

**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 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 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
<b>Insurance:</b>	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
<b>Bonus:</b>	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 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

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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:**

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.

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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 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 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.