

**Montezuma-Cortez School District RE-1
Principal/Administrator Salary Schedule**

Responsibility Factor \$1,000	Assistant Principal Athletic Directors MA	Responsibility Factor \$2,000	Dir of Curr/ ESS Director/ Elementary Principal MA	Responsibility Factor \$3,000	Middle School Principal MA	Responsibility Factor \$4,000	Dir of Human Resources/ High School Principal MA	Responsibility Factor \$4,000	Assist Superintendent/ Financial Officer MA	
Step 0	58,813	Step 0	59,935	Step 0	67,162	Step 0	68,397	Step 0	80,832	
Step 1	59,853	Step 1	60,995	Step 1	68,351	Step 1	69,609	Step 1	82,265	1,433
Step 2	60,893	Step 2	62,055	Step 2	69,540	Step 2	70,821	Step 2	83,698	1,433
Step 3	61,933	Step 3	63,115	Step 3	70,729	Step 3	72,033	Step 3	85,131	1,433
Step 4	62,973	Step 4	64,175	Step 4	71,918	Step 4	73,245	Step 4	86,564	1,433
Step 5	64,013	Step 5	65,235	Step 5	73,107	Step 5	74,457	Step 5	87,997	1,433
Step 6	65,053	Step 6	66,295	Step 6	74,296	Step 6	75,669	Step 6	89,430	1,433
Step 7	66,093	Step 7	67,355	Step 7	75,485	Step 7	76,881	Step 7	90,863	1,433
Step 8	67,133	Step 8	68,415	Step 8	76,674	Step 8	78,093	Step 8	92,296	1,433
Step 9	68,173	Step 9	69,475	Step 9	77,863	Step 9	79,305	Step 9	93,729	1,433
Step 10	69,213	Step 10	70,535	Step 10	79,052	Step 10	80,517	Step 10	95,162	1,433
Step 11	70,253	Step 11	71,595	Step 11	80,241	Step 11	81,729	Step 11	96,595	1,433
Step 12	71,293	Step 12	72,655	Step 12	81,430	Step 12	82,941	Step 12	98,028	1,433
Step 13	72,333	Step 13	73,715	Step 13	82,619	Step 13	84,153	Step 13	99,461	1,433
Step 14	73,373	Step 14	74,775	Step 14	83,808	Step 14	85,365	Step 14	100,894	1,433
Step 15	74,413	Step 15	75,835	Step 15	84,997	Step 15	86,577	Step 15	102,327	1,433
Step 16	75,453	Step 16	76,895	Step 16	86,186	Step 16	87,789	Step 16	103,760	1,433
Step 17	76,493	Step 17	77,955	Step 17	87,375	Step 17	89,001	Step 17	105,193	1,433
Step 18	77,533	Step 18	79,015	Step 18	88,564	Step 18	90,213	Step 18	106,626	1,433
Step 19	78,573	Step 19	80,075	Step 19	89,753	Step 19	91,425	Step 19	108,059	1,433
Step 20	79,613	Step 20	81,135	Step 20	90,942	Step 20	92,637	Step 20	109,492	1,433
	10 month		10 month		11 month		11 month		12 month	

Years of Experience	Step	Years of Experience	Step
0	0	6	6
1	1	7	7
2	2	8	8
3	3	9	9
4	4	Over 9 yrs	10
5	5		

Adopted: May 7, 2013

Effective: 2013-2014 School Year

Years of experience are given for licensed administrative experience only for principal/assistance principal salary schedules.

**Montezuma-Cortez School District RE-1
Teachers' Salary Schedule**

# of days	179															
STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA	MA+15	MA+30	MA+45				
0	\$	29,250	\$	30,048	\$	30,850	\$	31,665	\$	33,474	\$	34,276	\$	35,077	\$	35,881
1	\$	30,019	\$	30,817	\$	31,619	\$	32,434	\$	34,243	\$	35,045	\$	35,846	\$	36,650
2	\$	30,788	\$	31,586	\$	32,388	\$	33,203	\$	35,012	\$	35,814	\$	36,615	\$	37,419
3	\$	31,557	\$	32,355	\$	33,157	\$	33,972	\$	35,781	\$	36,583	\$	37,384	\$	38,188
4	\$	32,326	\$	33,124	\$	33,926	\$	34,741	\$	36,550	\$	37,352	\$	38,153	\$	38,957
5	\$	33,095	\$	33,893	\$	34,695	\$	35,510	\$	37,319	\$	38,121	\$	38,922	\$	39,726
6	\$	33,864	\$	34,662	\$	35,464	\$	36,279	\$	38,088	\$	38,890	\$	39,691	\$	40,495
7	\$	34,633	\$	35,431	\$	36,233	\$	37,048	\$	38,857	\$	39,659	\$	40,460	\$	41,264
8	\$	35,402	\$	36,200	\$	37,002	\$	37,817	\$	39,626	\$	40,428	\$	41,229	\$	42,033
9	\$	36,171	\$	36,969	\$	37,771	\$	38,586	\$	40,395	\$	41,197	\$	41,998	\$	42,802
10			\$	37,738	\$	38,540	\$	39,355	\$	41,164	\$	41,966	\$	42,767	\$	43,571
11			\$	38,507	\$	39,309	\$	40,124	\$	41,933	\$	42,735	\$	43,536	\$	44,340
12			\$	39,276	\$	40,078	\$	40,893	\$	42,702	\$	43,504	\$	44,305	\$	45,109
13					\$	40,847	\$	41,662	\$	43,471	\$	44,273	\$	45,074	\$	45,878
14					\$	41,616	\$	42,431	\$	44,240	\$	45,042	\$	45,843	\$	46,647
15					\$	42,385	\$	43,200	\$	45,009	\$	45,811	\$	46,612	\$	47,416
16					\$	43,154	\$	43,969	\$	45,778	\$	46,580	\$	47,381	\$	48,185
17							\$	44,738	\$	46,547	\$	47,349	\$	48,150	\$	48,954
18							\$	45,507	\$	47,316	\$	48,118	\$	48,919	\$	49,723
19							\$	46,276	\$	48,085	\$	48,887	\$	49,688	\$	50,492
20									\$	48,854	\$	49,656	\$	50,457	\$	51,261
21									\$	49,623	\$	50,425	\$	51,226	\$	52,030
22									\$	50,392	\$	51,194	\$	51,995	\$	52,799
23											\$	51,963	\$	52,764	\$	53,568
24													\$	53,533	\$	54,337

Adopted: May 7, 2013

Effective: 2013-2014 School Year

Experienced teachers hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:

Years of Experience	Step	# of Days worked per Approved School Calendar	
0	0		
1	1		
2	2		
3	3		
4	4		
5	5		
6	6		
		Years of Experience	Step
		7	7
		8	8
		9	9
		Over 9 year	10

Montezuma-Cortez School District RE-1

Teachers' Salary Schedule

# of days	189								
STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	
0	30,884	31,727	32,573	33,434	35,344	36,191	37,037	37,886	
1	31,696	32,539	33,385	34,246	36,156	37,003	37,849	38,697	
2	32,508	33,351	34,197	35,058	36,968	37,815	38,661	39,509	
3	33,320	34,163	35,009	35,870	37,780	38,627	39,472	40,321	
4	34,132	34,975	35,821	36,682	38,592	39,439	40,284	41,133	
5	34,944	35,786	36,633	37,494	39,404	40,251	41,096	41,945	
6	35,756	36,598	37,445	38,306	40,216	41,063	41,908	42,757	
7	36,568	37,410	38,257	39,118	41,028	41,875	42,720	43,569	
8	37,380	38,222	39,069	39,930	41,840	42,687	43,532	44,381	
9	38,192	39,034	39,881	40,742	42,652	43,499	44,344	45,193	
10	-	39,846	40,693	41,554	43,464	44,310	45,156	46,005	
11	-	40,658	41,505	42,366	44,276	45,122	45,968	46,817	
12	-	41,470	42,317	43,178	45,088	45,934	46,780	47,629	
13	-	42,282	43,129	43,989	45,900	46,746	47,592	48,441	
14	-	43,094	43,941	44,801	46,712	47,558	48,404	49,253	
15	-	43,906	44,753	45,613	47,523	48,370	49,216	50,065	
16	-	44,718	45,565	46,425	48,335	49,182	50,028	50,877	
17	-	-	-	47,237	49,147	49,994	50,840	51,689	
18	-	-	-	48,049	49,959	50,806	51,652	52,501	
19	-	-	-	48,861	50,771	51,618	52,464	53,313	
20	-	-	-	-	51,583	52,430	53,276	54,125	
21	-	-	-	-	52,395	53,242	54,088	54,937	
22	-	-	-	-	53,207	54,054	54,900	55,749	
23	-	-	-	-	-	54,866	55,712	56,561	
24	-	-	-	-	-	-	56,524	57,373	

Adopted: May 7, 2013

Effective: 2013-2014 School Year

Experienced teachers hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:

Years of Experience	Step	# of Days worked per Approved School Calendar	
0	0		
1	1		
2	2		
3	3		
4	4		
5	5		
6	6		
7	7		
8	8		
9	9		
Over 9 year	10		

Years of Experience	Step
7	7
8	8
9	9
Over 9 year	10

Montezuma-Cortez School District RE-1

Teachers' Salary Schedule

of days 199

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
0	32,518	33,405	34,297	35,203	37,214	38,106	38,996	39,890
1	33,373	34,260	35,152	36,058	38,069	38,961	39,851	40,745
2	34,228	35,115	36,007	36,913	38,924	39,816	40,706	41,600
3	35,083	35,970	36,862	37,768	39,779	40,670	41,561	42,455
4	35,938	36,825	37,717	38,623	40,634	41,525	42,416	43,310
5	36,793	37,680	38,572	39,478	41,489	42,380	43,271	44,165
6	37,648	38,535	39,426	40,333	42,344	43,235	44,126	45,020
7	38,503	39,390	40,281	41,187	43,199	44,090	44,981	45,875
8	39,358	40,245	41,136	42,042	44,053	44,945	45,836	46,729
9	40,212	41,100	41,991	42,897	44,908	45,800	46,691	47,584
10	-	41,955	42,846	43,752	45,763	46,655	47,545	48,439
11	-	42,809	43,701	44,607	46,618	47,510	48,400	49,294
12	-	43,664	44,556	45,462	47,473	48,365	49,255	50,149
13	-	44,519	45,411	46,317	48,328	49,220	50,110	51,004
14	-	45,374	46,266	47,172	49,183	50,075	50,965	51,859
15	-	46,229	47,121	48,027	50,038	50,930	51,820	52,714
16	-	47,084	47,976	48,882	50,893	51,784	52,675	53,569
17	-	-	-	49,737	51,748	52,639	53,530	54,424
18	-	-	-	50,592	52,603	53,494	54,385	55,279
19	-	-	-	51,447	53,458	54,349	55,240	56,134
20	-	-	-	-	54,313	55,204	56,095	56,988
21	-	-	-	-	55,167	56,059	56,950	57,843
22	-	-	-	-	56,022	56,914	57,804	58,698
23	-	-	-	-	-	57,769	58,659	59,553
24	-	-	-	-	-	-	59,514	60,408

Adopted: May 7, 2013

Effective: 2013-2014 School Year

Experienced teachers hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:

Years of Experience	Step	# of Days worked per Approved School Calendar	
0	0		
1	1		
2	2		
3	3		
4	4		
5	5		
6	6		
7	7		
8	8		
9	9		
Over 9 year	10		

Years of Experience	Step
7	7
8	8
9	9
Over 9 year	10

PLUS HOURS ON SALARY SCHEDULE Hours are to be graduate hours if they pertain to the BA + 15 Sem. Hours; BA + 30 Sem. Hours or BA+45 unless writ approval is granted by the Superintendent of Schools prior to enrollment in a particular undergraduate course. These hours need not necessarily be graduate hours if they pertain to the MA + 15 Sem. Hours, MA + 30 Sem. Hours or MA + 45 Sem. Hours. All plus hours for BA and MA must be earned after the date the BA or MA degree was granted. We will give credit for hours past the MA if they were education credits and the degree was not in education.

Horizontal movement on the schedule will be allowed September 1st and the first day of the second semester.

A formal letter to the superintendent requesting the move and salary adjustment must be submitted. At this time, the teacher's file will be reviewed. If the move is approved, a contract addendum reflecting the adjustment will be sent to the teacher and a copy attached to the original teaching contract.

Evidence of completed work (official transcript copies) must be on file in the staff member's personnel file. For classes taken for which no official transcript is available, a letter from the college or professor indicating successful completion of the course, as well as all information about the course - number, hours, etc. must be submitted. **Salary adjustment will be made contingent upon receipt of an official transcript.**

If a teacher leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

PROFESSIONAL STAFF REQUIRED TRAINING (INSERVICE REQUIREMENTS FOR INSTRUCTIONAL STAFF)

All certificated/licensed staff are directed to take such continuing education classes or course work as may be required from time to time by the administration and approved by the Board of Education. Such classes or course work shall be reasonably related to the assigned work of certificated/licensed staff members.

Evaluators and immediate supervisors shall include such classes or course work in all improvement or professional growth plans and in all professional development plans for the recertification or relicensing of certified staff members.

The successful and timely completion of such classes or course work within the time frame established by the administration and Board shall be considered a condition of continued employment by the school district. The administration and Board may include the successful and timely completion of such classes or course work as an element in future salary schedules and/or policies.

The Montezuma-Cortez Induction Class has been found essential in providing skills and knowledge necessary to deliver the mission of the Montezuma-Cortez School District. That mission is to prepare and motivate all students to discover their abilities and become self-directed, responsible, thinking contributing members in a modern multi-cultural society. This class provides training in standards, assessment, curriculum development, mentoring, cooperative learning and cultural awareness unique to the Four Corners. All Montezuma-Cortez teachers must complete or demonstrate competency of the class. Probationary teachers must complete or demonstrate competency of the class before gaining non-progationary status.

Head Teachers and Team Leaders must have completed the Supervision/Mentoring portion of the class.

PROFESSIONAL STAFF ADVANCED DEGREE AWARD

See Instructional Staff Handbook, Employment and Benefit Information for Professional Staff Advanced Degree Award.

ten

**Montezuma-Cortez School District RE-1
Nurses' Salary Schedule**

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
0	\$ 29,250	\$ 30,048	\$ 30,850	\$ 31,665	\$ 33,474	\$ 34,276	\$ 35,077	\$ 35,881
1	\$ 30,019	\$ 30,817	\$ 31,619	\$ 32,434	\$ 34,243	\$ 35,045	\$ 35,846	\$ 36,650
2	\$ 30,788	\$ 31,586	\$ 32,388	\$ 33,203	\$ 35,012	\$ 35,814	\$ 36,615	\$ 37,419
3	\$ 31,557	\$ 32,355	\$ 33,157	\$ 33,972	\$ 35,781	\$ 36,583	\$ 37,384	\$ 38,188
4	\$ 32,326	\$ 33,124	\$ 33,926	\$ 34,741	\$ 36,550	\$ 37,352	\$ 38,153	\$ 38,957
5	\$ 33,095	\$ 33,893	\$ 34,695	\$ 35,510	\$ 37,319	\$ 38,121	\$ 38,922	\$ 39,726
6	\$ 33,864	\$ 34,662	\$ 35,464	\$ 36,279	\$ 38,088	\$ 38,890	\$ 39,691	\$ 40,495
7	\$ 34,633	\$ 35,431	\$ 36,233	\$ 37,048	\$ 38,857	\$ 39,659	\$ 40,460	\$ 41,264
8	\$ 35,402	\$ 36,200	\$ 37,002	\$ 37,817	\$ 39,626	\$ 40,428	\$ 41,229	\$ 42,033
9	\$ 36,171	\$ 36,969	\$ 37,771	\$ 38,586	\$ 40,395	\$ 41,197	\$ 41,998	\$ 42,802
10		\$ 37,738	\$ 38,540	\$ 39,355	\$ 41,164	\$ 41,966	\$ 42,767	\$ 43,571
11		\$ 38,507	\$ 39,309	\$ 40,124	\$ 41,933	\$ 42,735	\$ 43,536	\$ 44,340
12		\$ 39,276	\$ 40,078	\$ 40,893	\$ 42,702	\$ 43,504	\$ 44,305	\$ 45,109
13			\$ 40,847	\$ 41,662	\$ 43,471	\$ 44,273	\$ 45,074	\$ 45,878
14			\$ 41,616	\$ 42,431	\$ 44,240	\$ 45,042	\$ 45,843	\$ 46,647
15			\$ 42,385	\$ 43,200	\$ 45,009	\$ 45,811	\$ 46,612	\$ 47,416
16			\$ 43,154	\$ 43,969	\$ 45,778	\$ 46,580	\$ 47,381	\$ 48,185
17				\$ 44,738	\$ 46,547	\$ 47,349	\$ 48,150	\$ 48,954
18				\$ 45,507	\$ 47,316	\$ 48,118	\$ 48,919	\$ 49,723
19				\$ 46,276	\$ 48,085	\$ 48,887	\$ 49,688	\$ 50,492
20					\$ 48,854	\$ 49,656	\$ 50,457	\$ 51,261
21					\$ 49,623	\$ 50,425	\$ 51,226	\$ 52,030
22					\$ 50,392	\$ 51,194	\$ 51,995	\$ 52,799
23						\$ 51,963	\$ 52,764	\$ 53,568
24							\$ 53,533	\$ 54,337

Adopted: May 7, 2013

Effective: 2013-2014 School Year

Experienced nurses hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Non BSN will remain on BA+0 until a Bachelors degree in nursing has been obtained.

Years of Experience	Step	# of Days worked per Approved School Calendar
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	
Over 9 year	10	

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
CLASSIFIED DEPARTMENT HEADS**

	DIRECTOR OF FINANCE	DIRECTOR OF TECHNOLOGY	DIRECTOR OF FOOD SERVICE/ MAINTENANCE/ TRANSPORTATION/ ACCOUNTANT	COORDINATOR OF ATHLETICS
# of Days STEP				
1	\$65,800	\$49,631	\$42,862	\$42,862
2	\$67,000	\$50,681	\$43,816	\$43,816
3	\$68,200	\$51,732	\$44,770	\$44,770
4	\$69,400	\$52,782	\$45,724	\$45,724
5	\$70,600	\$53,833	\$46,678	\$46,678
6	\$71,800	\$54,883	\$47,632	\$47,632
7	\$73,000	\$55,933	\$48,586	\$48,586
8	\$74,200	\$56,984	\$49,540	\$49,540
9	\$75,400	\$58,034	\$50,494	\$50,494
10	\$76,600	\$59,085	\$51,448	\$51,448
11	\$77,800	\$60,135	\$52,402	\$52,402
12	\$79,000	\$61,185	\$53,356	\$53,356
13	\$80,200	\$62,236	\$54,310	\$54,310
14	\$81,400	\$63,286	\$55,264	\$55,264
15	\$82,600	\$64,337	\$56,218	\$56,218
16	\$83,800	\$65,387	\$57,172	\$57,172
	12 months	12 months	12 months	10 months

Adopted: August 20, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
ADMINISTRATIVE ASSISTANT SCHEDULE**

	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7
STEP		STEP	STEP	STEP	STEP	STEP	STEP
1	\$ 6,453	1 \$ 11,974	1 \$ 13,646	1 \$ 14,324	1 \$ 16,885	1 \$ 21,269	1 \$ 27,682
2	\$ 6,733	2 \$ 12,491	2 \$ 14,234	2 \$ 14,946	2 \$ 17,624	2 \$ 22,127	2 \$ 28,540
3	\$ 7,013	3 \$ 13,008	3 \$ 14,822	3 \$ 15,568	3 \$ 18,363	3 \$ 22,985	3 \$ 29,398
4	\$ 7,293	4 \$ 13,525	4 \$ 15,410	4 \$ 16,190	4 \$ 19,086	4 \$ 23,843	4 \$ 30,256
5	\$ 7,573	5 \$ 14,042	5 \$ 15,998	5 \$ 16,812	5 \$ 19,825	5 \$ 24,701	5 \$ 31,114
6	\$ 7,853	6 \$ 14,559	6 \$ 16,586	6 \$ 17,434	6 \$ 20,564	6 \$ 25,559	6 \$ 31,972
7	\$ 8,133	7 \$ 15,076	7 \$ 17,174	7 \$ 18,056	7 \$ 21,287	7 \$ 26,417	7 \$ 32,830
8	\$ 8,413	8 \$ 15,593	8 \$ 17,762	8 \$ 18,678	8 \$ 22,026	8 \$ 27,275	8 \$ 33,688
9	\$ 8,693	9 \$ 16,110	9 \$ 18,350	9 \$ 19,300	9 \$ 22,749	9 \$ 28,133	9 \$ 34,546
10	\$ 8,973	10 \$ 16,627	10 \$ 18,938	10 \$ 19,922	10 \$ 23,488	10 \$ 28,991	10 \$ 35,404
11	\$ 9,253	11 \$ 17,144	11 \$ 19,526	11 \$ 20,544	11 \$ 24,227	11 \$ 29,849	11 \$ 36,262
12	\$ 9,533	12 \$ 17,661	12 \$ 20,114	12 \$ 21,166	12 \$ 24,950	12 \$ 30,707	12 \$ 37,120
13	\$ 9,813	13 \$ 18,178	13 \$ 20,702	13 \$ 21,788	13 \$ 25,687	13 \$ 31,565	13 \$ 37,978
14	\$ 10,093	14 \$ 18,695	14 \$ 21,290	14 \$ 22,410	14 \$ 26,428	14 \$ 32,423	14 \$ 38,836
15	\$ 10,373	15 \$ 19,212	15 \$ 21,878	15 \$ 23,032	15 \$ 27,151	15 \$ 33,281	15 \$ 39,694
16	\$ 10,653	16 \$ 19,729	16 \$ 22,466	16 \$ 23,654	16 \$ 27,890	16 \$ 34,139	16 \$ 40,552

Work day: 4 hours		Work week: 32.5 hours	Work week: 35 hours	Work week: 35 hours	Work week 37.5	Work week: 37.5 hours	Work week: 37.5 hours
	9 month	9 month	9 1/2 month	10 month	11 month	12 month	12 month

Adopted: May 7, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
CORTEZ, COLORADO**

HARDWARE/SOFTWARE TECHNICIAN SALARY SCHEDULE

STEP	Entry Level	Comp + 1	Comp + 2	Comp +3
1	\$ 26,785	\$ 27,573	\$ 28,361	\$ 29,149
2	\$ 27,437	\$ 28,235	\$ 29,034	\$ 29,832
3	\$ 28,089	\$ 28,897	\$ 29,707	\$ 30,515
4	\$ 28,741	\$ 29,559	\$ 30,380	\$ 31,198
5	\$ 29,393	\$ 30,221	\$ 31,053	\$ 31,881
6	\$ 30,045	\$ 30,883	\$ 31,726	\$ 32,564
7	\$ 30,697	\$ 31,545	\$ 32,399	\$ 33,247
8	\$ 31,349	\$ 32,207	\$ 33,072	\$ 33,930
9	\$ 32,001	\$ 32,869	\$ 33,745	\$ 34,613
10	\$ 32,653	\$ 33,531	\$ 34,418	\$ 35,296
11	\$ 33,305	\$ 34,193	\$ 35,091	\$ 35,979
12	\$ 33,957	\$ 34,855	\$ 35,764	\$ 36,662
13	\$ 34,609	\$ 35,517	\$ 36,437	\$ 37,345
14	\$ 35,261	\$ 36,179	\$ 37,110	\$ 38,028
15	\$ 35,913	\$ 36,841	\$ 37,783	\$ 38,711
16	\$ 36,565	\$ 37,503	\$ 38,456	\$ 39,394

Non-certified Position

This is a twelve (12) month position.

Minimum Job qualifications:

An AA degree from an accredited technical school or equivalent work-related experience. A strong background with all Windows operating systems is necessary. Network background is required.

Placement on column depend up certifications held and movement must be approved by Administration.

Adopted: May 7, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
MAINTENANCE PERSONNEL**

STEP	GRADE 01	STEP	GRADE 02	STEP	GRADE 03	STEP	GRADE 04	STEP	GRADE 05	STEP	GRADE 06
1	\$ 26,425	1	\$ 26,881	1	\$ 27,340	1	\$ 27,799	1	\$ 28,260	1	\$ 28,717
2	\$ 26,838	2	\$ 27,294	2	\$ 27,753	2	\$ 28,212	2	\$ 28,673	2	\$ 29,130
3	\$ 27,251	3	\$ 27,707	3	\$ 28,166	3	\$ 28,625	3	\$ 29,086	3	\$ 29,543
4	\$ 27,664	4	\$ 28,120	4	\$ 28,579	4	\$ 29,038	4	\$ 29,499	4	\$ 29,956
5	\$ 28,077	5	\$ 28,533	5	\$ 28,992	5	\$ 29,451	5	\$ 29,912	5	\$ 30,369
6	\$ 28,490	6	\$ 28,946	6	\$ 29,405	6	\$ 29,864	6	\$ 30,325	6	\$ 30,782
7	\$ 28,903	7	\$ 29,359	7	\$ 29,818	7	\$ 30,277	7	\$ 30,738	7	\$ 31,195
8	\$ 29,316	8	\$ 29,772	8	\$ 30,231	8	\$ 30,690	8	\$ 31,151	8	\$ 31,608
9	\$ 29,729	9	\$ 30,185	9	\$ 30,644	9	\$ 31,103	9	\$ 31,564	9	\$ 32,021
10	\$ 30,142	10	\$ 30,598	10	\$ 31,057	10	\$ 31,516	10	\$ 31,977	10	\$ 32,434
11	\$ 30,555	11	\$ 31,011	11	\$ 31,470	11	\$ 31,929	11	\$ 32,390	11	\$ 32,847
12	\$ 30,968	12	\$ 31,424	12	\$ 31,883	12	\$ 32,342	12	\$ 32,803	12	\$ 33,260
13	\$ 31,381	13	\$ 31,837	13	\$ 32,296	13	\$ 32,755	13	\$ 33,216	13	\$ 33,673
14	\$ 31,794	14	\$ 32,250	14	\$ 32,709	14	\$ 33,168	14	\$ 33,629	14	\$ 34,086
15	\$ 32,207	15	\$ 32,663	15	\$ 33,122	15	\$ 33,581	15	\$ 34,042	15	\$ 34,499
16	\$ 32,620	16	\$ 33,076	16	\$ 33,535	16	\$ 33,994	16	\$ 34,455	16	\$ 34,912

12 months

Adopted: May 7, 2013

Effective: 2013-2014 School Year

Welding (\$250/yr) and Backflow Prevention (\$500/yr) stipends will remain in effect.

Advancement on steps shall be by approved inservice, after taking and passing competency tests administered by either the AVTS or Physical Plant Director or Physical Plant Directors recommendation with documentation to Central Office Administration. Competency must be demonstrated in the areas of need: locksmith, welding, plumbing, advanced tradesman carpentry, advanced tradesman masonry, small engine repair, HVAC/controls, boiler maintenance, roofing repair, lead maintenance and other skills as recognized and requested by employer.

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
CUSTODIAL AND PLUMBER/ELECTRICIAN**

CUSTODIAL			PLUMBER/ ELECTRICIAN		
STEP			STEP		
1	\$	25,061	1	\$	34,672
2	\$	25,460	2	\$	35,223
3	\$	25,859	3	\$	35,774
4	\$	26,258	4	\$	36,325
5	\$	26,657	5	\$	36,876
6	\$	27,056	6	\$	37,427
7	\$	27,455	7	\$	37,978
8	\$	27,854	8	\$	38,529
9	\$	28,253	9	\$	39,080
10	\$	28,652	10	\$	39,631
11	\$	29,051	11	\$	40,182
12	\$	29,450	12	\$	40,733
13	\$	29,849	13	\$	41,284
14	\$	30,248	14	\$	41,835
15	\$	30,647	15	\$	42,386
16	\$	31,046	16	\$	42,937
		12 months			12 months

Extra Stipends:

Evening Differential - \$10 per month for 9 months
(\$90/year)

Adopted: May 7, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
PARAPROFESSIONALS**

STEP			STEP	Assoc Degree	
1	\$	12,817	10.23	1	\$ 13,080 10.44
2	\$	13,200	10.53	2	\$ 13,463 10.74
3	\$	13,583	10.84	3	\$ 13,846 11.05
4	\$	13,966	11.15	4	\$ 14,229 11.36
5	\$	14,349	11.45	5	\$ 14,612 11.66
6	\$	14,732	11.76	6	\$ 14,995 11.97
7	\$	15,115	12.06	7	\$ 15,378 12.27
8	\$	15,498	12.37	8	\$ 15,761 12.58
9	\$	15,881	12.67	9	\$ 16,144 12.88
10	\$	16,264	12.98	10	\$ 16,527 13.19
11	\$	16,647	13.29	11	\$ 16,910 13.50
12	\$	17,030	13.59	12	\$ 17,293 13.80
13	\$	17,413	13.90	13	\$ 17,676 14.11
14	\$	17,796	14.20	14	\$ 18,059 14.41
15	\$	18,179	14.51	15	\$ 18,442 14.72
16	\$	18,562	14.81	16	\$ 18,825 15.02

BEHAVIOR SPECIALIST

STEP		
1	\$	16,910 13.50
2	\$	17,293 13.80
3	\$	17,676 14.11
4	\$	18,059 14.41
5	\$	18,442 14.72
6	\$	18,825 15.02

Adopted November 21, 2013
Effective 2013-2014 School Year

Work year: School calendar

Adopted: May 7, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
TRANSPORTATION PERSONNEL**

STEP	TECHNICIANS	STEP	ROUTE COORDINATOR	STEP	BUS DRIVERS	STEP	ASST TECH	STEP	BUS PARA
1	\$ 29,353	1	\$ 23,231	1	\$ 12.29	1	\$ 9.26	1	10.23
2	\$ 29,906	2	\$ 23,804	2	\$ 12.59	2	\$ 9.56	2	10.54
3	\$ 30,459	3	\$ 24,377	3	\$ 12.89	3	\$ 9.86	3	10.85
4	\$ 31,012	4	\$ 24,950	4	\$ 13.19	4	\$ 10.16	4	11.16
5	\$ 31,565	5	\$ 25,523	5	\$ 13.49	5	\$ 10.46	5	11.47
6	\$ 32,118	6	\$ 26,096	6	\$ 13.79	6	\$ 10.76	6	11.78
7	\$ 32,671	7	\$ 26,669	7	\$ 14.09	7	\$ 11.06	7	12.09
8	\$ 33,224	8	\$ 27,242	8	\$ 14.39	8	\$ 11.36	8	12.40
9	\$ 33,777	9	\$ 27,815	9	\$ 14.69	9	\$ 11.66	9	12.71
10	\$ 34,330	10	\$ 28,388	10	\$ 14.99	10	\$ 11.96	10	13.02
11	\$ 34,883	11	\$ 28,961	11	\$ 15.29	11	\$ 12.26	11	13.33
12	\$ 35,436	12	\$ 29,534	12	\$ 15.59	12	\$ 12.56	12	13.64
13	\$ 35,989	13	\$ 30,107	13	\$ 15.89	13	\$ 12.86	13	13.95
14	\$ 36,542	14	\$ 30,680	14	\$ 16.19	14	\$ 13.16	14	14.26
15	\$ 37,095	15	\$ 31,253	15	\$ 16.49	15	\$ 13.46	15	14.57
16	\$ 37,648	16	\$ 31,826	16	\$ 16.79	16	\$ 13.76	16	14.88

12 month	11 month	Student contact days	Student contact days	Student contact days
July - June Pay Cycle	August - July Pay Cycle	Sept - August Pay Cycle	Sept - August Pay Cycle	Sept - August Pay Cycle

Tool Allowance: \$200 per year (on anniversary hire date)
Shop Foreman: Additional 10% of salary

Steps are granted for alternate route drivers (if granted to all employees)

Adopted: May 7, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
FOOD SERVICES PERSONNEL**

STEP	COOKS & CARRY-OUT	STEP	ELEMENTARY MANAGERS	STEP	KITCHEN MANAGERS*
1	\$ 8.46	1	\$ 9.01	1	\$ 9.71
2	\$ 8.78	2	\$ 9.33	2	\$ 10.03
3	\$ 9.10	3	\$ 9.65	3	\$ 10.35
4	\$ 9.42	4	\$ 9.97	4	\$ 10.67
5	\$ 9.74	5	\$ 10.29	5	\$ 10.99
6	\$ 10.06	6	\$ 10.61	6	\$ 11.31
7	\$ 10.38	7	\$ 10.93	7	\$ 11.63
8	\$ 10.70	8	\$ 11.25	8	\$ 11.95
9	\$ 11.02	9	\$ 11.57	9	\$ 12.27
10	\$ 11.34	10	\$ 11.89	10	\$ 12.59
11	\$ 11.66	11	\$ 12.21	11	\$ 12.91
12	\$ 11.98	12	\$ 12.53	12	\$ 13.23
13	\$ 12.30	13	\$ 12.85	13	\$ 13.55
14	\$ 12.62	14	\$ 13.17	14	\$ 13.87
15	\$ 12.94	15	\$ 13.49	15	\$ 14.19
16	\$ 13.26	16	\$ 13.81	16	\$ 14.51

Work: School Calendar as adjusted for Student Contact Days

Adopted: May 7, 2013

Effective: 2013-2014 School Year

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

*Kitchen Managers are responsible for operating the computerized lunch lines

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1
COACHING AND ASSIGNMENT SCHEDULE**

	CATEGORY 1 FOOTBALL BASKETBALL WRESTLING INSTRUMENTAL MUSIC MCHS SPIRIT	CATEGORY 2 BASEBALL TRACK VOLLEYBALL SOCCER SOFTBALL CERT LMB COORD. PAC COORD.	CATEGORY 3 CROSS COUNTRY GOLF TENNIS SWIMMING NATIVE AM INDIAN CLUB JR CLASS SPONSOR SR CLASS SPONSOR	CATEGORY 4 VOCAL MUSIC SPRING DRAMA SEC LEAD SEC. MCHS STUDENT SENATE ELL COORD. HONORS DIPLOMA	CATEGORY 5 FCCLA SPONSOR ANNUAL KNOWLEDGE BOWL MCHS COLOR GUARD FALL DRAMA PRE-SCHOOL COORDINATORS(2) NEWSPAPER VOAG SPONSOR (2) FRESH/ SOPH class spon	CATEGORY 6 NHS (2) NAHS MCHS WEIGHT ROOM DIST-WIDE MUSIC COOR ELEM NAT AM CLUB CMS REGISTRAR MCHS REGISTRAR MCHS AP COOR.	6TH GRADE AFTER SCHOOL ACTIVITY SPONSORS
% Raise Base		0.00%	0.00%	0.00%		0.00%	
Dollars	-	-	-	-	-	-	-
Step	100	100	100	100	100	100	
MCHS HD/DISTRICT POSITIONS							
0 \$	3,320.00	\$ 2,356.00	\$ 1,821.00	\$ 1,406.00	\$ 957.00	\$ 618.00	
1 \$	3,420.00 \$100.00	\$ 2,456.00 \$100.00	\$ 1,921.00 \$100.00	\$ 1,506.00 \$100.00	\$ 1,057.00 \$100.00	\$ 718.00 \$100.00	
2 \$	3,520.00 \$100.00	\$ 2,556.00 \$100.00	\$ 2,021.00 \$100.00	\$ 1,606.00 \$100.00	\$ 1,157.00 \$100.00	\$ 818.00 \$100.00	
3 \$	3,620.00 \$100.00	\$ 2,656.00 \$100.00	\$ 2,121.00 \$100.00	\$ 1,706.00 \$100.00	\$ 1,257.00 \$100.00	\$ 918.00 \$100.00	
4 \$	3,720.00 \$100.00	\$ 2,756.00 \$100.00	\$ 2,221.00 \$100.00	\$ 1,806.00 \$100.00	\$ 1,357.00 \$100.00	\$ 1,018.00 \$100.00	
% Raise Base	0.00%	0.00%	0.00%				
Dollars	-	-	-				
Step	100	100	100				
MCHS ASSISTANT COACH							
0 \$	2,185.00	\$ 1,812.00	\$ 1,547.00				
1 \$	2,285.00 \$100.00	\$ 1,912.00 \$100.00	\$ 1,647.00 \$100.00				
2 \$	2,385.00 \$100.00	\$ 2,012.00 \$100.00	\$ 1,747.00 \$100.00				
3 \$	2,485.00 \$100.00	\$ 2,112.00 \$100.00	\$ 1,847.00 \$100.00				
4 \$	2,585.00 \$100.00	\$ 2,212.00 \$100.00	\$ 1,947.00 \$100.00				
% Raise Base	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Dollars	-	-	-	-	-	-	-
Step	75	75	75	100	100	100	-
CMS HEAD COACH							
0 \$	1,499.00	\$ 1,285.00	\$ 1,071.00	\$ 844.00	\$ 618.00	\$ 506.00	\$ 420.00
1 \$	1,574.00 \$ 75.00	\$ 1,360.00 \$ 75.00	\$ 1,146.00 \$ 75.00	\$ 944.00 \$100.00	\$ 718.00 \$100.00	\$ 606.00 \$100.00	\$ 420.00 \$ -
2 \$	1,649.00 \$ 75.00	\$ 1,435.00 \$ 75.00	\$ 1,221.00 \$ 75.00	\$ 1,044.00 \$100.00	\$ 818.00 \$100.00	\$ 706.00 \$100.00	\$ 420.00 \$ -
3 \$	1,724.00 \$ 75.00	\$ 1,510.00 \$ 75.00	\$ 1,296.00 \$ 75.00	\$ 1,144.00 \$100.00	\$ 918.00 \$100.00	\$ 806.00 \$100.00	\$ 420.00 \$ -
4 \$	1,799.00 \$ 75.00	\$ 1,585.00 \$ 75.00	\$ 1,371.00 \$ 75.00	\$ 1,244.00 \$100.00	\$ 1,018.00 \$100.00	\$ 906.00 \$100.00	\$ 420.00 \$ -
% Raise Base	0.00%	0.00%	0.00%				
Dollars	-	-	-				
Step	50	50	50				
CMS ASSISTANT COACH							
0 \$	1,017.00	\$ 964.00	\$ 857.00				
1 \$	1,067.00 \$ 50.00	\$ 1,014.00 \$ 50.00	\$ 907.00 \$ 50.00				
2 \$	1,117.00 \$ 50.00	\$ 1,064.00 \$ 50.00	\$ 957.00 \$ 50.00				
3 \$	1,167.00 \$ 50.00	\$ 1,114.00 \$ 50.00	\$ 1,007.00 \$ 50.00				
4 \$	1,217.00 \$ 50.00	\$ 1,164.00 \$ 50.00	\$ 1,057.00 \$ 50.00				

Approved: May 26, 2012

Effective: 2013-2014 School Year

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

MONTEZUMA-CORTEZ SCHOOL DISTRICT RE-1

TEAM LEADER SALARY SCHEDULE

Secondary Team Leader Salary Schedule - with
supervision training and responsibilities:

- A. Team Leaders (MCHS and CMS) will be paid \$700.00 per year.
- B. Safety Director and Safety Coordinator will be paid \$700.00 per year.
- C. Department Chairs (MCHS and CMS) will be paid \$500.00 per year.

Approved: June 25, 1996
Revised: May 24, 2001
Team Leaders Adopted: FY 2002-2003
Revised: May 3, 2005
Revised: June 27, 2006 Effective 07-08
Revised: September 1, 2009
Adopted: May 7, 2013

ELEMENTARY HEAD TEACHER SCHEDULE

School

Lewis Arriola & Pleasant View \$1,400.00

Amounts to be paid evenly over contract

Adopted: June 25, 1996
Revised: May 24, 2001
Revised: May 3, 2005
Revised: June 19, 2007
Revised: May 26, 2009

Substitute Teacher Pay
District Policy, File: GCG-E

Current Colorado Certified/Licensed	\$80.00
Three and Five Year Substitute License	\$80.00
One Year Substitute Authorization (60 hrs, + BOCS Training)	\$80.00
One Year Substitute Authorization (60 hrs, no BOCS Training)	\$75.00
*One Year Substitute Authorization (no 60 hrs, + BOCS Training)	\$75.00
Emergency Substitute Teacher	\$70.00

After five, but less than 16 consecutive days in the same assignment, the rates will increase to \$85.00 per day for certified/licensed substitutes; \$80.00 per day for one-year substitutes (\$5.00 per day more).

Long Term Substitutes:

After substituting in the same assignment for fifteen (15) consecutive days, the full licensed substitute teacher shall be placed on the first step of the BA column. The new rate of pay shall begin the sixteenth (16th) consecutive day in the same assignment.

*In order to obtain a one-year substitute authorization without having 60 hours of post-secondary education, the applicant would need to show some past work experience with children and have gone through BOCS training.

All substitutes are paid in half-day increments, whereas Middle School and High School 'Teacher for Teacher' substitutes are paid by the classroom period or block.

Pay periods run through the 14th of each month. Paychecks are issued on the 25th of each month (unless we have shortened the period due to holidays or vacations). Substitute teacher paychecks are generally mailed. If you would like to pick up your check rather than have it mailed, please notify the payroll office.

Adopted: August 20, 2002
Revised: May 3, 2005
Revised: May 26, 2009

Administrative Regulation

Personnel Information

Support Staff Substitute Pay

Bus Drivers:

- Regular route drivers: salary schedule & benefits
- Alternate route drivers: salary schedule

Paraprofessionals:

- current RE-1 paraprofessional substituting for a teacher: para pay only (no additional pay)

Substitute Employees:

- Paraprofessionals: \$8.33 per hour
-no change in pay for long term substituting
- Secretaries: \$8.33 per hour
-no change in pay for long term substituting
- Food Service: \$8.33 per hour
-no change in pay for long term substituting
- Custodians: \$1.00 below beginning custodial schedule
-no change in pay for long term substituting

Temporary skilled help:

\$1.00 below starting maintenance schedule

Revised: July 19, 2002

Revised: May 3, 2005

Revised: January 1, 2007 (per Federal Regulation)

Revised: February 15, 2007

Revised: June, 19, 2007

Revised: January 1, 2008 (per Federal Regulation)

Revised: May 26, 2009

Revised: May 24, 2011

Revised: January 1, 2012

Revised: January 1, 2013

REVISED: January 1, 2016

All substitutes are paid in half-day increments, whereas Middle School and High School 'Teacher for Teacher' substitutes are paid by the classroom period or block.