

**Montrose County School District RE-1J**  
**2025-2026 Building Level Support Staff Salary Schedule**  
**NON EXEMPT**

	Media	Paras*	Health Tech*	Head Secretary	Support Secretary	Sign No A:EI	Sign A:EI	Sign A:EI+ITP	Sign A:EI+RID	SLPA	Instructional Assistant	Instructional Facilitator
Step 1	\$ 19.00	\$ 19.00	\$ 19.00	\$ 21.00	\$ 19.00	\$ 21.20	\$ 26.40	\$ 32.20	\$ 37.55	\$ 30.67	\$ 19.00	\$ 25.01
Step 2	\$ 19.40	\$ 19.40	\$ 19.40	\$ 21.45	\$ 19.40	\$ 22.39	\$ 27.61	\$ 33.46	\$ 38.76	\$ 31.20	\$ 19.40	\$ 25.01
Step 3	\$ 19.80	\$ 19.80	\$ 19.80	\$ 21.90	\$ 19.80	\$ 23.61	\$ 28.85	\$ 34.71	\$ 39.98	\$ 31.72	\$ 19.80	\$ 25.01
Step 4	\$ 20.20	\$ 20.20	\$ 20.20	\$ 22.35	\$ 20.20	\$ 23.61	\$ 30.06	\$ 35.93	\$ 41.24	\$ 32.28	\$ 20.20	\$ 25.01
Step 5	\$ 20.60	\$ 20.60	\$ 20.60	\$ 22.80	\$ 20.60	\$ 23.61	\$ 31.27	\$ 37.16	\$ 42.48	\$ 32.80	\$ 20.60	\$ 25.01
Step 6	\$ 21.00	\$ 21.00	\$ 21.00	\$ 23.25	\$ 21.00	\$ 23.61	\$ 32.47	\$ 38.40	\$ 43.73	\$ 33.33	\$ 21.00	\$ 25.01
Step 7	\$ 21.40	\$ 21.40	\$ 21.40	\$ 23.70	\$ 21.40	\$ 23.61	\$ 33.71	\$ 39.66	\$ 44.95	\$ 33.87	\$ 21.40	\$ 25.01
Step 8	\$ 21.80	\$ 21.80	\$ 21.80	\$ 24.15	\$ 21.80	\$ 23.61	\$ 34.93	\$ 40.89	\$ 46.19	\$ 34.41	\$ 21.80	\$ 25.01
Step 9	\$ 22.20	\$ 22.20	\$ 22.20	\$ 24.60	\$ 22.20	\$ 23.61	\$ 36.14	\$ 42.15	\$ 47.44	\$ 34.93	\$ 22.20	\$ 25.01
Step 10	\$ 22.60	\$ 22.60	\$ 22.60	\$ 25.06	\$ 22.60	\$ 23.61	\$ 37.36	\$ 43.36	\$ 48.64	\$ 35.47	\$ 22.60	\$ 25.01
Step 11	\$ 23.00	\$ 23.00	\$ 23.00	\$ 25.53	\$ 23.00	\$ 23.61	\$ 38.57	\$ 44.59	\$ 49.88	\$ 35.99	\$ 23.00	\$ 25.01
Step 12	\$ 23.40	\$ 23.40	\$ 23.40	\$ 26.00	\$ 23.40	\$ 23.61	\$ 39.78	\$ 45.83	\$ 51.16	\$ 36.54	\$ 23.40	\$ 25.01
Step 13	\$ 23.80	\$ 23.80	\$ 23.80	\$ 26.47	\$ 23.80	\$ 23.61	\$ 39.78	\$ 45.83	\$ 51.16	\$ 37.07	\$ 23.80	\$ 25.01
Step 14	\$ 24.20	\$ 24.20	\$ 24.20	\$ 26.94	\$ 24.20	\$ 23.61	\$ 39.78	\$ 45.83	\$ 51.16	\$ 37.61	\$ 24.20	\$ 25.01
Step 15	\$ 24.60	\$ 24.60	\$ 24.60	\$ 27.40	\$ 24.60	\$ 23.61	\$ 39.78	\$ 45.83	\$ 51.16	\$ 38.13	\$ 24.60	\$ 25.01
Step 16	\$ 25.01	\$ 25.01	\$ 25.01	\$ 27.87	\$ 25.01	\$ 23.61	\$ 40.73	\$ 46.82	\$ 52.12	\$ 38.67	\$ 25.01	\$ 25.01

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) (Eligibility: Health Tech, AN, SSN, DCC paraprofessionals)

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**  
**2025-2026 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	**Carpenter, **Locksmith	Transportation Coord, Warehouse Coord, **Supervisor of Grounds	Irrigation Technician
Step 1	\$ 18.50	\$ 24.47	\$ 29.59	\$ 20.00	\$ 19.25	\$ 20.16	\$ 25.91	\$ 24.38	\$ 27.67	\$ 20.16
Step 2	\$ 18.80	\$ 25.23	\$ 30.32	\$ 20.35	\$ 19.66	\$ 20.97	\$ 26.72	\$ 25.11	\$ 28.22	\$ 20.53
Step 3	\$ 19.10	\$ 26.06	\$ 31.05	\$ 20.70	\$ 20.08	\$ 21.72	\$ 27.51	\$ 25.84	\$ 28.77	\$ 20.89
Step 4	\$ 19.40	\$ 26.83	\$ 31.78	\$ 21.05	\$ 20.50	\$ 22.50	\$ 28.31	\$ 26.57	\$ 29.35	\$ 21.26
Step 5	\$ 19.70	\$ 27.61	\$ 32.51	\$ 21.40	\$ 20.91	\$ 23.24	\$ 29.12	\$ 27.30	\$ 29.94	\$ 21.62
Step 6	\$ 20.00	\$ 28.40	\$ 33.24	\$ 21.75	\$ 21.33	\$ 24.04	\$ 30.03	\$ 28.03	\$ 30.54	\$ 21.99
Step 7	\$ 20.30	\$ 29.21	\$ 33.97	\$ 22.10	\$ 21.75	\$ 24.80	\$ 30.87	\$ 28.76	\$ 31.12	\$ 22.35
Step 8	\$ 20.60	\$ 30.01	\$ 34.70	\$ 22.45	\$ 22.16	\$ 25.58	\$ 31.76	\$ 29.49	\$ 31.76	\$ 22.72
Step 9	\$ 20.90	\$ 30.78	\$ 35.43	\$ 22.80	\$ 22.58	\$ 26.27	\$ 32.77	\$ 30.22	\$ 32.41	\$ 23.08
Step 10	\$ 21.20	\$ 31.55	\$ 36.16	\$ 23.15	\$ 23.00	\$ 27.07	\$ 33.71	\$ 30.95	\$ 33.06	\$ 23.45
Step 11	\$ 21.50	\$ 32.36	\$ 36.89	\$ 23.50	\$ 23.41	\$ 27.77	\$ 34.74	\$ 31.68	\$ 33.73	\$ 23.81
Step 12	\$ 21.80	\$ 33.18	\$ 37.62	\$ 23.85	\$ 23.83	\$ 28.57	\$ 35.72	\$ 32.41	\$ 34.41	\$ 24.17
Step 13	\$ 22.10	\$ 33.97	\$ 38.35	\$ 24.20	\$ 24.25	\$ 29.35	\$ 36.86	\$ 33.14	\$ 35.08	\$ 24.54
Step 14	\$ 22.40	\$ 34.75	\$ 39.08	\$ 24.55	\$ 24.66	\$ 30.15	\$ 37.84	\$ 33.87	\$ 35.77	\$ 24.90
Step 15	\$ 22.70	\$ 35.56	\$ 39.81	\$ 24.90	\$ 25.08	\$ 30.92	\$ 38.91	\$ 34.60	\$ 36.49	\$ 25.27
Step 16	\$ 23.00	\$ 36.34	\$ 40.54	\$ 25.27	\$ 25.50	\$ 31.70	\$ 39.83	\$ 35.33	\$ 37.13	\$ 25.63

\* 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

**Montrose County School District RE-1J**  
**2025-2026 Facilities, Technology and Transportation Level Support Salary Schedule**

**NON-EXEMPT**

Crew Leaders supervising 13-17 custodians will receive an additional \$3.00 per hour

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

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

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

Qualifications include but are not limited to:

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

**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**  
**2025-2026 District Office Salary Schedule**  
**NON EXEMPT**

	AA to Superintendent	AA to Director	Payroll Manager /HR/Risk Manager	Grant Fund Data/Fam Outreach	Warehouse	Comm Coord, Database Tech	AP Coordinator	Receptionist	Accts Payable/Staff Acct
Step 1	\$ 29.28	\$ 26.44	\$ 31.91	\$ 19.64	\$ 17.06	\$ 31.03	\$ 26.44	\$19.00	\$31.39
Step 2	\$ 29.97	\$ 27.11	\$ 32.78	\$ 20.59	\$ 17.84	\$ 31.80	\$ 27.11	\$19.40	\$32.01
Step 3	\$ 30.69	\$ 27.77	\$ 33.66	\$ 21.62	\$ 18.79	\$ 32.61	\$ 27.77	\$19.80	\$32.66
Step 4	\$ 31.37	\$ 28.47	\$ 34.56	\$ 22.57	\$ 19.70	\$ 33.41	\$ 28.47	\$20.20	\$33.31
Step 5	\$ 32.08	\$ 29.12	\$ 35.47	\$ 23.57	\$ 20.68	\$ 34.19	\$ 29.12	\$20.60	\$33.99
Step 6	\$ 32.80	\$ 29.79	\$ 36.36	\$ 24.52	\$ 21.66	\$ 34.97	\$ 29.79	\$21.00	\$34.67
Step 7	\$ 33.51	\$ 30.48	\$ 37.24	\$ 25.52	\$ 22.61	\$ 35.77	\$ 30.48	\$21.40	\$35.26
Step 8	\$ 34.20	\$ 31.19	\$ 38.14	\$ 26.46	\$ 23.60	\$ 36.56	\$ 31.19	\$21.80	\$35.86
Step 9	\$ 34.90	\$ 31.80	\$ 39.03	\$ 27.50	\$ 24.60	\$ 37.32	\$ 31.80	\$22.20	\$36.47
Step 10	\$ 35.62	\$ 32.47	\$ 39.93	\$ 28.42	\$ 25.58	\$ 38.13	\$ 32.47	\$22.60	\$37.07
Step 11	\$ 36.31	\$ 33.14	\$ 40.83	\$ 29.37	\$ 26.54	\$ 38.95	\$ 33.14	\$23.00	\$37.70
Step 12	\$ 37.01	\$ 33.77	\$ 41.72	\$ 30.41	\$ 27.54	\$ 39.71	\$ 33.77	\$23.40	\$38.36
Step 13	\$ 37.71	\$ 34.44	\$ 42.62	\$ 31.35	\$ 28.51	\$ 40.49	\$ 34.44	\$23.80	\$39.02
Step 14	\$ 38.42	\$ 35.09	\$ 43.50	\$ 32.03	\$ 29.48	\$ 41.29	\$ 35.09	\$24.20	\$39.68
Step 15	\$ 39.14	\$ 35.79	\$ 44.40	\$ 32.63	\$ 30.46	\$ 42.10	\$ 35.79	\$24.60	\$40.34
Step 16	\$ 39.84	\$ 36.44	\$ 45.30	\$ 33.56	\$ 31.41	\$ 42.89	\$ 36.44	\$25.01	\$41.00

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**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:**

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**Insurance:**

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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,
- 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**  
**2025-2026 District Office Salary Schedule**  
**EXEMPT**

	<b>Custodial Supervisor 260</b>	<b>Dir Nut Serv 252</b>	<b>Public Information Officer 200</b>	<b>Manager/ Supervisor/ Accountant 252</b>	<b>Tech Coord 252</b>	<b>Controller 252</b>	<b>Admin Assistant 252</b>
<b>Step 1</b>	\$ 79,273	\$ 82,537	\$ 71,404	\$ 78,537	\$ 66,289	\$ 90,801	\$ 60,980
<b>Step 2</b>	\$ 80,846	\$ 83,966	\$ 72,894	\$ 80,329	\$ 68,371	\$ 92,597	\$ 62,504
<b>Step 3</b>	\$ 82,418	\$ 85,398	\$ 74,384	\$ 82,121	\$ 70,453	\$ 94,394	\$ 64,638
<b>Step 4</b>	\$ 83,994	\$ 86,827	\$ 75,875	\$ 83,912	\$ 72,534	\$ 96,190	\$ 67,078
<b>Step 5</b>	\$ 85,564	\$ 88,257	\$ 77,365	\$ 85,705	\$ 74,617	\$ 97,989	\$ 69,515
<b>Step 6</b>	\$ 87,137	\$ 89,688	\$ 78,855	\$ 87,497	\$ 76,694	\$ 99,785	\$ 71,651
<b>Step 7</b>	\$ 88,712	\$ 91,119	\$ 80,345	\$ 89,289	\$ 78,776	\$ 101,581	\$ 73,784
<b>Step 8</b>	\$ 90,283	\$ 92,547	\$ 81,833	\$ 91,080	\$ 80,858	\$ 103,378	\$ 75,311
<b>Step 9</b>	\$ 91,853	\$ 93,979	\$ 83,324	\$ 92,872	\$ 82,941	\$ 105,175	\$ 76,834
<b>Step 10</b>	\$ 93,423	\$ 95,410	\$ 84,815	\$ 94,665	\$ 85,024	\$ 106,972	\$ 78,358
<b>Step 11</b>	\$ 94,993	\$ 97,268	\$ 86,304	\$ 96,457	\$ 87,107	\$ 108,769	\$ 79,883
<b>Step 12</b>	\$ 96,563	\$ 99,129	\$ 87,795	\$ 98,248	\$ 89,184	\$ 110,566	\$ 81,408
<b>Step 13</b>	\$ 98,133	\$ 100,985	\$ 89,286	\$ 100,040	\$ 91,267	\$ 112,363	\$ 82,932
<b>Step 14</b>	\$ 99,703	\$ 103,132	\$ 90,775	\$ 101,833	\$ 93,350	\$ 114,159	\$ 84,455
<b>Step 15</b>	\$ 101,273	\$ 105,421	\$ 92,265	\$ 103,625	\$ 95,433	\$ 115,956	\$ 85,982
<b>Step 16</b>	\$ 102,843	\$ 107,850	\$ 93,754	\$ 105,416	\$ 97,512	\$ 117,752	\$ 87,505

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**  
**2025-2026 Early Childhood/Preschool Salary Schedule**  
**Early Childhood Classified Teacher - EXEMPT - 183 Days**

	CDA	CDA +10	CDA +20	CDA+30/AA	AA +10	AA + 20	AA +30
<b>Step 1</b>	\$ 28,908	\$ 30,116	\$ 31,317	\$ 32,525	\$ 37,048	\$ 41,572	\$ 46,095
<b>Step 2</b>	\$ 29,924	\$ 31,110	\$ 32,298	\$ 33,484	\$ 38,214	\$ 42,941	\$ 47,674
<b>Step 3</b>	\$ 30,932	\$ 32,112	\$ 33,291	\$ 34,472	\$ 39,400	\$ 44,326	\$ 49,254
<b>Step 4</b>	\$ 31,944	\$ 33,121	\$ 34,300	\$ 35,477	\$ 40,589	\$ 45,700	\$ 50,813
<b>Step 5</b>	\$ 32,962	\$ 34,145	\$ 35,331	\$ 36,515	\$ 41,281	\$ 46,047	\$ 52,386
<b>Step 6</b>	\$ 33,633	\$ 34,957	\$ 36,278	\$ 37,602	\$ 42,007	\$ 46,411	\$ 52,910
<b>Step 7</b>	\$ 34,308	\$ 35,770	\$ 37,229	\$ 38,693	\$ 42,731	\$ 46,772	\$ 53,439
<b>Step 8</b>	\$ 34,980	\$ 36,598	\$ 38,213	\$ 39,830	\$ 43,492	\$ 47,151	\$ 53,492
<b>Step 9</b>	\$ 35,318	\$ 37,219	\$ 39,121	\$ 41,020	\$ 44,284	\$ 47,550	\$ 53,492
<b>Step 10</b>	\$ 35,655	\$ 37,849	\$ 40,046	\$ 42,239	\$ 45,097	\$ 47,956	\$ 53,492
<b>Step 11</b>	\$ 35,992	\$ 38,490	\$ 40,984	\$ 43,480	\$ 45,926	\$ 48,370	\$ 53,492
<b>Step 12</b>	\$ 37,260	\$ 39,755	\$ 42,255	\$ 44,750	\$ 46,772	\$ 48,793	\$ 53,492
<b>Step 13</b>	\$ 38,577	\$ 41,075	\$ 43,575	\$ 46,070	\$ 47,653	\$ 49,233	\$ 53,492
<b>Step 14</b>	\$ 39,940	\$ 42,442	\$ 44,943	\$ 47,443	\$ 48,567	\$ 49,692	\$ 53,492
<b>Step 15</b>	\$ 41,354	\$ 43,853	\$ 46,346	\$ 48,842	\$ 49,501	\$ 50,157	\$ 53,492
<b>Step 16</b>	\$ 42,241	\$ 44,830	\$ 47,419	\$ 50,009	\$ 50,391	\$ 50,772	\$ 53,492

Outside experience credit:	Years of experience	Enter step
A maximum of eleven 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
<b>Insurance:</b>	3	4
District will pay a portion of the employee's premium.	4	5
	5	6
<b>Bonus:</b>	6	7
After 15 continuous years in district contracted service = \$400 Bonus Payment Each Year. Actual years of	7	8
service in any capacity apply, however, these must be actual years and entry level cannot be considered as	8	9
completed years of service.	9	10
	10	11
BA (Bachelor's degree) - Additional \$1,500	11	12

**Montrose County School District RE-1J**  
**2025-2026 Early Childhood /Preschool Building Level Support Staff**  
**Salary Schedule**  
**NON-EXEMPT**

	<b>Previous Coord. Asst.</b>	<b>Data Tech</b>	<b>New ECC Coord Asst.</b>	<b>Para</b>	<b>Support Secretary</b>	<b>Head Secretary</b>	<b>Admin Asst.</b>
<b>Step 1</b>	\$ 23.54	\$ 18.24	\$ 19.33	\$ 19.00	\$ 19.00	\$ 21.00	\$ 25.29
<b>Step 2</b>	\$ 24.23	\$ 18.76	\$ 20.03	\$ 19.40	\$ 19.40	\$ 21.45	\$ 26.03
<b>Step 3</b>	\$ 24.85	\$ 19.28	\$ 20.69	\$ 19.80	\$ 19.80	\$ 21.90	\$ 26.74
<b>Step 4</b>	\$ 25.55	\$ 19.80	\$ 21.34	\$ 20.20	\$ 20.20	\$ 22.35	\$ 27.46
<b>Step 5</b>	\$ 26.19	\$ 20.32	\$ 22.01	\$ 20.60	\$ 20.60	\$ 22.80	\$ 28.17
<b>Step 6</b>	\$ 26.69	\$ 20.84	\$ 22.58	\$ 21.00	\$ 21.00	\$ 23.25	\$ 28.62
<b>Step 7</b>	\$ 27.09	\$ 21.36	\$ 23.12	\$ 21.40	\$ 21.40	\$ 23.70	\$ 29.10
<b>Step 8</b>	\$ 27.54	\$ 21.88	\$ 23.66	\$ 21.80	\$ 21.80	\$ 24.15	\$ 29.58
<b>Step 9</b>	\$ 27.76	\$ 22.40	\$ 24.08	\$ 22.20	\$ 22.20	\$ 24.60	\$ 29.80
<b>Step 10</b>	\$ 27.95	\$ 22.92	\$ 24.54	\$ 22.60	\$ 22.60	\$ 25.06	\$ 30.06
<b>Step 11</b>	\$ 28.70	\$ 23.45	\$ 25.21	\$ 23.00	\$ 23.00	\$ 25.53	\$ 30.84
<b>Step 12</b>	\$ 29.45	\$ 23.97	\$ 25.90	\$ 23.40	\$ 23.40	\$ 26.00	\$ 31.62
<b>Step 13</b>	\$ 30.17	\$ 24.49	\$ 26.61	\$ 23.80	\$ 23.80	\$ 26.47	\$ 32.54
<b>Step 14</b>	\$ 30.90	\$ 25.01	\$ 27.29	\$ 24.20	\$ 24.20	\$ 26.94	\$ 33.52
<b>Step 15</b>	\$ 31.59	\$ 25.53	\$ 27.98	\$ 24.60	\$ 24.60	\$ 27.40	\$ 34.50
<b>Step 16</b>	\$ 32.16	\$ 26.05	\$ 28.61	\$ 25.01	\$ 25.01	\$ 27.87	\$ 35.15

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**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.

**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**  
**2025-2026 Early Childhood/Preschool Coordinator Salary Schedule**  
**EXEMPT**

	<b>Level 3 AA Diploma</b>	<b>Level 4 BA BS</b>	<b>Level 5 MA</b>
<b>Step 1</b>	\$ 39,790	\$ 41,160	\$ 42,576
<b>Step 2</b>	\$ 40,912	\$ 42,316	\$ 43,772
<b>Step 3</b>	\$ 42,029	\$ 43,475	\$ 44,970
<b>Step 4</b>	\$ 43,154	\$ 44,640	\$ 46,179
<b>Step 5</b>	\$ 44,276	\$ 45,797	\$ 47,379
<b>Step 6</b>	\$ 45,026	\$ 46,573	\$ 48,182
<b>Step 7</b>	\$ 45,771	\$ 47,350	\$ 48,981
<b>Step 8</b>	\$ 46,518	\$ 48,123	\$ 49,785
<b>Step 9</b>	\$ 46,896	\$ 48,510	\$ 50,183
<b>Step 10</b>	\$ 47,268	\$ 48,899	\$ 50,581
<b>Step 11</b>	\$ 48,486	\$ 50,157	\$ 51,887
<b>Step 12</b>	\$ 49,712	\$ 51,427	\$ 53,202
<b>Step 13</b>	\$ 51,181	\$ 52,948	\$ 54,774
<b>Step 14</b>	\$ 52,698	\$ 54,517	\$ 56,401
<b>Step 15</b>	\$ 54,259	\$ 56,129	\$ 58,069
<b>Step 16</b>	\$ 55,249	\$ 57,158	\$ 59,790

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 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**  
**2025-2026 Nutritional Services Salary Schedule**  
**NON-EXEMPT**

	<b>Cooks</b>	<b>Manager 1-3</b>	<b>Manager 10+</b>	<b>Warehouse Coordinator</b>
<b>Step 1</b>	\$ 18.50	\$ 20.00	\$ 0.26	\$ 19.50
<b>Step 2</b>	\$ 18.80	\$ 20.40	\$ 0.26	\$ 19.90
<b>Step 3</b>	\$ 19.10	\$ 20.80	\$ 0.26	\$ 20.30
<b>Step 4</b>	\$ 19.40	\$ 21.20	\$ 0.26	\$ 20.70
<b>Step 5</b>	\$ 19.70	\$ 21.60	\$ 0.26	\$ 21.10
<b>Step 6</b>	\$ 20.00	\$ 22.00	\$ 0.26	\$ 21.50
<b>Step 7</b>	\$ 20.30	\$ 22.40	\$ 0.26	\$ 21.90
<b>Step 8</b>	\$ 20.60	\$ 22.80	\$ 0.26	\$ 22.30
<b>Step 9</b>	\$ 20.90	\$ 23.20	\$ 0.26	\$ 22.70
<b>Step 10</b>	\$ 21.20	\$ 23.60	\$ 0.26	\$ 23.10
<b>Step 11</b>	\$ 21.50	\$ 24.00	\$ 0.26	\$ 23.50
<b>Step 12</b>	\$ 21.80	\$ 24.40	\$ 0.26	\$ 23.90
<b>Step 13</b>	\$ 22.10	\$ 24.80	\$ 0.26	\$ 24.30
<b>Step 14</b>	\$ 22.40	\$ 25.22	\$ 0.26	\$ 24.70
<b>Step 15</b>	\$ 22.70	\$ 25.63	\$ 0.26	\$ 25.10
<b>Step 16</b>	\$ 23.00	\$ 26.05	\$ 0.26	\$ 25.53

**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.

**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.

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.

**Montrose County School District RE-1J**  
**2025-2026 Extracurricular Activities Pay Schedule**  
**EXEMPT**

	<b>Category A - Head Coach/ Team 9-12</b>	<b>Category B - Head Coach/ Team 9-12</b>	<b>Category C - Asst. Coach/Team 9-12</b>	<b>Category D - Asst Coach/Team 9-12</b>	<b>Category E - Teams 9-12</b>	<b>Category F - Head Coach/Team 6-8</b>	<b>Category G - Asst Coach/Team 6-8</b>	<b>Category H - Coach/Teams 6-8</b>
	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, * HOSA, Student Council, Culinary/Catering, Knowledge Bowl, Lacrosse, Dance, Special Olympics	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
<b>Step 1</b>	\$5,998	\$4,397	\$3,865	\$2,797	\$2,267	\$2,324	\$2,103	\$1,571
<b>Step 2</b>	\$6,142	\$4,539	\$4,009	\$2,939	\$2,408	\$2,432	\$2,209	\$1,641
<b>Step 3</b>	\$6,282	\$4,683	\$4,150	\$3,084	\$2,552	\$2,538	\$2,318	\$1,714
<b>Step 4</b>	\$6,425	\$4,826	\$4,294	\$3,226	\$2,695	\$2,644	\$2,425	\$1,785
<b>Step 5</b>	\$6,569	\$4,968	\$4,438	\$3,371	\$2,837	\$2,753	\$2,532	\$1,855
<b>Step 6</b>	\$6,712	\$5,112	\$4,578	\$3,514	\$2,979	\$2,858	\$2,639	\$1,928
<b>Step 7</b>	\$6,853	\$5,256	\$4,723	\$3,654	\$3,125	\$2,968	\$2,747	\$2,001
<b>Step 8</b>	\$6,999	\$5,399	\$4,864	\$3,798	\$3,268	\$3,073	\$2,854	\$2,071
<b>Step 9</b>	\$7,140	\$5,541	\$5,007	\$3,941	\$3,409	\$3,180	\$2,961	\$2,140
<b>Step 10</b>	\$7,284	\$5,684	\$5,152	\$4,084	\$3,554	\$3,288	\$3,069	\$2,212
<b>Step 11</b>	\$7,427	\$5,828	\$5,294	\$4,227	\$3,695	\$3,396	\$3,175	\$2,284

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.