



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

STEP	Elementary Assistant Principal	Secondary Assistant Principal Athletic Directors	Elementary Principal	Middle School Principal	Dir of Curriculum High School Principal	Dir of School Improvements/ Grants/Dir of Finance	Assistant Superintendent
0	54,791	58,813	59,935	67,162	68,397	75,615	80,832
1	55,779	59,853	60,995	68,351	69,609	76,815	82,265
2	56,767	60,893	62,055	69,540	70,821	78,015	83,698
3	57,755	61,933	63,115	70,729	72,033	79,215	85,131
4	58,743	62,973	64,175	71,918	73,245	80,415	86,564
5	59,731	64,013	65,235	73,107	74,457	81,615	87,997
6	60,719	65,053	66,295	74,296	75,669	82,815	89,430
7	61,707	66,093	67,355	75,485	76,881	84,015	90,863
8	62,695	67,133	68,415	76,674	78,093	85,215	92,296
9	63,683	68,173	69,475	77,863	79,305	86,415	93,729
10	64,671	69,213	70,535	79,052	80,517	87,615	95,162
11	65,659	70,253	71,595	80,241	81,729	88,815	96,595
12	66,647	71,293	72,655	81,430	82,941	90,015	98,028
13	67,635	72,333	73,715	82,619	84,153	91,215	99,461
14	68,623	73,373	74,775	83,808	85,365	92,415	100,894
15	69,611	74,413	75,835	84,997	86,577	93,615	102,327
16	70,599	75,453	76,895	86,186	87,789	94,815	103,760
17	71,587	76,493	77,955	87,375	89,001	96,015	105,193
18	72,575	77,533	79,015	88,564	90,213	97,215	106,626
19	73,563	78,573	80,075	89,753	91,425	98,415	108,059
20	74,551	79,613	81,135	90,942	92,637	99,615	109,492
	9.5 month	10 month	10 month	11 month	11 month	12 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 March 20, 2018
Effective 2018-2019 School Year

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



**Montezuma-Cortez School District RE-1
Teachers' Salary Schedule 179 Days**

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	29,250	30,048	30,850	31,665	33,474	34,276	35,077	35,881	36,688
1	30,019	30,817	31,619	32,434	34,243	35,045	35,846	36,650	37,457
2	30,788	31,586	32,388	33,203	35,012	35,814	36,615	37,419	38,226
3	31,557	32,355	33,157	33,972	35,781	36,583	37,384	38,188	38,995
4	32,326	33,124	33,926	34,741	36,550	37,352	38,153	38,957	39,764
5	33,095	33,893	34,695	35,510	37,319	38,121	38,922	39,726	40,533
6	33,864	34,662	35,464	36,279	38,088	38,890	39,691	40,495	41,302
7	34,633	35,431	36,233	37,048	38,857	39,659	40,460	41,264	42,071
8	35,402	36,200	37,002	37,817	39,626	40,428	41,229	42,033	42,840
9	36,171	36,969	37,771	38,586	40,395	41,197	41,998	42,802	43,609
10		37,738	38,540	39,355	41,164	41,966	42,767	43,571	44,378
11		38,507	39,309	40,124	41,933	42,735	43,536	44,340	45,147
12		39,276	40,078	40,893	42,702	43,504	44,305	45,109	45,916
13			40,847	41,662	43,471	44,273	45,074	45,878	46,685
14			41,616	42,431	44,240	45,042	45,843	46,647	47,454
15			42,385	43,200	45,009	45,811	46,612	47,416	48,223
16			43,154	43,969	45,778	46,580	47,381	48,185	48,992
17				44,738	46,547	47,349	48,150	48,954	49,761
18				45,507	47,316	48,118	48,919	49,723	50,530
19				46,276	48,085	48,887	49,688	50,492	51,299
20					48,854	49,656	50,457	51,261	52,068
21					49,623	50,425	51,226	52,030	52,837
22					50,392	51,194	51,995	52,799	53,606
23						51,963	52,764	53,568	54,375
24							53,533	54,337	55,144

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

No. of days worked per Approved School Calendar

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

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

Adopted January 17, 2017
Effective 2018-2019 School Year



**Montezuma Cortez School District RE-1
Teachers' Salary Schedule 189 days**

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA +60
0	30,884	31,727	32,573	33,434	35,344	36,191	37,037	37,886	38,738
1	31,696	32,539	33,385	34,246	36,156	37,003	37,849	38,697	39,550
2	32,508	33,351	34,197	35,058	36,968	37,815	38,661	39,509	40,362
3	33,320	34,163	35,009	35,870	37,780	38,627	39,472	40,321	41,174
4	34,132	34,975	35,821	36,682	38,592	39,439	40,284	41,133	41,986
5	34,944	35,786	36,633	37,494	39,404	40,251	41,096	41,945	42,798
6	35,756	36,598	37,445	38,306	40,216	41,063	41,908	42,757	43,610
7	36,568	37,410	38,257	39,118	41,028	41,875	42,720	43,569	44,422
8	37,380	38,222	39,069	39,930	41,840	42,687	43,532	44,381	45,234
9	38,192	39,034	39,881	40,742	42,652	43,499	44,344	45,193	46,046
10	-	39,846	40,693	41,554	43,464	44,310	45,156	46,005	46,858
11	-	40,658	41,505	42,366	44,276	45,122	45,968	46,817	47,670
12	-	41,470	42,317	43,178	45,088	45,934	46,780	47,629	48,482
13	-	-	43,129	43,989	45,900	46,746	47,592	48,441	49,294
14	-	-	43,941	44,801	46,712	47,558	48,404	49,253	50,106
15	-	-	44,753	45,613	47,523	48,370	49,216	50,065	50,918
16	-	-	45,565	46,425	48,335	49,182	50,028	50,877	51,730
17	-	-	-	47,237	49,147	49,994	50,840	51,689	52,542
18	-	-	-	48,049	49,959	50,806	51,652	52,501	53,354
19	-	-	-	48,861	50,771	51,618	52,464	53,313	54,166
20	-	-	-	-	51,583	52,430	53,276	54,125	54,978
21	-	-	-	-	52,395	53,242	54,088	54,937	55,790
22	-	-	-	-	53,207	54,054	54,900	55,749	56,602
23	-	-	-	-	-	54,866	55,712	56,561	57,414
24	-	-	-	-	-	-	56,524	57,373	58,226

Experienced teachers hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:
 No. of days worked per Approved School Calendar
 If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

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

Adopted January 17, 2017
 Effective 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Teachers' Salary Schedule 199 days**

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	32,518	33,405	34,297	35,203	37,214	38,106	38,996	39,890	40,787
1	33,373	34,260	35,152	36,058	38,069	38,961	39,851	40,745	41,642
2	34,228	35,115	36,007	36,913	38,924	39,816	40,706	41,600	42,497
3	35,083	35,970	36,862	37,768	39,779	40,670	41,561	42,455	43,352
4	35,938	36,825	37,717	38,623	40,634	41,525	42,416	43,310	44,207
5	36,793	37,680	38,572	39,478	41,489	42,380	43,271	44,165	45,062
6	37,648	38,535	39,426	40,333	42,344	43,235	44,126	45,020	45,917
7	38,503	39,390	40,281	41,187	43,199	44,090	44,981	45,875	46,772
8	39,358	40,245	41,136	42,042	44,053	44,945	45,836	46,729	47,627
9	40,212	41,100	41,991	42,897	44,908	45,800	46,691	47,584	48,482
10	-	41,955	42,846	43,752	45,763	46,655	47,545	48,439	49,337
11	-	42,809	43,701	44,607	46,618	47,510	48,400	49,294	50,192
12	-	43,664	44,556	45,462	47,473	48,365	49,255	50,149	51,047
13	-	-	45,411	46,317	48,328	49,220	50,110	51,004	51,902
14	-	-	46,266	47,172	49,183	50,075	50,965	51,859	52,757
15	-	-	47,121	48,027	50,038	50,930	51,820	52,714	53,612
16	-	-	47,976	48,882	50,893	51,784	52,675	53,569	54,467
17	-	-	-	49,737	51,748	52,639	53,530	54,424	55,322
18	-	-	-	50,592	52,603	53,494	54,385	55,279	56,177
19	-	-	-	51,447	53,458	54,349	55,240	56,134	57,032
20	-	-	-	-	54,313	55,204	56,095	56,988	57,887
21	-	-	-	-	55,167	56,059	56,950	57,843	58,742
22	-	-	-	-	56,022	56,914	57,804	58,698	59,597
23	-	-	-	-	-	57,769	58,659	59,553	60,452
24	-	-	-	-	-	-	59,514	60,408	61,307

Experienced teachers hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:
 No. of days worked per Approved School Calendar
 If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

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

Adopted January 17, 2017
 Effective 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Teachers' Salary Schedule 219 days**

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
0	35,786	36,763	37,744	38,741	40,954	41,935	42,915	43,899	40,787
1	36,727	37,703	38,685	39,682	41,895	42,876	43,856	44,840	41,642
2	37,668	38,644	39,626	40,623	42,836	43,817	44,797	45,781	42,497
3	38,609	39,585	40,566	41,564	43,777	44,758	45,738	46,722	43,352
4	39,550	40,526	41,507	42,504	44,718	45,699	46,679	47,662	44,207
5	40,491	41,467	42,448	43,445	45,658	46,640	47,620	48,603	45,062
6	41,431	42,408	43,389	44,386	46,599	47,581	48,560	49,544	45,917
7	42,372	43,349	44,330	45,327	47,540	48,521	49,501	50,485	46,772
8	43,313	44,289	45,271	46,268	48,481	49,462	50,442	51,426	47,627
9	44,254	45,230	46,211	47,209	49,422	50,403	51,383	52,367	48,482
10	-	46,171	47,152	48,149	50,363	51,344	52,324	53,308	49,337
11	-	47,112	48,093	49,090	51,304	52,285	53,265	54,248	50,192
12	-	48,053	49,034	50,031	52,244	53,226	54,206	55,189	51,047
13	-	-	49,975	50,972	53,185	54,166	55,146	56,130	51,902
14	-	-	50,916	51,913	54,126	55,107	56,087	57,071	52,757
15	-	-	51,857	52,854	55,067	56,048	57,028	58,012	53,612
16	-	-	52,797	53,794	56,008	56,989	57,969	58,953	54,467
17	-	-	-	54,735	56,949	57,930	58,910	59,893	55,322
18	-	-	-	55,676	57,889	58,871	59,851	60,834	56,177
19	-	-	-	56,617	58,830	59,811	60,791	61,775	57,032
20	-	-	-	-	59,771	60,752	61,732	62,716	57,887
21	-	-	-	-	60,712	61,693	62,673	63,657	58,742
22	-	-	-	-	61,653	62,634	63,614	64,598	59,597
23	-	-	-	-	-	63,575	64,555	65,539	60,452
24	-	-	-	-	-	-	65,496	66,479	61,307

Experienced teachers hired by District RE-1 will be placed on a step of the existing salary schedule according to the table:
 No. of days worked per Approved School Calendar
 If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

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

Adopted January 17, 2017
 Effective 2018-2019 School Year



Montezuma-Cortez School District RE-1 Teachers - Additional Information

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 written 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, MA+45 Sem. Hours or MA+60 Sem Hours. All plus hours for BA and MA must be earned after the date the BA or MA degree and a provisional or professional license has been granted. We will give credit for the 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-probationary 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.

Adopted January 17, 2017
Effective 2018-2019 School Year



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

STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA +60
0	29,250	30,048	30,850	31,665	33,474	34,276	35,077	35,881	36,688
1	30,019	30,817	31,619	32,434	34,243	35,045	35,846	36,650	37,457
2	30,788	31,586	32,388	33,203	35,012	35,814	36,615	37,419	38,226
3	31,557	32,355	33,157	33,972	35,781	36,583	37,384	38,188	38,995
4	32,326	33,124	33,926	34,741	36,550	37,352	38,153	38,957	39,764
5	33,095	33,893	34,695	35,510	37,319	38,121	38,922	39,726	40,533
6	33,864	34,662	35,464	36,279	38,088	38,890	39,691	40,495	41,302
7	34,633	35,431	36,233	37,048	38,857	39,659	40,460	41,264	42,071
8	35,402	36,200	37,002	37,817	39,626	40,428	41,229	42,033	42,840
9	36,171	36,969	37,771	38,586	40,395	41,197	41,998	42,802	43,609
10		37,738	38,540	39,355	41,164	41,966	42,767	43,571	44,378
11		38,507	39,309	40,124	41,933	42,735	43,536	44,340	45,147
12		39,276	40,078	40,893	42,702	43,504	44,305	45,109	45,916
13			40,847	41,662	43,471	44,273	45,074	45,878	46,685
14			41,616	42,431	44,240	45,042	45,843	46,647	47,454
15			42,385	43,200	45,009	45,811	46,612	47,416	48,223
16			43,154	43,969	45,778	46,580	47,381	48,185	48,992
17				44,738	46,547	47,349	48,150	48,954	49,761
18				45,507	47,316	48,118	48,919	49,723	50,530
19				46,276	48,085	48,887	49,688	50,492	51,299
20					48,854	49,656	50,457	51,261	52,068
21					49,623	50,425	51,226	52,030	52,837
22					50,392	51,194	51,995	52,799	53,606
23						51,963	52,764	53,568	54,375
24							53,533	54,337	55,144

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.
 No. of days worked per Approved School Calendar
 Non BSN will remain on BA+0 until a Bachelors degree in nursing has been obtained.

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

Adopted January 17, 2017
 Effective 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Classified Department Heads**

STEP	Director of Technology	Director of Food Service/Maintenance/ Transportation
1	49,631	42,862
2	50,681	43,816
3	51,732	44,770
4	52,782	45,724
5	53,833	46,678
6	54,883	47,632
7	55,933	48,586
8	56,984	49,540
9	58,034	50,494
10	59,085	51,448
11	60,135	52,402
12	61,185	53,356
13	62,236	54,310
14	63,286	55,264
15	64,337	56,218
16	65,387	57,172

12-Month Positions

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.

Adopted June 20, 2017
Effective 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Administrative Assistant Schedule**

STEP	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	RANGE 6	RANGE 7	RANGE 8	Payroll Specialist
1	7,947	12,914	14,685	15,415	18,170	22,888	29,789	31,774	26,578
2	8,227	13,431	15,273	16,037	18,909	23,746	30,647	32,632	27,436
3	8,507	13,948	15,861	16,659	19,648	24,604	31,505	33,490	28,294
4	8,787	14,465	16,449	17,281	20,387	25,462	32,363	34,348	29,152
5	9,067	14,982	17,037	17,903	21,126	26,320	33,221	35,206	30,010
6	9,347	15,499	17,625	18,525	21,865	27,178	34,079	36,064	30,868
7	9,627	16,016	18,213	19,147	22,604	28,036	34,937	36,922	31,726
8	9,907	16,533	18,801	19,769	23,343	28,894	35,795	37,780	32,584
9	10,187	17,050	19,389	20,391	24,082	29,752	36,653	38,638	33,442
10	10,467	17,567	19,977	21,013	24,821	30,610	37,511	39,496	34,300
11	10,747	18,084	20,565	21,635	25,560	31,468	38,369	40,354	35,158
12	11,027	18,601	21,153	22,257	26,299	32,326	39,227	41,212	36,016
13	11,307	19,118	21,741	22,879	27,038	33,184	40,085	42,070	36,874
14	11,587	19,635	22,329	23,501	27,777	34,042	40,943	42,928	37,732
15	11,867	20,152	22,917	24,123	28,516	34,900	41,801	43,786	38,590
16	12,147	20,669	23,505	24,745	29,255	35,758	42,659	44,644	39,448
	4 Hrs/Day 9 month	32.5 Hrs/Wk 9 month	35 Hrs/Wk 9 1/2 month	35 Hrs/Wk 10 month	37.5 Hrs/Wk 11 month	37.5 Hrs/Wk 12 month	37.5 Hrs/Wk 12 month	40 Hrs/Wk 12 month	37.5 Hrs/Wk 12 Month

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.
 No. of days worked per Approved School Calendar

Adopted Dec 11, 2018
 Effective last half 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Hardware/Software Technician Salary Schedule**

STEP HR	Entry Level	Entry Level	Comp + 1	Comp + 1	Comp + 2	Comp + 2	Comp + 3	Comp +3
	37.5	40	37.5	40	37.5	40	37.5	40
1	26,785	28,579	27,573	29,411	28,361	30,243	29,149	31,096
2	27,437	29,266	28,235	30,118	29,034	30,960	29,832	31,824
3	28,089	29,953	28,897	30,825	29,707	31,677	30,515	32,552
4	28,741	30,640	29,559	31,532	30,380	32,394	31,198	33,280
5	29,393	31,327	30,221	32,239	31,053	33,111	31,881	34,008
6	30,045	32,014	30,883	32,946	31,726	33,828	32,564	34,736
7	30,697	32,701	31,545	33,653	32,399	34,545	33,247	35,464
8	31,349	33,388	32,207	34,360	33,072	35,262	33,930	36,192
9	32,001	34,075	32,869	35,067	33,745	35,979	34,613	36,920
10	32,653	34,762	33,531	35,774	34,418	36,696	35,296	37,648
11	33,305	35,449	34,193	36,481	35,091	37,413	35,979	38,376
12	33,957	36,136	34,855	37,188	35,764	38,130	36,662	39,104
13	34,609	36,823	35,517	37,895	36,437	38,847	37,345	39,832
14	35,261	37,510	36,179	38,602	37,110	39,564	38,028	40,560
15	35,913	38,197	36,841	39,309	37,783	40,281	38,711	41,288
16	36,565	38,884	37,503	40,016	38,456	40,998	39,394	42,016

Non-certified, (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.

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.

Adopted 6/12/18

Effective 2018-2019



**Montezuma-Cortez School District RE-1
Maintenance Personnel Salary Schedule**

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

12 Month Positions

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(s) 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.

Effective 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Paraprofessional Salary Schedule**

STEP	Paraprofessional		Associates Degree		Behavior Specialist		
	Contract	Hourly	Contract	Hourly	STEP	Contract	Hourly
1	13,908	11.10	14,193	11.33	1	16,910	13.50
2	14,291	11.41	14,576	11.63	2	17,293	13.80
3	14,674	11.71	14,959	11.94	3	17,676	14.11
4	15,057	12.02	15,342	12.24	4	18,059	14.41
5	15,440	12.32	15,725	12.55	5	18,442	14.72
6	15,823	12.63	16,108	12.86	6	18,825	15.02
7	16,206	12.93	16,491	13.16			
8	16,589	13.24	16,874	13.47			
9	16,972	13.55	17,257	13.77			
10	17,355	13.85	17,640	14.08			
11	17,738	14.16	18,023	14.38			
12	18,121	14.46	18,406	14.69			
13	18,504	14.77	18,789	15.00			
14	18,887	15.07	19,172	15.30			
15	19,270	15.38	19,555	15.61			
16	19,653	15.68	19,938	15.91			

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.
 No. of days worked per Approved School Calendar

Dec 11,2018
effective Last half 201School Year



**Montezuma-Cortez School District RE-1
Custodial and Plumber/Electrician Salary Schedule**

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

Extra Stipends:

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

12-Month Positions

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.

Effective 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Transportation Personnel Salary Schedule**

STEP	TECHNICIANS	ROUTE COORDINATOR	BUS DRIVER	BUS PARA
1	29,353	23,231	13.33	11.10
2	29,906	23,804	13.63	11.41
3	30,459	24,377	13.93	11.72
4	31,012	24,950	14.23	12.03
5	31,565	25,523	14.53	12.34
6	32,118	26,096	14.83	12.65
7	32,671	26,669	15.13	12.96
8	33,224	27,242	15.43	13.27
9	33,777	27,815	15.73	13.58
10	34,330	28,388	16.03	13.89
11	34,883	28,961	16.33	14.20
12	35,436	29,534	16.63	14.51
13	35,989	30,107	16.93	14.82
14	36,542	30,680	17.23	15.13
15	37,095	31,253	17.53	15.44
16	37,648	31,826	17.83	15.75
	12 month	11 month	Student Contact Days	Student Contact Days
	July-June Pay Cycle	August-July 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)

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.

Effective last half of 2018-19 school year
Adopted Dec 11, 2018



**Montezuma-Cortez School District RE-1
Food Services Personnel Salary Schedule**

STEP	COOKS & CARRY-OUT	KITCHEN MANAGERS* LEWIS & PV ONLY	KITCHEN MANAGERS* EXCLUDING LEWIS & PV
1	11.10	11.76	12.58
2	11.42	12.08	12.90
3	11.74	12.40	13.22
4	12.06	12.72	13.54
5	12.38	13.04	13.86
6	12.70	13.36	14.18
7	13.02	13.68	14.50
8	13.34	14.00	14.82
9	13.66	14.32	15.14
10	13.98	14.64	15.46
11	14.30	14.96	15.78
12	14.62	15.28	16.10
13	14.94	15.60	16.42
14	15.26	15.92	16.74
15	15.58	16.24	17.06
16	15.90	16.56	17.38

Work: School Calendar as adjusted for Student Contact Days

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.

*Kitchen Managers are responsible for operating the computerized lunch lines

Adopted Dec 11, 2018
Effective last half 2018-2019 School Year



**Montezuma-Cortez School District RE-1
Coaching and Assignment Salary Schedule**

	CATEGORY 1 FOOTBALL BASKETBALL WRESTLING INSTRUMENTAL MUSIC INSTRUMENTAL MUSIC MCHS SPIRIT	CATEGORY 2 BASEBALL TRACK VOLLEYBALL SOCCER SOFTBALL PAC COORD.	CATEGORY 3 CROSS COUNTRY GOLF TENNIS SWIMMING NATIVE AM INDIAN CLUB JR CLASS SPONSOR SR CLASS SPONSOR AG SPONSOR ADVISORY LEAD	CATEGORY 4 SPRING DRAMA SEC LEAD SEC. MCHS STUDENT GOVERNMENT ELL COORD. HONORS DIPLOMA VOCAL MUSIC	CATEGORY 5 FCCLA 2 ANNUAL KNOWLEDGE BOWL MCHS COLOR GUARD FALL DRAMA PRE-SCHOOL HOSA NEWSPAPER ADVISORY ASSISTANT FRESH/SOPH SPONSORS	CATEGORY 6 NHS (2) YOUNG ARTISTS ASSOCIATION MCHS WEIGHT ROOM DIST-WIDE MUSIC COOR ELEM NAT AM CLUB CMS REGISTRAR MCHS REGISTRAR MCHS AP COOR. MCHS AUDITORIUM TECH	6TH GRADE AFTER SCHOOL ACTIVITY SPONSORS
MCHS HD/DISTRICT POSITIONS							
0	3,320	2,356	1,821	1,406	957	618	
1	3,420	2,456	1,921	1,506	1,057	718	
2	3,520	2,556	2,021	1,606	1,157	818	
3	3,620	2,656	2,121	1,706	1,257	918	
4	3,720	2,756	2,221	1,806	1,357	1,018	
MCHS ASSISTANT COACH							
0	2,185	1,812	1,547				
1	2,285	1,912	1,647				
2	2,385	2,012	1,747				
3	2,485	2,112	1,847				
4	2,585	2,212	1,947				
CMS HEAD COACH							
0	1,499	1,285	1,071	844	618	506	420
1	1,574	1,360	1,146	944	718	606	420
2	1,649	1,435	1,221	1,044	818	706	420
3	1,724	1,510	1,296	1,144	918	806	420
4	1,799	1,585	1,371	1,244	1,018	906	420
CMS ASSISTANT COACH							
0	1,017	964	857				
1	1,067	1,014	907				
2	1,117	1,064	957				
3	1,167	1,114	1,007				
4	1,217	1,164	1,057				

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

Effective 2018-2019 School Year

Adopted Sept 20, 2016
Effective 2017-2018 school year



Montezuma-Cortez School District RE-1

Elementary Head Teacher Schedule

School

Lewis Arriola & Pleasant View

\$1,000.00

Revised: June 19, 2007

Revised: May 26, 2009

Effective 2018-2019 School Year



Montezuma-Cortez School District RE-1

Substitute Teacher Pay

Current Colorado Certified/Licensed	\$101.00
Three and Five Year Substitute License	\$96.00
One Year Substitute Authorization with BA	\$96.00
One Year Substitute Authorization	\$90.00
Para/Secretary Substitute	\$78.00

After five, but less than 16 consecutive days in the same assignment, the rates will increase 5.00 per day more for certified/licensed substitutes; and for one-year substitutes.

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 district 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
Revised: Dec 11, 2018

Effective last half 2018-2019 School Year



Montezuma-Cortez School District RE-1

Support Staff Substitute Pay

Bus Drivers:

- Regular route drivers: salary schedule & benefits if over 30 hrs.
- Alternate route drivers: salary schedule

Paraprofessionals:

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

Substitute Employees:

- Paraprofessionals: Minimum Wage
-no change in pay for long term substituting
- Secretaries: Minimum Wage
-no change in pay for long term substituting
- Food Service: Minimum Wage
-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 beginning 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
 Revised: January 17,2018

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.

Effective 2018-2019 School Year