$50,808
4	\$43,144	\$44,291	\$44,923	\$45,591	\$46,229	\$46,908	\$47,541	\$48,206	\$48,856	\$49,522	\$50,155	\$50,834	\$52,155
5		\$45,591	\$46,229	\$46,908	\$47,541	\$48,206	\$48,856	\$49,522	\$50,155	\$50,834	\$51,471	\$52,148	\$53,503
6		\$46,503	\$47,541	\$48,206	\$48,856	\$49,522	\$50,155	\$50,834	\$51,471	\$52,148	\$52,783	\$53,448	\$54,836
7			\$48,856	\$49,522	\$50,155	\$50,834	\$51,471	\$52,148	\$52,783	\$53,448	\$54,098	\$54,763	\$56,185
8			\$49,833	\$50,834	\$51,471	\$52,148	\$52,783	\$53,448	\$54,098	\$54,763	\$55,399	\$56,079	\$57,535
9				\$52,148	\$52,783	\$53,448	\$54,098	\$54,763	\$55,399	\$56,079	\$56,742	\$57,378	\$58,868
10				\$53,191	\$54,098	\$54,763	\$55,399	\$56,079	\$56,742	\$57,378	\$58,056	\$58,694	\$60,219
11					\$55,399	\$56,079	\$56,742	\$57,378	\$58,056	\$58,694	\$59,355	\$59,992	\$61,550
12					\$56,742	\$57,378	\$58,056	\$58,694	\$59,355	\$59,992	\$60,672	\$61,306	\$62,896
13					\$58,056	\$58,694	\$59,355	\$59,992	\$60,672	\$61,306	\$61,984	\$62,620	\$64,245
14					\$59,355	\$59,992	\$60,672	\$61,306	\$61,984	\$62,620	\$63,285	\$63,920	\$65,578
15					\$60,672	\$61,306	\$61,984	\$62,620	\$63,285	\$63,920	\$64,600	\$65,235	\$66,927
16					\$61,984	\$62,620	\$63,285	\$63,920	\$64,600	\$65,235	\$65,914	\$66,550	\$68,276
17					\$63,285	\$63,920	\$64,600	\$65,235	\$65,914	\$66,550	\$67,215	\$67,864	\$69,624
18					\$64,600	\$65,235	\$65,914	\$66,550	\$67,215	\$67,864	\$68,531	\$69,165	\$70,959
19						\$66,550	\$67,215	\$67,864	\$68,531	\$69,165	\$69,845	\$70,480	\$72,308
20								\$69,165	\$69,845	\$70,480	\$71,140	\$71,793	\$73,654
21									\$69,845	\$71,793	\$72,460	\$73,094	\$74,988
22										\$71,793	\$72,460	\$73,094	\$76,333
23										\$72,793	\$73,460	\$74,094	\$77,333

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

**Insurance:**

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

Years of experience

Enter step

0	1
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**Montrose County School District RE-1J**  
**2021-2022 Elementary/ Middle School Counselors Salary Schedule (188 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$40,105	\$40,791	\$41,432	\$42,104	\$42,746	\$43,433	\$44,074	\$44,761	\$45,403	\$46,074	\$46,719	\$47,404	\$48,612
2	\$41,432	\$42,104	\$42,746	\$43,433	\$44,074	\$44,761	\$45,403	\$46,074	\$46,719	\$47,404	\$48,047	\$48,719	\$49,961
3	\$42,746	\$43,433	\$44,074	\$44,761	\$45,403	\$46,074	\$46,719	\$47,404	\$48,047	\$48,719	\$49,375	\$50,047	\$51,323
4	\$43,601	\$44,761	\$45,403	\$46,074	\$46,719	\$47,404	\$48,047	\$48,719	\$49,375	\$50,047	\$50,688	\$51,375	\$52,683
5		\$46,074	\$46,719	\$47,404	\$48,047	\$48,719	\$49,375	\$50,047	\$50,688	\$51,375	\$52,019	\$52,702	\$54,044
6		\$46,995	\$48,047	\$48,719	\$49,375	\$50,047	\$50,688	\$51,375	\$52,019	\$52,702	\$53,347	\$54,018	\$55,395
7			\$49,375	\$50,047	\$50,688	\$51,375	\$52,019	\$52,702	\$53,347	\$54,018	\$54,674	\$55,345	\$56,755
8			\$50,363	\$51,375	\$52,019	\$52,702	\$53,347	\$54,018	\$54,674	\$55,345	\$55,989	\$56,677	\$58,121
9				\$52,702	\$53,347	\$54,018	\$54,674	\$55,345	\$55,989	\$56,677	\$57,346	\$57,989	\$59,466
10				\$53,756	\$54,674	\$55,345	\$55,988	\$56,677	\$57,346	\$57,989	\$58,675	\$59,319	\$60,831
11					\$55,989	\$56,677	\$57,346	\$57,989	\$58,675	\$59,319	\$59,988	\$60,630	\$62,175
12					\$57,346	\$57,989	\$58,675	\$59,319	\$59,988	\$60,630	\$61,317	\$61,960	\$63,537
13					\$58,675	\$59,319	\$59,988	\$60,630	\$61,317	\$61,960	\$62,646	\$63,286	\$64,897
14					\$59,988	\$60,630	\$61,317	\$61,960	\$62,646	\$63,286	\$63,960	\$64,602	\$66,246
15					\$61,317	\$61,960	\$62,646	\$63,286	\$63,960	\$64,602	\$65,289	\$65,930	\$67,609
16					\$62,646	\$63,286	\$63,960	\$64,602	\$65,289	\$65,930	\$66,617	\$67,259	\$68,971
17					\$63,960	\$64,602	\$65,289	\$65,930	\$66,617	\$67,259	\$67,930	\$68,587	\$70,331
18					\$65,289	\$65,930	\$66,617	\$67,259	\$67,930	\$68,587	\$69,258	\$69,903	\$71,682
19						\$67,259	\$67,930	\$68,587	\$69,258	\$69,903	\$70,589	\$71,231	\$73,043
20								\$69,903	\$70,589	\$71,231	\$71,901	\$72,559	\$74,404
21										\$72,559	\$73,233	\$73,875	\$75,755
22										\$73,882	\$74,557	\$75,200	\$77,113
23										\$74,882	\$75,557	\$76,200	\$78,113

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

**Insurance:**

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

Years of experience

Enter step

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**Montrose County School District RE-1J**  
**2021-2022 High School Counselors Salary Schedule (193 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA80
1	\$41,156	\$41,859	\$42,520	\$43,209	\$43,867	\$44,573	\$45,229	\$45,936	\$46,594	\$47,286	\$47,947	\$48,653	\$49,867
2	\$42,520	\$43,209	\$43,867	\$44,573	\$45,229	\$45,936	\$46,594	\$47,286	\$47,947	\$48,653	\$49,309	\$50,000	\$51,248
3	\$43,867	\$44,573	\$45,229	\$45,936	\$46,594	\$47,286	\$47,947	\$48,653	\$49,309	\$50,000	\$50,674	\$51,365	\$52,648
4	\$44,744	\$45,936	\$46,594	\$47,286	\$47,947	\$48,653	\$49,309	\$50,000	\$50,674	\$51,365	\$52,021	\$52,726	\$54,044
5		\$47,286	\$47,947	\$48,653	\$49,309	\$50,000	\$50,674	\$51,365	\$52,021	\$52,726	\$53,386	\$54,088	\$55,441
6		\$48,232	\$49,309	\$50,000	\$50,674	\$51,365	\$52,021	\$52,726	\$53,386	\$54,088	\$54,748	\$55,439	\$56,825
7			\$50,674	\$51,365	\$52,021	\$52,726	\$53,386	\$54,088	\$54,748	\$55,439	\$56,112	\$56,803	\$58,225
8			\$51,687	\$52,726	\$53,386	\$54,088	\$54,748	\$55,439	\$56,112	\$56,803	\$57,462	\$58,167	\$59,622
9				\$54,088	\$54,748	\$55,439	\$56,112	\$56,803	\$57,462	\$58,167	\$58,854	\$59,515	\$61,004
10				\$55,170	\$56,112	\$56,803	\$57,462	\$58,167	\$58,854	\$59,515	\$60,223	\$60,883	\$62,407
11					\$57,462	\$58,167	\$58,854	\$59,515	\$60,223	\$60,883	\$61,569	\$62,229	\$63,787
12					\$58,854	\$59,515	\$60,223	\$60,883	\$61,569	\$62,229	\$62,933	\$63,593	\$65,184
13					\$60,223	\$60,883	\$61,569	\$62,229	\$62,933	\$63,593	\$64,299	\$64,956	\$66,582
14					\$61,569	\$62,229	\$62,933	\$63,593	\$64,299	\$64,956	\$65,647	\$66,305	\$67,965
15					\$62,933	\$63,593	\$64,299	\$64,956	\$65,647	\$66,305	\$67,010	\$67,669	\$69,363
16					\$64,299	\$64,956	\$65,647	\$66,305	\$67,010	\$67,669	\$68,374	\$69,033	\$70,762
17					\$65,647	\$66,305	\$67,010	\$67,669	\$68,374	\$69,033	\$69,725	\$70,396	\$72,159
18					\$67,010	\$67,669	\$68,374	\$69,033	\$69,725	\$70,396	\$71,087	\$71,745	\$73,543
19						\$69,033	\$69,725	\$70,396	\$71,087	\$71,745	\$72,451	\$73,110	\$74,942
20								\$71,745	\$72,451	\$73,110	\$73,796	\$74,471	\$76,337
21										\$74,471	\$75,165	\$75,824	\$77,723
22										\$75,831	\$76,526	\$77,185	\$79,119
23										\$76,831	\$77,526	\$78,185	\$80,119

Step 23: Additional \$1,000

Outside experience credit:

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

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

All credit hours based on semester hours.

EdS - Additional \$1,500

EdD - Additional \$4,000

**Insurance:**

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

Years of experience

Enter step

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**Montrose County School District RE-1J**  
**2021-2022 Assistant Principal Salary Schedule - EXEMPT**  
**Elementary (196 Days)**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$62,072	\$64,493	\$65,185	\$65,876	\$66,568	\$67,258	\$67,951	\$68,644	\$69,336	\$70,029
2	\$63,154	\$65,576	\$66,268	\$66,960	\$67,652	\$68,343	\$69,035	\$69,727	\$70,420	\$71,111
3	\$64,242	\$66,660	\$67,355	\$68,045	\$68,737	\$69,430	\$70,124	\$70,816	\$71,506	\$72,197
4	\$65,320	\$67,743	\$68,434	\$69,123	\$69,816	\$70,506	\$71,202	\$71,893	\$72,585	\$73,276
5	\$66,401	\$68,823	\$69,516	\$70,206	\$70,899	\$71,591	\$72,285	\$72,976	\$73,667	\$74,360
6	\$67,479	\$69,903	\$70,594	\$71,287	\$71,979	\$72,668	\$73,363	\$74,053	\$74,747	\$75,438
7	\$68,559	\$70,981	\$71,675	\$72,366	\$73,059	\$73,751	\$74,441	\$75,133	\$75,825	\$76,518
8	\$69,643	\$72,065	\$72,758	\$73,449	\$74,141	\$74,834	\$75,525	\$76,217	\$76,908	\$77,598
9	\$70,721	\$73,144	\$73,836	\$74,527	\$75,221	\$75,912	\$76,607	\$77,297	\$77,989	\$78,681
10	\$71,806	\$74,226	\$74,918	\$75,609	\$76,302	\$76,994	\$77,686	\$78,377	\$79,071	\$79,762
11	\$72,886	\$75,307	\$76,000	\$76,691	\$77,385	\$78,075	\$78,767	\$79,457	\$80,150	\$80,841
12	\$73,966	\$76,389	\$77,080	\$77,772	\$78,466	\$79,157	\$79,849	\$80,540	\$81,232	\$81,923
13	\$75,048	\$77,467	\$78,162	\$78,853	\$79,547	\$80,237	\$80,930	\$81,622	\$82,314	\$83,005
14	\$76,135	\$78,555	\$79,248	\$79,939	\$80,631	\$81,324	\$82,016	\$82,708	\$83,402	\$84,094
15	\$77,221	\$79,645	\$80,337	\$81,028	\$81,719	\$82,411	\$83,102	\$83,797	\$84,488	\$85,178
16	\$78,302	\$80,727	\$81,419	\$82,110	\$82,802	\$83,492	\$84,185	\$84,878	\$85,571	\$86,261

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**  
**2021-2022 Assistant Principal Salary Schedule - EXEMPT**  
**Middle School (6-8) (199 Days)**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$70,088	\$72,475	\$73,156	\$73,838	\$74,519	\$75,199	\$75,882	\$76,563	\$77,246	\$77,927
2	\$71,156	\$73,541	\$74,222	\$74,904	\$75,586	\$76,267	\$76,947	\$77,630	\$78,313	\$78,994
3	\$72,228	\$74,611	\$75,292	\$75,973	\$76,653	\$77,334	\$78,018	\$78,699	\$79,379	\$80,059
4	\$73,289	\$75,672	\$76,355	\$77,034	\$77,716	\$78,397	\$79,080	\$79,762	\$80,443	\$81,123
5	\$74,355	\$76,739	\$77,419	\$78,101	\$78,782	\$79,462	\$80,146	\$80,825	\$81,508	\$82,189
6	\$75,417	\$77,801	\$78,482	\$79,162	\$79,844	\$80,525	\$81,208	\$81,889	\$82,572	\$83,253
7	\$76,478	\$78,865	\$79,546	\$80,228	\$80,909	\$81,591	\$82,273	\$82,951	\$83,634	\$84,315
8	\$77,546	\$79,930	\$80,614	\$81,293	\$81,976	\$82,657	\$83,337	\$84,021	\$84,700	\$85,381
9	\$78,609	\$80,995	\$81,675	\$82,356	\$83,038	\$83,719	\$84,403	\$85,082	\$85,764	\$86,446
10	\$79,675	\$82,060	\$82,742	\$83,421	\$84,104	\$84,787	\$85,468	\$86,148	\$86,829	\$87,510
11	\$80,739	\$83,123	\$83,806	\$84,487	\$85,169	\$85,850	\$86,531	\$87,211	\$87,894	\$88,574
12	\$81,802	\$84,188	\$84,870	\$85,550	\$86,235	\$86,914	\$87,596	\$88,276	\$88,956	\$89,639
13	\$82,868	\$85,253	\$85,935	\$86,616	\$87,297	\$87,979	\$88,661	\$89,342	\$90,023	\$90,702
14	\$83,938	\$86,322	\$87,005	\$87,685	\$88,368	\$89,049	\$89,731	\$90,411	\$91,095	\$91,774
15	\$85,009	\$87,394	\$88,075	\$88,755	\$89,437	\$90,116	\$90,797	\$91,483	\$92,163	\$92,844
16	\$86,075	\$88,460	\$89,141	\$89,822	\$90,502	\$91,183	\$91,863	\$92,549	\$93,230	\$93,909

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**  
**2021-2022 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	\$74,423	\$76,806	\$77,488	\$78,168	\$78,850	\$79,533	\$80,215	\$80,896	\$81,574	\$82,255
2	\$75,491	\$77,874	\$78,558	\$79,239	\$79,921	\$80,601	\$81,283	\$81,964	\$82,648	\$83,328
3	\$76,560	\$78,945	\$79,627	\$80,308	\$80,990	\$81,670	\$82,352	\$83,033	\$83,715	\$84,396
4	\$77,631	\$80,016	\$80,698	\$81,380	\$82,061	\$82,742	\$83,422	\$84,104	\$84,788	\$85,468
5	\$78,700	\$81,085	\$81,766	\$82,446	\$83,128	\$83,809	\$84,493	\$85,173	\$85,854	\$86,535
6	\$79,770	\$82,155	\$82,837	\$83,517	\$84,200	\$84,881	\$85,564	\$86,243	\$86,925	\$87,607
7	\$80,845	\$83,229	\$83,913	\$84,594	\$85,273	\$85,956	\$86,636	\$87,317	\$88,000	\$88,682
8	\$81,913	\$84,298	\$84,979	\$85,659	\$86,342	\$87,022	\$87,703	\$88,385	\$89,067	\$89,747
9	\$82,981	\$85,364	\$86,049	\$86,727	\$87,409	\$88,090	\$88,775	\$89,454	\$90,135	\$90,817
10	\$84,051	\$86,434	\$87,119	\$87,798	\$88,479	\$89,162	\$89,842	\$90,526	\$91,207	\$91,887
11	\$85,120	\$87,506	\$88,186	\$88,868	\$89,551	\$90,231	\$90,913	\$91,593	\$92,275	\$92,956
12	\$86,188	\$88,574	\$89,259	\$89,940	\$90,620	\$91,301	\$91,982	\$92,661	\$93,346	\$94,027
13	\$87,262	\$89,645	\$90,327	\$91,006	\$91,691	\$92,371	\$93,052	\$93,735	\$94,415	\$95,096
14	\$88,330	\$90,714	\$91,395	\$92,077	\$92,758	\$93,439	\$94,122	\$94,804	\$95,484	\$96,165
15	\$89,399	\$91,783	\$92,466	\$93,146	\$93,825	\$94,508	\$95,191	\$95,870	\$96,553	\$97,232
16	\$90,469	\$92,853	\$93,537	\$94,216	\$94,896	\$95,580	\$96,261	\$96,942	\$97,624	\$98,304

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**  
**2021-2022 Elementary Principal Salary Schedule (200 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$79,480	\$81,889	\$82,580	\$83,268	\$83,957	\$84,643	\$85,332	\$86,019	\$86,707	\$87,396
2	\$80,633	\$83,043	\$83,732	\$84,419	\$85,106	\$85,795	\$86,485	\$87,173	\$87,861	\$88,548
3	\$81,688	\$84,099	\$84,786	\$85,475	\$86,162	\$86,851	\$87,540	\$88,227	\$88,916	\$89,604
4	\$82,793	\$85,202	\$85,892	\$86,580	\$87,268	\$87,956	\$88,643	\$89,332	\$90,022	\$90,708
5	\$83,898	\$86,309	\$86,999	\$87,687	\$88,375	\$89,063	\$89,750	\$90,439	\$91,128	\$91,816
6	\$85,003	\$87,411	\$88,101	\$88,788	\$89,478	\$90,167	\$90,856	\$91,542	\$92,232	\$92,919
7	\$86,109	\$88,514	\$89,203	\$89,891	\$90,582	\$91,270	\$91,958	\$92,645	\$93,336	\$94,022
8	\$87,213	\$89,620	\$90,309	\$90,996	\$91,689	\$92,375	\$93,063	\$93,752	\$94,439	\$95,127
9	\$88,316	\$90,722	\$91,413	\$92,100	\$92,788	\$93,477	\$94,167	\$94,853	\$95,542	\$96,229
10	\$89,421	\$91,830	\$92,518	\$93,206	\$93,895	\$94,585	\$95,272	\$95,960	\$96,648	\$97,335
11	\$90,528	\$92,938	\$93,625	\$94,310	\$95,000	\$95,688	\$96,378	\$97,065	\$97,753	\$98,442
12	\$91,630	\$94,041	\$94,729	\$95,417	\$96,105	\$96,793	\$97,485	\$98,170	\$98,858	\$99,546
13	\$92,735	\$95,144	\$95,833	\$96,520	\$97,210	\$97,895	\$98,585	\$99,272	\$99,962	\$100,650
14	\$93,840	\$96,251	\$96,939	\$97,628	\$98,316	\$99,003	\$99,693	\$100,380	\$101,068	\$101,756
15	\$94,947	\$97,353	\$98,043	\$98,733	\$99,421	\$100,107	\$100,799	\$101,484	\$102,174	\$102,861
16	\$96,052	\$98,459	\$99,147	\$99,837	\$100,524	\$101,213	\$101,902	\$102,589	\$103,280	\$103,967

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**  
**2021-2022 Middle School Principal Salary Schedule (206 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$81,395	\$83,782	\$84,463	\$85,143	\$85,825	\$86,506	\$87,188	\$87,868	\$88,551	\$89,231
2	\$82,471	\$84,856	\$85,539	\$86,218	\$86,901	\$87,582	\$88,264	\$88,945	\$89,627	\$90,306
3	\$83,542	\$85,927	\$86,607	\$87,290	\$87,972	\$88,653	\$89,335	\$90,015	\$90,695	\$91,378
4	\$84,617	\$87,000	\$87,683	\$88,364	\$89,047	\$89,728	\$90,409	\$91,090	\$91,772	\$92,451
5	\$85,693	\$88,078	\$88,758	\$89,439	\$90,119	\$90,803	\$91,486	\$92,165	\$92,848	\$93,528
6	\$86,766	\$89,153	\$89,834	\$90,516	\$91,198	\$91,877	\$92,557	\$93,239	\$93,921	\$94,600
7	\$87,839	\$90,224	\$90,906	\$91,587	\$92,269	\$92,950	\$93,632	\$94,312	\$94,997	\$95,675
8	\$88,916	\$91,301	\$91,982	\$92,661	\$93,346	\$94,027	\$94,708	\$95,389	\$96,069	\$96,751
9	\$89,987	\$92,371	\$93,052	\$93,735	\$94,415	\$95,096	\$95,779	\$96,458	\$97,140	\$97,821
10	\$91,060	\$93,445	\$94,126	\$94,807	\$95,488	\$96,171	\$96,852	\$97,531	\$98,215	\$98,895
11	\$92,136	\$94,520	\$95,200	\$95,883	\$96,563	\$97,246	\$97,928	\$98,607	\$99,291	\$99,972
12	\$93,208	\$95,594	\$96,276	\$96,955	\$97,639	\$98,320	\$99,001	\$99,682	\$100,364	\$101,042
13	\$94,283	\$96,669	\$97,352	\$98,031	\$98,715	\$99,395	\$100,076	\$100,757	\$101,439	\$102,120
14	\$95,361	\$97,745	\$98,427	\$99,106	\$99,791	\$100,469	\$101,152	\$101,833	\$102,513	\$103,195
15	\$96,433	\$98,817	\$99,499	\$100,180	\$100,864	\$101,545	\$102,226	\$102,908	\$103,589	\$104,272
16	\$97,506	\$99,892	\$100,574	\$101,255	\$101,936	\$102,618	\$103,299	\$103,980	\$104,663	\$105,346

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**  
**2021-2022 High School Principal Salary Schedule (217 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$91,142	\$93,526	\$94,209	\$94,892	\$95,575	\$96,253	\$96,937	\$97,616	\$98,299	\$98,979
2	\$92,217	\$94,603	\$95,286	\$95,966	\$96,649	\$97,329	\$98,012	\$98,691	\$99,373	\$100,053
3	\$93,297	\$95,681	\$96,364	\$97,044	\$97,726	\$98,409	\$99,091	\$99,770	\$100,452	\$101,132
4	\$94,371	\$96,756	\$97,439	\$98,118	\$98,799	\$99,480	\$100,163	\$100,844	\$101,525	\$102,208
5	\$95,449	\$97,832	\$98,514	\$99,194	\$99,875	\$100,558	\$101,241	\$101,921	\$102,603	\$103,283
6	\$96,529	\$98,914	\$99,596	\$100,277	\$100,959	\$101,641	\$102,322	\$103,003	\$103,686	\$104,367
7	\$97,602	\$99,989	\$100,670	\$101,349	\$102,032	\$102,713	\$103,393	\$104,077	\$104,758	\$105,438
8	\$98,680	\$101,064	\$101,747	\$102,429	\$103,111	\$103,792	\$104,471	\$105,152	\$105,835	\$106,515
9	\$99,761	\$102,144	\$102,826	\$103,508	\$104,189	\$104,869	\$105,552	\$106,236	\$106,916	\$107,596
10	\$100,834	\$103,218	\$103,901	\$104,580	\$105,262	\$105,823	\$106,625	\$107,306	\$107,989	\$108,669
11	\$101,911	\$104,297	\$104,980	\$105,661	\$106,343	\$107,022	\$107,705	\$108,385	\$109,069	\$109,749
12	\$102,988	\$105,373	\$106,054	\$106,734	\$107,418	\$108,097	\$108,781	\$109,461	\$110,142	\$110,823
13	\$104,063	\$106,449	\$107,129	\$107,811	\$108,493	\$109,174	\$109,856	\$110,535	\$111,218	\$111,899
14	\$105,141	\$107,527	\$108,208	\$108,888	\$109,571	\$110,252	\$110,936	\$111,615	\$112,296	\$112,978
15	\$106,219	\$108,603	\$109,285	\$109,965	\$110,647	\$111,330	\$112,011	\$112,692	\$113,373	\$114,053
16	\$107,297	\$109,679	\$110,363	\$111,042	\$111,724	\$112,408	\$113,089	\$113,770	\$114,449	\$115,130

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**  
**2021-2022 Licensed Outdoor Program Manager Salary Schedule (242 Days)**  
**EXEMPT**

	BA	BA10	BA20	BA30	BA40	BA50/MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$76,638	\$77,296	\$77,954	\$78,612	\$79,270	\$79,928	\$80,586	\$81,244	\$81,902	\$82,560	\$83,218	\$83,876	\$84,534	\$67,951
2	\$77,708	\$78,366	\$79,024	\$79,682	\$80,340	\$80,998	\$81,656	\$82,314	\$82,972	\$83,630	\$84,288	\$84,946	\$85,604	\$69,035
3	\$78,778	\$79,436	\$80,094	\$80,752	\$81,410	\$82,068	\$82,726	\$83,384	\$84,042	\$84,700	\$85,358	\$86,016	\$86,674	\$70,124
4	\$79,848	\$80,506	\$81,164	\$81,822	\$82,480	\$83,138	\$83,796	\$84,454	\$85,112	\$85,770	\$86,428	\$87,086	\$87,744	\$71,202
5	\$80,918	\$81,576	\$82,234	\$82,892	\$83,550	\$84,208	\$84,866	\$85,524	\$86,182	\$86,840	\$87,498	\$88,156	\$88,814	\$72,285
6	\$81,988	\$82,646	\$83,304	\$83,962	\$84,620	\$85,278	\$85,936	\$86,594	\$87,252	\$87,910	\$88,568	\$89,226	\$89,884	\$73,363
7	\$83,058	\$83,716	\$84,374	\$85,032	\$85,690	\$86,348	\$87,006	\$87,664	\$88,322	\$88,980	\$89,638	\$90,296	\$90,954	\$74,441
8	\$84,128	\$84,786	\$85,444	\$86,102	\$86,760	\$87,418	\$88,076	\$88,734	\$89,392	\$90,050	\$90,708	\$91,366	\$92,024	\$75,525
9	\$85,198	\$85,856	\$86,514	\$87,172	\$87,830	\$88,488	\$89,146	\$89,804	\$90,462	\$91,120	\$91,778	\$92,436	\$93,094	\$76,607
10	\$86,268	\$86,926	\$87,584	\$88,242	\$88,900	\$89,558	\$90,216	\$90,874	\$91,532	\$92,190	\$92,848	\$93,506	\$94,164	\$77,686
11	\$87,338	\$87,996	\$88,654	\$89,312	\$89,970	\$90,628	\$91,286	\$91,944	\$92,602	\$93,260	\$93,918	\$94,576	\$95,234	\$78,767
12	\$88,408	\$89,066	\$89,724	\$90,382	\$91,040	\$91,698	\$92,356	\$93,014	\$93,672	\$94,330	\$94,988	\$95,646	\$96,304	\$79,849
13	\$89,478	\$90,136	\$90,794	\$91,452	\$92,110	\$92,768	\$93,426	\$94,084	\$94,742	\$95,400	\$96,058	\$96,716	\$97,374	\$80,930
14	\$90,548	\$91,206	\$91,864	\$92,522	\$93,180	\$93,838	\$94,496	\$95,154	\$95,812	\$96,470	\$97,128	\$97,786	\$98,444	\$82,016
15	\$91,618	\$92,276	\$92,934	\$93,592	\$94,250	\$94,908	\$95,566	\$96,224	\$96,882	\$97,540	\$98,198	\$98,856	\$99,514	\$83,102
16	\$92,688	\$93,346	\$94,004	\$94,662	\$95,320	\$95,978	\$96,636	\$97,294	\$97,952	\$98,610	\$99,268	\$99,926	\$100,584	\$84,185

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), Spring Break (2), 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**  
**2021-2022 Executive Director Salary Schedule (252 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	101,882	104,435	105,163	105,892	106,622	107,349	108,079	108,869	109,538	110,263
2	103,072	105,623	106,352	107,079	107,810	108,536	109,267	109,996	110,726	111,453
3	104,264	106,815	107,543	108,270	109,001	109,731	110,460	111,187	111,917	112,644
4	105,453	108,005	108,733	109,462	110,191	110,918	111,649	112,376	113,104	113,834
5	106,643	109,195	109,923	110,652	111,381	112,110	112,838	113,566	114,296	115,023
6	107,834	110,383	111,112	111,841	112,570	113,296	114,028	114,757	115,487	116,214
7	109,019	111,573	112,301	113,029	113,759	114,487	115,215	115,944	116,674	117,401
8	110,216	112,767	113,496	114,223	114,952	115,680	116,411	117,139	117,868	118,596
9	111,406	113,955	114,686	115,415	116,142	116,871	117,601	118,331	119,057	119,788
10	112,592	115,141	115,872	116,600	117,330	118,056	118,786	119,517	120,245	120,972
11	113,783	116,335	117,064	117,793	118,521	119,252	119,981	120,709	121,439	122,166
12	114,977	117,528	118,256	118,983	119,713	120,443	121,173	121,900	122,629	123,358
13	116,168	118,717	119,448	120,175	120,902	121,631	122,360	123,091	123,821	124,549
14	117,356	119,908	120,637	121,365	122,094	122,822	123,553	124,281	125,011	125,737
15	118,548	121,101	121,830	122,557	123,288	124,015	124,742	125,472	126,200	126,931
16	119,740	122,290	123,020	123,748	124,478	125,205	125,933	126,659	127,392	128,121

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), Spring Break (2), 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**  
**2021-2022 Licensed Director Salary Schedule (252 Days)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$95,244	\$97,630	\$98,310	\$98,992	\$99,675	\$100,354	\$101,037	\$101,776	\$102,400	\$103,079
2	\$96,356	\$98,741	\$99,423	\$100,102	\$100,785	\$101,464	\$102,147	\$102,829	\$103,511	\$104,191
3	\$97,470	\$99,855	\$100,536	\$101,215	\$101,899	\$102,581	\$103,262	\$103,942	\$104,625	\$105,304
4	\$98,582	\$100,967	\$101,648	\$102,330	\$103,011	\$103,691	\$104,375	\$105,054	\$105,735	\$106,416
5	\$99,694	\$102,080	\$102,760	\$103,442	\$104,124	\$104,805	\$105,486	\$106,166	\$106,849	\$107,529
6	\$100,808	\$103,191	\$103,872	\$104,554	\$105,235	\$105,914	\$106,598	\$107,280	\$107,962	\$108,642
7	\$101,916	\$104,303	\$104,984	\$105,664	\$106,347	\$107,027	\$107,708	\$108,390	\$109,071	\$109,751
8	\$103,034	\$105,419	\$106,101	\$106,781	\$107,462	\$108,143	\$108,825	\$109,506	\$110,188	\$110,868
9	\$104,147	\$106,529	\$107,213	\$107,895	\$108,574	\$109,256	\$109,939	\$110,620	\$111,300	\$111,983
10	\$105,255	\$107,639	\$108,322	\$109,003	\$109,685	\$110,364	\$111,046	\$111,729	\$112,410	\$113,090
11	\$106,369	\$108,755	\$109,437	\$110,118	\$110,799	\$111,481	\$112,163	\$112,844	\$113,526	\$114,206
12	\$107,485	\$109,870	\$110,551	\$111,230	\$111,913	\$112,595	\$113,277	\$113,957	\$114,639	\$115,320
13	\$108,598	\$110,981	\$111,665	\$112,345	\$113,024	\$113,706	\$114,387	\$115,070	\$115,753	\$116,433
14	\$109,709	\$112,095	\$112,776	\$113,457	\$114,138	\$114,819	\$115,503	\$116,183	\$116,865	\$117,545
15	\$110,824	\$113,210	\$113,892	\$114,571	\$115,255	\$115,934	\$116,614	\$117,297	\$117,977	\$118,660
16	\$111,938	\$114,322	\$115,004	\$115,684	\$116,367	\$117,047	\$117,727	\$118,406	\$119,092	\$119,773

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), Spring Break (2), 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**  
**2021-2022 District Office Salary Schedule**  
**EXEMPT**

	Dir Finance/ Dir HR 252	Dir of Facilities 260	Custodial Supervisor 260	Dir Nut Serv 252	Public Information Officer 220	Acct 252	IT Manager 252	Tech Coord 260	Admin Assistant 252
Step 1	\$82,812	\$85,441	\$48,956	\$65,424	\$62,143	\$67,047	\$82,812	\$52,545	\$47,450
Step 2	\$84,119	\$86,790	\$50,180	\$66,558	\$63,440	\$68,331	\$84,119	\$54,195	\$48,636
Step 3	\$85,425	\$88,137	\$51,893	\$67,692	\$64,737	\$69,611	\$85,425	\$55,846	\$50,296
Step 4	\$86,732	\$89,485	\$53,852	\$68,825	\$66,034	\$70,892	\$86,732	\$57,495	\$52,195
Step 5	\$88,040	\$90,835	\$55,809	\$69,959	\$67,331	\$72,174	\$88,040	\$59,146	\$54,092
Step 6	\$89,346	\$92,183	\$57,523	\$71,093	\$68,628	\$73,454	\$89,346	\$60,794	\$55,753
Step 7	\$90,654	\$93,532	\$59,236	\$72,227	\$69,924	\$74,739	\$90,654	\$62,443	\$57,413
Step 8	\$91,960	\$94,879	\$60,460	\$73,360	\$71,221	\$76,022	\$91,960	\$64,094	\$58,600
Step 9	\$93,267	\$96,228	\$61,685	\$74,494	\$72,518	\$77,306	\$93,267	\$65,745	\$59,787
Step 10	\$94,573	\$97,576	\$62,908	\$75,629	\$73,815	\$78,585	\$94,573	\$67,396	\$60,973
Step 11	\$95,880	\$98,923	\$64,132	\$77,101	\$75,112	\$79,867	\$95,880	\$69,047	\$62,159
Step 12	\$97,188	\$100,273	\$65,357	\$78,576	\$76,409	\$81,150	\$97,188	\$70,693	\$63,346
Step 13	\$98,494	\$101,621	\$66,580	\$80,048	\$77,706	\$82,431	\$98,494	\$72,345	\$64,531
Step 14	\$99,801	\$102,970	\$67,804	\$81,750	\$79,003	\$83,712	\$99,801	\$73,995	\$65,717
Step 15	\$101,109	\$104,318	\$69,028	\$83,564	\$80,299	\$84,991	\$101,109	\$75,646	\$66,904
Step 16	\$102,414	\$105,665	\$70,252	\$85,490	\$81,596	\$86,271	\$102,414	\$77,295	\$68,090

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

**BENEFITS:**

**Paid Holidays:**

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

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),  
New Years (1), Spring Break (2), 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**  
**2021-2022 Extracurricular Activities Pay Schedule**  
**EXEMPT**

	Category A Head Coach/Sponsor 9-12	Category B Head Coach/Sponsor 9-12	Category C Assistant Coach/Sponsor 9-12	Category D Assistant Coach/Sponsor 9-12	Category E Coach/Sponsor 9-12
	Football, Wrestling, Basketball, Volleyball, Baseball, Soccer, Track, Speech, *Instrumental	Swim, Golf, Climbing, Cross Country, Cheerleading, Tennis, Softball, Special Olympics, Publications, *Vocal Music, Lacrosse, Dance	Football, Wrestling, Basketball, Volleyball, Baseball, Soccer, Track, Speech, Weights, Drill	Swim, Golf, Climbing, Cross Country, Cheer, Tennis, Softball, *FBLA, *FFA, *FCCLA, *Skills USA, *TSA, Student Council, , Culinary/Catering, Knowledge Bowl, Lacrosse, Dance, Special Olympics	NHS, Major Performance, LULAC
Step 1	\$4,754	\$3,486	\$3,063	\$2,217	\$1,797
Step 2	\$4,867	\$3,598	\$3,177	\$2,330	\$1,909
Step 3	\$4,980	\$3,712	\$3,290	\$2,444	\$2,023
Step 4	\$5,093	\$3,825	\$3,403	\$2,557	\$2,136
Step 5	\$5,207	\$3,938	\$3,517	\$2,671	\$2,249
Step 6	\$5,320	\$4,052	\$3,629	\$2,785	\$2,362
Step 7	\$5,433	\$4,166	\$3,743	\$2,897	\$2,477
Step 8	\$5,548	\$4,279	\$3,856	\$3,011	\$2,590
Step 9	\$5,660	\$4,392	\$3,969	\$3,124	\$2,703
Step 10	\$5,774	\$4,506	\$4,084	\$3,238	\$2,817
Step 11	\$5,887	\$4,619	\$4,197	\$3,351	\$2,929
	Category F Head Coach/Sponsor 6-8	Category G Assistant Coach/Sponsor 6-8	Category H Assistant Coach/Sponsor 6-8	<p>All Coaches are expected to follow the RE-1J Athletic Procedures Manual.  Head coach placement based on Assistant coaching experience will  be awarded as two years of experience will equal one year experience as Head Coach.  Maximum step available on entering the schedule is Step 6</p> <p>* Activity does not require vacancy notice.</p>	
	Football, Volleyball, Basketball, Wrestling, Track, Cross Country	Football, Volleyball, Basketball, Wrestling, Track, Cross Country, *Instrumental Music	*Vocal Music, Yearbook, Student Council, Honor Society		
Step 1	\$1,842	\$1,667	\$1,245		
Step 2	\$1,927	\$1,751	\$1,301		
Step 3	\$2,012	\$1,837	\$1,358		
Step 4	\$2,096	\$1,922	\$1,415		
Step 5	\$2,182	\$2,007	\$1,471		
Step 6	\$2,266	\$2,092	\$1,528		
Step 7	\$2,352	\$2,178	\$1,585		
Step 8	\$2,436	\$2,262	\$1,642		
Step 9	\$2,521	\$2,348	\$1,697		
Step 10	\$2,606	\$2,432	\$1,754		
Step 11	\$2,692	\$2,517	\$1,811		

**Montrose County School District RE-1J**  
**2021-2022 ECC Salary Schedule**  
**Early Childhood Classified Teacher - EXEMPT - 183 Days**

	CDA	CDA +10	CDA +20	CDA+30/AA	AA +10	AA + 20	AA +30
Step 1	\$22,915	\$23,872	\$24,825	\$25,781	\$29,367	\$32,953	\$36,538
Step 2	\$23,720	\$24,660	\$25,601	\$26,542	\$30,292	\$34,038	\$37,790
Step 3	\$24,519	\$25,455	\$26,389	\$27,326	\$31,231	\$35,135	\$39,043
Step 4	\$25,320	\$26,255	\$27,188	\$28,122	\$32,174	\$36,225	\$40,278
Step 5	\$26,128	\$27,065	\$28,006	\$28,944	\$32,722	\$36,500	\$41,525
Step 6	\$26,659	\$27,709	\$28,757	\$29,806	\$33,298	\$36,788	\$41,525
Step 7	\$27,195	\$28,353	\$29,510	\$30,670	\$33,872	\$37,075	\$41,525
Step 8	\$27,727	\$29,010	\$30,291	\$31,572	\$34,474	\$37,375	\$41,525
Step 9	\$27,995	\$29,502	\$31,010	\$32,516	\$35,103	\$37,691	\$41,525
Step 10	\$28,262	\$30,002	\$31,743	\$33,481	\$35,747	\$38,013	\$41,525
Step 11	\$28,529	\$30,509	\$32,487	\$34,465	\$36,404	\$38,341	\$41,525
Step 12	\$29,535	\$31,513	\$33,494	\$35,472	\$37,075	\$38,677	\$41,525
Step 13	\$30,579	\$32,559	\$34,541	\$36,519	\$37,773	\$39,026	\$41,525
Step 14	\$31,659	\$33,642	\$35,624	\$37,607	\$38,497	\$39,389	\$41,525
Step 15	\$32,780	\$34,760	\$36,737	\$38,716	\$39,238	\$39,758	\$41,525
Step 16	\$33,483	\$35,535	\$37,588	\$39,640	\$39,943	\$40,245	\$41,525

**Outside experience credit:**

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

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

Years of  
experience    Enter step

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

**Insurance:**

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

**Bonus:**

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

**Montrose County School District RE-1J**  
**2021-2022 Early Childhood Coordinator Salary Schedule**  
**EXEMPT**

	Level 3 AA Diploma	Level 4 BA BS	Level 5 MA
Step 1	\$31,541	\$32,627	\$33,749
Step 2	\$32,429	\$33,542	\$34,697
Step 3	\$33,315	\$34,461	\$35,647
Step 4	\$34,207	\$35,384	\$36,605
Step 5	\$35,096	\$36,302	\$37,555
Step 6	\$35,690	\$36,918	\$38,192
Step 7	\$36,281	\$37,532	\$38,826
Step 8	\$36,873	\$38,146	\$39,462
Step 9	\$37,173	\$38,453	\$39,778
Step 10	\$37,468	\$38,760	\$40,094
Step 11	\$38,434	\$39,758	\$41,130
Step 12	\$39,405	\$40,764	\$42,172
Step 13	\$40,570	\$41,971	\$43,418
Step 14	\$41,772	\$43,214	\$44,707
Step 15	\$43,009	\$44,492	\$46,029
Step 16	\$43,794	\$45,307	\$47,394

Entering Years of Service - Actual years of service in any capacity apply, however, these must be actual years, and entry level cannot be considered as completed years of service. A maximum of 10 years of full-time related experience will be considered for placement.

**BENEFITS:**

**Paid holidays:**

9/10 Month Employee: 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**  
**2021-2022 Family Services Director (Headstart)**  
**EXEMPT**

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$72,678	\$75,063	\$75,744	\$76,423	\$77,105	\$77,787	\$78,470	\$79,151	\$79,830	\$80,511
2	\$73,769	\$76,157	\$76,839	\$77,518	\$78,201	\$78,881	\$79,565	\$80,243	\$80,927	\$81,608
3	\$74,865	\$77,250	\$77,932	\$78,613	\$79,291	\$79,975	\$80,656	\$81,337	\$82,019	\$82,700
4	\$75,960	\$78,345	\$79,026	\$79,707	\$80,390	\$81,068	\$81,752	\$82,434	\$83,114	\$83,796
5	\$77,048	\$79,436	\$80,118	\$80,799	\$81,481	\$82,161	\$82,842	\$83,522	\$84,205	\$84,885
6	\$78,146	\$80,530	\$81,210	\$81,893	\$82,575	\$83,257	\$83,938	\$84,619	\$85,301	\$85,984
7	\$79,241	\$81,628	\$82,309	\$82,991	\$83,672	\$84,352	\$85,036	\$85,714	\$86,398	\$87,078
8	\$80,333	\$82,715	\$83,397	\$84,078	\$84,761	\$85,441	\$86,125	\$86,806	\$87,489	\$88,170
9	\$81,426	\$83,810	\$84,494	\$85,175	\$85,854	\$86,536	\$87,218	\$87,898	\$88,582	\$89,262
10	\$82,524	\$84,906	\$85,590	\$86,269	\$86,951	\$87,632	\$88,314	\$88,997	\$89,678	\$90,358
11	\$83,612	\$85,998	\$86,680	\$87,363	\$88,044	\$88,725	\$89,407	\$90,086	\$90,769	\$91,450
12	\$84,708	\$87,091	\$87,773	\$88,455	\$89,137	\$89,818	\$90,498	\$91,179	\$91,860	\$92,540
13	\$85,802	\$88,188	\$88,871	\$89,551	\$90,233	\$90,913	\$91,594	\$92,277	\$92,958	\$93,641
14	\$86,898	\$89,282	\$89,964	\$90,646	\$91,328	\$92,009	\$92,690	\$93,369	\$94,051	\$94,731
15	\$87,991	\$90,378	\$91,058	\$91,739	\$92,422	\$93,102	\$93,784	\$94,465	\$95,145	\$95,827
16	\$89,085	\$91,470	\$92,152	\$92,832	\$93,515	\$94,195	\$94,877	\$95,559	\$96,240	\$96,919

**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**  
**2021-2022 Nutritional Services Salary Schedule**  
**NON-EXEMPT**

	Cooks	Manager 1-3	Warehouse Coordinator
Step 1	\$13.00	\$14.00	\$14.00
Step 2	\$13.20	\$14.35	\$14.35
Step 3	\$13.40	\$14.70	\$14.70
Step 4	\$13.60	\$15.05	\$15.05
Step 5	\$13.80	\$15.40	\$15.40
Step 6	\$14.00	\$15.75	\$15.75
Step 7	\$14.20	\$16.10	\$16.10
Step 8	\$14.40	\$16.45	\$16.45
Step 9	\$14.60	\$16.80	\$16.80
Step 10	\$14.80	\$17.15	\$17.15
Step 11	\$15.00	\$17.50	\$17.50
Step 12	\$15.20	\$17.85	\$17.85
Step 13	\$15.40	\$18.20	\$18.20
Step 14	\$15.60	\$18.55	\$18.55
Step 15	\$15.80	\$18.90	\$18.90
Step 16	\$16.00	\$19.25	\$19.25

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

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

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

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

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

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

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

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

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

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