



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

| | BA | BA+15 | BA+30 | BA+45 | MA | MA+15 | MA+30 | MA+45 | MA+60 |
|---------|-----------|--------------|--------------|--------------|-----------|--------------|--------------|--------------|--------------|
| Step 0 | 31,557 | 32,355 | 33,157 | 33,972 | 35,781 | 36,583 | 37,384 | 38,188 | 38,995 |
| Step 1 | 32,326 | 33,124 | 33,926 | 34,741 | 36,550 | 37,352 | 38,153 | 38,957 | 39,764 |
| Step 2 | 33,095 | 33,893 | 34,695 | 35,510 | 37,319 | 38,121 | 38,922 | 39,726 | 40,533 |
| Step 3 | 33,864 | 34,662 | 35,464 | 36,279 | 38,088 | 38,890 | 39,691 | 40,495 | 41,302 |
| Step 4 | 34,633 | 35,431 | 36,233 | 37,048 | 38,857 | 39,659 | 40,460 | 41,264 | 42,071 |
| Step 5 | 35,402 | 36,200 | 37,002 | 37,817 | 39,626 | 40,428 | 41,229 | 42,033 | 42,840 |
| Step 6 | 36,171 | 36,969 | 37,771 | 38,586 | 40,395 | 41,197 | 41,998 | 42,802 | 43,609 |
| Step 7 | 36,940 | 37,738 | 38,540 | 39,355 | 41,164 | 41,966 | 42,767 | 43,571 | 44,378 |
| Step 8 | 37,709 | 38,507 | 39,309 | 40,124 | 41,933 | 42,735 | 43,536 | 44,340 | 45,147 |
| Step 9 | 38,478 | 39,276 | 40,078 | 40,893 | 42,702 | 43,504 | 44,305 | 45,109 | 45,916 |
| Step 10 | | 40,045 | 40,847 | 41,662 | 43,471 | 44,273 | 45,074 | 45,878 | 46,685 |
| Step 11 | | 40,814 | 41,616 | 42,431 | 44,240 | 45,042 | 45,843 | 46,647 | 47,454 |
| Step 12 | | 41,583 | 42,385 | 43,200 | 45,009 | 45,811 | 46,612 | 47,416 | 48,223 |
| Step 13 | | | 43,154 | 43,969 | 45,778 | 46,580 | 47,381 | 48,185 | 48,992 |
| Step 14 | | | 43,923 | 44,738 | 46,547 | 47,349 | 48,150 | 48,954 | 49,761 |
| Step 15 | | | 44,692 | 45,507 | 47,316 | 48,118 | 48,919 | 49,723 | 50,530 |
| Step 16 | | | 45,461 | 46,276 | 48,085 | 48,887 | 49,688 | 50,492 | 51,299 |
| Step 17 | | | | 47,045 | 48,854 | 49,656 | 50,457 | 51,261 | 52,068 |
| Step 18 | | | | 47,814 | 49,623 | 50,425 | 51,226 | 52,030 | 52,837 |
| Step 19 | | | | 48,583 | 50,392 | 51,194 | 51,995 | 52,799 | 53,606 |
| Step 20 | | | | | 51,161 | 51,963 | 52,764 | 53,568 | 54,375 |
| Step 21 | | | | | 51,930 | 52,732 | 53,533 | 54,337 | 55,144 |
| Step 22 | | | | | 52,699 | 53,501 | 54,302 | 55,106 | 55,913 |
| Step 23 | | | | | | 54,270 | 55,071 | 55,875 | 56,682 |
| Step 24 | | | | | | | 55,840 | 56,644 | 57,451 |

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

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 |
|---------------------|------|
| 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: May 21, 2019
Effective 2019-2020 School Year



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

| | BA | BA+15 | BA+30 | BA+45 | MA | MA+15 | MA+30 | MA+45 | MA+60 |
|---------|-----------|--------------|--------------|--------------|-----------|--------------|--------------|--------------|--------------|
| Step 0 | 33,320 | 34,163 | 35,009 | 35,870 | 37,780 | 38,627 | 39,472 | 40,321 | 41,174 |
| Step 1 | 34,132 | 34,975 | 35,821 | 36,682 | 38,592 | 39,439 | 40,284 | 41,133 | 41,986 |
| Step 2 | 34,944 | 35,786 | 36,633 | 37,494 | 39,404 | 40,251 | 41,096 | 41,945 | 42,798 |
| Step 3 | 35,756 | 36,598 | 37,445 | 38,306 | 40,216 | 41,063 | 41,908 | 42,757 | 43,610 |
| Step 4 | 36,568 | 37,410 | 38,257 | 39,118 | 41,028 | 41,875 | 42,720 | 43,569 | 44,422 |
| Step 5 | 37,380 | 38,222 | 39,069 | 39,930 | 41,840 | 42,687 | 43,532 | 44,381 | 45,234 |
| Step 6 | 38,192 | 39,034 | 39,881 | 40,742 | 42,652 | 43,499 | 44,344 | 45,193 | 46,046 |
| Step 7 | 39,004 | 39,846 | 40,693 | 41,554 | 43,464 | 44,310 | 45,156 | 46,005 | 46,858 |
| Step 8 | 39,816 | 40,658 | 41,505 | 42,366 | 44,276 | 45,122 | 45,968 | 46,817 | 47,670 |
| Step 9 | 40,628 | 41,470 | 42,317 | 43,178 | 45,088 | 45,934 | 46,780 | 47,629 | 48,482 |
| Step 10 | | 42,282 | 43,129 | 43,989 | 45,900 | 46,746 | 47,592 | 48,441 | 49,294 |
| Step 11 | | 43,094 | 43,941 | 44,801 | 46,712 | 47,558 | 48,404 | 49,253 | 50,106 |
| Step 12 | | 43,906 | 44,753 | 45,613 | 47,523 | 48,370 | 49,216 | 50,065 | 50,918 |
| Step 13 | | | 45,565 | 46,425 | 48,335 | 49,182 | 50,028 | 50,877 | 51,730 |
| Step 14 | | | 46,377 | 47,237 | 49,147 | 49,994 | 50,840 | 51,689 | 52,542 |
| Step 15 | | | 47,189 | 48,049 | 49,959 | 50,806 | 51,652 | 52,501 | 53,354 |
| Step 16 | | | 48,001 | 48,861 | 50,771 | 51,618 | 52,464 | 53,313 | 54,166 |
| Step 17 | | | | 49,673 | 51,583 | 52,430 | 53,276 | 54,125 | 54,978 |
| Step 18 | | | | 50,485 | 52,395 | 53,242 | 54,088 | 54,937 | 55,791 |
| Step 19 | | | | 51,297 | 53,207 | 54,054 | 54,900 | 55,749 | 56,602 |
| Step 20 | | | | | 54,019 | 54,866 | 55,712 | 56,561 | 57,414 |
| Step 21 | | | | | 54,831 | 55,678 | 56,524 | 57,373 | 58,226 |
| Step 22 | | | | | 55,643 | 56,490 | 57,336 | 58,185 | 59,038 |
| Step 23 | | | | | | 57,302 | 58,148 | 58,997 | 59,850 |
| Step 24 | | | | | | | 58,960 | 59,809 | 60,662 |

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

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 |
|---------------------|------|
| 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: May 21, 2019
Effective 2019-2020 School Year



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

| | BA | BA+15 | BA+30 | BA+45 | MA | MA+15 | MA+30 | MA+45 | MA+60 |
|---------|-----------|--------------|--------------|--------------|-----------|--------------|--------------|--------------|--------------|
| Step 0 | 35,083 | 35,970 | 36,862 | 37,768 | 39,779 | 40,670 | 41,561 | 42,455 | 43,352 |
| Step 1 | 35,938 | 36,825 | 37,717 | 38,623 | 40,634 | 41,525 | 42,416 | 43,310 | 44,207 |
| Step 2 | 36,793 | 37,680 | 38,572 | 39,478 | 41,489 | 42,380 | 43,271 | 44,165 | 45,062 |
| Step 3 | 37,648 | 38,535 | 39,426 | 40,333 | 42,344 | 43,235 | 44,126 | 45,020 | 45,917 |
| Step 4 | 38,503 | 39,390 | 40,281 | 41,187 | 43,199 | 44,090 | 44,981 | 45,875 | 46,772 |
| Step 5 | 39,358 | 40,245 | 41,136 | 42,042 | 44,053 | 44,945 | 45,836 | 46,729 | 47,627 |
| Step 6 | 40,212 | 41,100 | 41,991 | 42,897 | 44,908 | 45,800 | 46,691 | 47,584 | 48,482 |
| Step 7 | 41,067 | 41,955 | 42,846 | 43,752 | 45,763 | 46,655 | 47,545 | 48,439 | 49,337 |
| Step 8 | 41,922 | 42,809 | 43,701 | 44,607 | 46,618 | 47,510 | 48,400 | 49,294 | 50,192 |
| Step 9 | 42,777 | 43,664 | 44,556 | 45,462 | 47,473 | 48,365 | 49,255 | 50,149 | 51,047 |
| Step 10 | | 44,519 | 45,411 | 46,317 | 48,328 | 49,220 | 50,110 | 51,004 | 51,902 |
| Step 11 | | 45,374 | 46,266 | 47,172 | 49,183 | 50,075 | 50,965 | 51,859 | 52,757 |
| Step 12 | | 46,229 | 47,121 | 48,027 | 50,038 | 50,930 | 51,820 | 52,714 | 53,612 |
| Step 13 | | | 47,976 | 48,882 | 50,893 | 51,784 | 52,675 | 53,569 | 54,467 |
| Step 14 | | | 48,831 | 49,737 | 51,748 | 52,639 | 53,530 | 54,424 | 55,322 |
| Step 15 | | | 49,686 | 50,592 | 52,603 | 53,494 | 54,385 | 55,279 | 56,177 |
| Step 16 | | | 50,541 | 51,447 | 53,458 | 54,349 | 55,240 | 56,134 | 57,032 |
| Step 17 | | | | 52,302 | 54,313 | 55,204 | 56,095 | 56,988 | 57,887 |
| Step 18 | | | | 53,157 | 55,167 | 56,059 | 56,950 | 57,843 | 58,742 |
| Step 19 | | | | 54,012 | 56,022 | 56,914 | 57,804 | 58,698 | 59,597 |
| Step 20 | | | | | 56,877 | 57,769 | 58,659 | 59,553 | 60,452 |
| Step 21 | | | | | 57,732 | 58,624 | 59,514 | 60,408 | 61,307 |
| Step 22 | | | | | 58,587 | 59,479 | 60,369 | 61,263 | 62,162 |
| Step 23 | | | | | | 60,334 | 61,224 | 62,118 | 63,017 |
| Step 24 | | | | | | | 62,079 | 62,973 | 63,872 |

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

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 |
|---------------------|------|
| 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: May 21, 2019
Effective 2019-2020 School Year



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

| | BA | BA+15 | BA+30 | BA+45 | MA | MA+15 | MA+30 | MA+45 | MA+60 |
|---------|-----------|--------------|--------------|--------------|-----------|--------------|--------------|--------------|--------------|
| Step 0 | 38,609 | 39,585 | 40,566 | 41,564 | 43,777 | 44,758 | 45,738 | 46,722 | 43,610 |
| Step 1 | 39,550 | 40,526 | 41,507 | 42,504 | 44,718 | 45,699 | 46,679 | 47,662 | 44,551 |
| Step 2 | 40,491 | 41,467 | 42,448 | 43,445 | 45,658 | 46,640 | 47,620 | 48,603 | 45,492 |
| Step 3 | 41,431 | 42,408 | 43,389 | 44,386 | 46,599 | 47,581 | 48,560 | 49,544 | 46,433 |
| Step 4 | 42,372 | 43,349 | 44,330 | 45,327 | 47,540 | 48,521 | 49,501 | 50,485 | 47,374 |
| Step 5 | 43,313 | 44,289 | 45,271 | 46,268 | 48,481 | 49,462 | 50,442 | 51,426 | 48,315 |
| Step 6 | 44,254 | 45,230 | 46,211 | 47,209 | 49,422 | 50,403 | 51,383 | 52,367 | 49,256 |
| Step 7 | 45,195 | 46,171 | 47,152 | 48,149 | 50,363 | 51,344 | 52,324 | 53,308 | 50,197 |
| Step 8 | 46,136 | 47,112 | 48,093 | 49,090 | 51,304 | 52,285 | 53,265 | 54,248 | 51,138 |
| Step 9 | 47,077 | 48,053 | 49,034 | 50,031 | 52,244 | 53,226 | 54,206 | 55,189 | 52,079 |
| Step 10 | | 48,993 | 49,975 | 50,972 | 53,185 | 54,166 | 55,146 | 56,130 | 53,020 |
| Step 11 | | 49,933 | 50,916 | 51,913 | 54,126 | 55,107 | 56,087 | 57,071 | 53,961 |
| Step 12 | | 50,873 | 51,857 | 52,854 | 55,067 | 56,048 | 57,028 | 58,012 | 54,902 |
| Step 13 | | | 52,797 | 53,794 | 56,008 | 56,989 | 57,969 | 58,953 | 55,843 |
| Step 14 | | | 53,738 | 54,735 | 56,949 | 57,930 | 58,910 | 59,893 | 56,784 |
| Step 15 | | | 54,679 | 55,676 | 57,889 | 58,871 | 59,851 | 60,834 | 57,725 |
| Step 16 | | | 55,620 | 56,617 | 58,830 | 59,811 | 60,791 | 61,775 | 58,666 |
| Step 17 | | | | 57,558 | 59,771 | 60,752 | 61,732 | 62,716 | 59,607 |
| Step 18 | | | | 58,499 | 60,712 | 61,693 | 62,673 | 63,657 | 60,548 |
| Step 19 | | | | 59,440 | 61,653 | 62,634 | 63,614 | 64,598 | 61,489 |
| Step 20 | | | | | 62,594 | 63,575 | 64,555 | 65,539 | 62,430 |
| Step 21 | | | | | 63,535 | 64,516 | 65,496 | 66,479 | 63,371 |
| Step 22 | | | | | 64,476 | 65,457 | 66,437 | 67,420 | 64,312 |
| Step 23 | | | | | | 66,398 | 67,378 | 68,361 | 65,253 |
| Step 24 | | | | | | | 68,319 | 69,302 | 66,194 |

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

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 |
|---------------------|------|
| 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: May 21, 2019
Effective 2019-2020 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: May 21, 2019
Effective 2019-2020 School Year



**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/G rants/Dir of Finance | Assistant Superintendent |
|------|--------------------------------|--------------------------------------------------|----------------------|-------------------------|-----------------------------------------|---------------------------------------------------|--------------------------|
| 0 | 55,779 | 59,853 | 60,995 | 68,351 | 69,609 | 76,815 | 82,265 |
| 1 | 56,767 | 60,893 | 62,055 | 69,540 | 70,821 | 78,015 | 83,698 |
| 2 | 57,755 | 61,933 | 63,115 | 70,729 | 72,033 | 79,215 | 85,131 |
| 3 | 58,743 | 62,973 | 64,175 | 71,918 | 73,245 | 80,415 | 86,564 |
| 4 | 59,731 | 64,013 | 65,235 | 73,107 | 74,457 | 81,615 | 87,997 |
| 5 | 60,719 | 65,053 | 66,295 | 74,296 | 75,669 | 82,816 | 89,430 |
| 6 | 61,707 | 66,093 | 67,355 | 75,485 | 76,881 | 84,015 | 90,863 |
| 7 | 62,695 | 67,133 | 68,415 | 76,674 | 78,093 | 85,215 | 92,296 |
| 8 | 63,683 | 68,173 | 69,475 | 77,863 | 79,305 | 86,415 | 93,729 |
| 9 | 64,671 | 69,213 | 70,535 | 79,052 | 80,517 | 87,618 | 95,162 |
| 10 | 65,659 | 70,253 | 71,595 | 80,241 | 81,729 | 88,815 | 96,595 |
| 11 | 66,647 | 71,293 | 72,655 | 81,430 | 82,941 | 90,015 | 98,028 |
| 12 | 67,635 | 72,333 | 73,715 | 82,619 | 84,153 | 91,215 | 99,461 |
| 13 | 68,623 | 73,373 | 74,775 | 83,808 | 85,365 | 92,415 | 100,894 |
| 14 | 69,611 | 74,418 | 75,835 | 84,997 | 86,577 | 93,615 | 102,327 |
| 15 | 70,599 | 75,453 | 76,895 | 86,186 | 87,789 | 94,815 | 103,760 |
| 16 | 71,587 | 76,493 | 77,955 | 87,375 | 89,001 | 96,015 | 105,193 |
| 17 | 72,575 | 77,533 | 79,015 | 88,564 | 90,213 | 97,215 | 106,626 |
| 18 | 73,563 | 78,573 | 80,075 | 89,753 | 91,425 | 98,415 | 108,059 |
| 19 | 74,551 | 79,613 | 81,135 | 90,942 | 92,637 | 99,615 | 109,492 |
| 20 | 75,539 | 80,653 | 82,195 | 92,131 | 93,849 | 100,815 | 110,925 |
| | 9.5 month | 10 month | 10 month | 11 month | 11 month | 12 Month | 12 month |

Adopted: May 21, 2019
Effective 2019-2020 School Year



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

| | BA | BA+15 | MA | MA+15 |
|---------|-----------|--------------|-----------|--------------|
| Step 0 | 30788.00 | 31586.00 | 35012.00 | 35814.00 |
| Step 1 | 31557.00 | 32355.00 | 35781.00 | 36583.00 |
| Step 2 | 32326.00 | 33124.00 | 36550.00 | 37352.00 |
| Step 3 | 33095.00 | 33893.00 | 37319.00 | 38121.00 |
| Step 4 | 33864.00 | 34662.00 | 38088.00 | 38890.00 |
| Step 5 | 34633.00 | 35431.00 | 38857.00 | 39659.00 |
| Step 6 | 35402.00 | 36200.00 | 39626.00 | 40428.00 |
| Step 7 | 36171.00 | 36969.00 | 40395.00 | 41197.00 |
| Step 8 | 36940.00 | 37738.00 | 41164.00 | 41966.00 |
| Step 9 | 37709.00 | 38507.00 | 41933.00 | 42735.00 |
| Step 10 | | 39276.00 | 42702.00 | 43504.00 |
| Step 11 | | 40045.00 | 43471.00 | 44273.00 |
| Step 12 | | 40814.00 | 44240.00 | 45042.00 |
| Step 13 | | | 45009.00 | 45811.00 |
| Step 14 | | | 45778.00 | 46580.00 |
| Step 15 | | | 46547.00 | 47349.00 |
| Step 16 | | | 47316.00 | 48118.00 |
| Step 17 | | | 48085.00 | 48887.00 |
| Step 18 | | | 48854.00 | 49656.00 |
| Step 19 | | | 49623.00 | 50425.00 |
| Step 20 | | | 50392.00 | 51194.00 |
| Step 21 | | | 51161.00 | 51963.00 |
| Step 22 | | | 51930.00 | 52732.00 |
| Step 23 | | | | 53501.00 |

Experienced nurses hired by District RE-1 will be placed on a step of the existing salary schedule according to the table below:
 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: May 21, 2019
 Effective 2019-2020 School Year



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

| | Director of Technology | Director of Food Service/ Maintenance/ Transportation |
|---------|-----------------------------------|----------------------------------------------------------------------|
| Step 1 | 55,933 | 42,862 |
| Step 2 | 56,984 | 43,816 |
| Step 3 | 58,034 | 44,770 |
| Step 4 | 59,085 | 45,724 |
| Step 5 | 60,135 | 46,678 |
| Step 6 | 61,185 | 47,632 |
| Step 7 | 62,236 | 48,586 |
| Step 8 | 63,286 | 49,540 |
| Step 9 | 64,337 | 50,494 |
| Step 10 | 65,387 | 51,448 |
| Step 11 | 66,437 | 52,402 |
| Step 12 | 67,487 | 53,356 |
| Step 13 | 68,537 | 54,310 |
| Step 14 | 69,587 | 55,264 |
| Step 15 | 70,637 | 56,218 |
| Step 16 | 71,687 | 57,172 |
| Step 17 | 72,737 | 58,126 |
| Step 18 | 73,787 | 59,080 |

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: May 21, 2019
Effective 2019-2020 School Year



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

| | Range 1 | Range 2 | Range 3 | Range 4 | Range 5 | Range 6 | Range 7 | Range 8 | Payroll Specialist |
|---------|----------------------|------------------------|--------------------------|-----------------------|-------------------------|-------------------------|-------------------------|-----------------------|---------------------------|
| Step 1 | 8,592 | 13,961 | 15,876 | 16,669 | 19,648 | 24,643 | 31,544 | 33,646 | 28,333 |
| Step 2 | 8,872 | 14,478 | 16,464 | 17,291 | 20,387 | 25,501 | 32,402 | 34,504 | 29,191 |
| Step 3 | 9,152 | 14,995 | 17,052 | 17,913 | 21,126 | 26,359 | 33,260 | 35,362 | 30,049 |
| Step 4 | 9,432 | 15,512 | 17,640 | 18,535 | 21,865 | 27,217 | 34,118 | 36,220 | 30,907 |
| Step 5 | 9,712 | 16,029 | 18,228 | 19,157 | 22,604 | 28,075 | 34,976 | 37,078 | 31,765 |
| Step 6 | 9,992 | 16,546 | 18,816 | 19,779 | 23,343 | 28,933 | 35,834 | 37,936 | 32,623 |
| Step 7 | 10,272 | 17,063 | 19,404 | 20,401 | 24,082 | 29,791 | 36,692 | 38,794 | 33,481 |
| Step 8 | 10,552 | 17,580 | 19,992 | 21,023 | 24,821 | 30,649 | 37,550 | 39,652 | 34,339 |
| Step 9 | 10,832 | 18,097 | 20,580 | 21,645 | 25,560 | 31,507 | 38,408 | 40,510 | 35,197 |
| Step 10 | 11,112 | 18,614 | 21,168 | 22,267 | 26,299 | 32,365 | 39,266 | 41,368 | 36,055 |
| Step 11 | 11,392 | 19,131 | 21,756 | 22,889 | 27,038 | 33,223 | 40,124 | 42,226 | 36,913 |
| Step 12 | 11,672 | 19,648 | 22,344 | 23,511 | 27,777 | 34,081 | 40,982 | 43,084 | 37,771 |
| Step 13 | 11,952 | 20,165 | 22,932 | 24,133 | 28,517 | 34,939 | 41,840 | 43,942 | 38,629 |
| Step 14 | 12,232 | 20,682 | 23,520 | 24,755 | 29,255 | 35,797 | 42,698 | 44,800 | 39,487 |
| Step 15 | 12,512 | 21,199 | 24,108 | 25,377 | 29,994 | 36,655 | 43,556 | 45,658 | 40,345 |
| Step 16 | 12,792 | 21,716 | 24,696 | 25,999 | 30,733 | 37,513 | 44,414 | 46,516 | 41,203 |
| Step 17 | 13,072 | 22,233 | 25,284 | 26,621 | 31,472 | 38,371 | 45,272 | 47,374 | 42,061 |
| Step 18 | 13,352 | 22,750 | 25,872 | 27,243 | 32,211 | 39,229 | 46,130 | 48,232 | 42,919 |
| | 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 |

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No. of days worked per Approved School Calendar

Adopted: May 21, 2019
Effective 2019-2020 School Year



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

| STEP | Entry Level | Entry Level | Comp + 1 | Comp + 1 |
|---------|-------------|-------------|----------|----------|
| HR | 37.5 | 40 | 37.5 | 40 |
| Step 1 | 29,393 | 31,327 | 30,221 | 32,239 |
| Step 2 | 30,045 | 32,014 | 30,883 | 32,946 |
| Step 3 | 30,697 | 32,701 | 31,545 | 33,653 |
| Step 4 | 31,349 | 33,388 | 32,207 | 34,360 |
| Step 5 | 32,001 | 34,075 | 32,869 | 35,067 |
| Step 6 | 32,653 | 34,762 | 33,531 | 35,774 |
| Step 7 | 33,305 | 35,449 | 34,193 | 36,481 |
| Step 8 | 33,957 | 36,136 | 34,855 | 37,188 |
| Step 9 | 34,609 | 36,823 | 35,517 | 37,895 |
| Step 10 | 35,261 | 37,510 | 36,179 | 38,602 |
| Step 11 | 35,913 | 38,197 | 36,841 | 39,309 |
| Step 12 | 36,565 | 38,884 | 37,503 | 40,016 |
| Step 13 | 37,217 | 39,571 | 38,165 | 40,723 |
| Step 14 | 37,869 | 40,258 | 38,827 | 41,430 |
| Step 15 | 38,521 | 40,945 | 39,489 | 42,137 |
| Step 16 | 39,173 | 41,632 | 40,151 | 42,844 |
| Step 17 | 39,825 | 42,319 | 40,813 | 43,551 |
| Step 18 | 40,477 | 43,006 | 41,475 | 44,258 |

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.

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Adopted: May 21, 2019

Effective 2019-2020 School Year



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

| | Maintenance | | | | | Plumber/ Electrician |
|---------|--------------------|----------------|----------------|----------------|--|---------------------------------|
| | Custodial | Grade 1 | Grade 2 | Grade 3 | | |
| Step 1 | 25,061 | 26,425 | 26,881 | 27,340 | | 34,672 |
| Step 2 | 25,460 | 26,838 | 27,294 | 27,753 | | 35,223 |
| Step 3 | 25,859 | 27,251 | 27,707 | 28,166 | | 35,774 |
| Step 4 | 26,258 | 27,664 | 28,120 | 28,579 | | 36,325 |
| Step 5 | 26,657 | 28,077 | 28,533 | 28,992 | | 36,876 |
| Step 6 | 27,056 | 28,490 | 28,946 | 29,405 | | 37,427 |
| Step 7 | 27,455 | 28,903 | 29,359 | 29,818 | | 37,978 |
| Step 8 | 27,854 | 29,316 | 29,772 | 30,231 | | 38,529 |
| Step 9 | 28,253 | 29,729 | 30,185 | 30,644 | | 39,080 |
| Step 10 | 28,652 | 30,142 | 30,598 | 31,057 | | 39,631 |
| Step 11 | 29,051 | 30,555 | 31,011 | 31,470 | | 40,182 |
| Step 12 | 29,450 | 30,968 | 31,424 | 31,883 | | 40,733 |
| Step 13 | 29,849 | 31,381 | 31,837 | 32,296 | | 41,284 |
| Step 14 | 30,248 | 31,794 | 32,250 | 32,709 | | 41,835 |
| Step 15 | 30,647 | 32,207 | 32,663 | 33,122 | | 42,386 |
| Step 16 | 31,046 | 32,620 | 33,076 | 33,535 | | 42,937 |
| Step 17 | 31,445 | 33,033 | 33,489 | 33,948 | | 43,488 |
| Step 18 | 31,844 | 33,446 | 33,902 | 34,361 | | 44,039 |

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.

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Custodial - Extra Stipends:

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

Maintenance - Grade Changes:

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, -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.

Adopted: May 21, 2019
Effective 2019-2020 School Year



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

| | Paraprofessional | | Para + 48 Hours | | New Wings | |
|---------|------------------|--------|-----------------|--------|-----------|--------|
| | Contract | Hourly | Contract | Hourly | Contract | Hourly |
| Step 1 | 15,036 | 12.00 | 15,321 | 12.23 | 16,910 | 13.50 |
| Step 2 | 15,419 | 12.31 | 15,704 | 12.53 | 17,293 | 13.80 |
| Step 3 | 15,802 | 12.61 | 16,087 | 12.84 | 17,676 | 14.11 |
| Step 4 | 16,185 | 12.92 | 16,470 | 13.14 | 18,059 | 14.41 |
| Step 5 | 16,568 | 13.22 | 16,853 | 13.45 | 18,442 | 14.72 |
| Step 6 | 16,951 | 13.53 | 17,236 | 13.76 | 18,825 | 15.02 |
| Step 7 | 17,334 | 13.83 | 17,619 | 14.06 | | |
| Step 8 | 17,717 | 14.14 | 18,002 | 14.37 | | |
| Step 9 | 18,100 | 14.45 | 18,385 | 14.67 | | |
| Step 10 | 18,483 | 14.75 | 18,768 | 14.98 | | |
| Step 11 | 18,866 | 15.06 | 19,151 | 15.28 | | |
| Step 12 | 19,249 | 15.36 | 19,534 | 15.59 | | |
| Step 13 | 19,632 | 15.67 | 19,917 | 15.90 | | |
| Step 14 | 20,015 | 15.97 | 20,300 | 16.20 | | |
| Step 15 | 20,398 | 16.28 | 20,683 | 16.51 | | |
| Step 16 | 20,781 | 16.58 | 21,066 | 16.81 | | |
| Step 17 | 21,164 | 16.89 | 21,449 | 17.12 | | |
| Step 18 | 21,547 | 17.20 | 21,832 | 17.42 | | |

Extra Stipends:

Life Skills - Additional \$500/year

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No. of days worked per Approved School Calendar

Adopted: May 21, 2019

Effective 2019-2020 School Year



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

| STEP | Technicians | Bus Driver | Bus Para |
|-------------|------------------------|--------------------------|--------------------------|
| Step 1 | 31,565 | 13.63 | 12.00 |
| Step 2 | 32,118 | 13.93 | 12.31 |
| Step 3 | 32,671 | 14.23 | 12.62 |
| Step 4 | 33,224 | 14.53 | 12.93 |
| Step 5 | 33,777 | 14.83 | 13.24 |
| Step 6 | 34,330 | 15.13 | 13.55 |
| Step 7 | 34,883 | 15.43 | 13.86 |
| Step 8 | 35,436 | 15.73 | 14.17 |
| Step 9 | 35,989 | 16.03 | 14.48 |
| Step 10 | 36,542 | 16.33 | 14.79 |
| Step 11 | 37,095 | 16.63 | 15.10 |
| Step 12 | 37,648 | 16.93 | 15.41 |
| Step 13 | 38,201 | 17.23 | 15.72 |
| Step 14 | 38,754 | 17.53 | 16.03 |
| Step 15 | 39,307 | 17.83 | 16.34 |
| Step 16 | 39,860 | 18.13 | 16.65 |
| Step 17 | 40,413 | 18.43 | 16.96 |
| Step 18 | 40,966 | 18.73 | 17.27 |
| | 12 month | Student Contact Days | Student Contact Days |
| | July-June 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.
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Adopted: May 21, 2019
Effective 2019-2020 School Year



**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 |
|-------------|----------------------------------|--------------------------------------------------|---------------------------------------------------------------|
| Step 1 | 12.00 | 12.66 | 13.48 |
| Step 2 | 12.32 | 12.98 | 13.80 |
| Step 3 | 12.64 | 13.30 | 14.12 |
| Step 4 | 12.96 | 13.62 | 14.44 |
| Step 5 | 13.28 | 13.94 | 14.76 |
| Step 6 | 13.60 | 14.26 | 15.08 |
| Step 7 | 13.92 | 14.58 | 15.40 |
| Step 8 | 14.24 | 14.90 | 15.72 |
| Step 9 | 14.56 | 15.22 | 16.04 |
| Step 10 | 14.88 | 15.54 | 16.36 |
| Step 11 | 15.20 | 15.86 | 16.68 |
| Step 12 | 15.52 | 16.18 | 17.00 |
| Step 13 | 15.84 | 16.50 | 17.32 |
| Step 14 | 16.16 | 16.82 | 17.64 |
| Step 15 | 16.48 | 17.14 | 17.96 |
| Step 16 | 16.80 | 17.46 | 18.28 |
| Step 17 | 17.12 | 17.78 | 18.60 |
| Step 18 | 17.44 | 18.10 | 18.92 |

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.

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*Kitchen Managers are responsible for operating the computerized lunch lines .

Adopted: May 21, 2019
Effective 2019-2020 School Year



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

| | CATEGORY 1 Football Basketball Instrumental Music MCHS Spirit | CATEGORY 2 Baseball Track Soccer Softball PAC Coordinator | CATEGORY 3 Cross Country Golf Swimming Native Am. Indian Club Jr Class Sponsor Sr Class Sponsor Ag Sponsor Advisory Leader MCHS Weight Room Fall MCHS Weight Room Spring | CATEGORY 4 Spring Drama Sec Lead Secretary Government ELL Coordinator Honors Diploma Vocal Music | CATEGORY 5 FCCLA 2 Annual MCHS Color Guard Fall Drama Pre-School HOSA Newspaper Advisory Assistantg Fresh/Soph Class Sponsor Secondary Communication Liaison | CATEGORY 6 NHS (2) Young Artists Assoc Dist-Wide Music Coordinator Elem Native Am Club CMS Registrar MCHS Registrar MCHS AP Coordinator MCHS Auditorium Tech Elementary Communication Liaison | 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.

Adopted: May 21, 2019
Effective 2019-2020 School Year