



**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	47,220	48,328	49,220	50,110	51,004	51,902
Step 11	45,374	46,266	47,172	48,077	49,183	50,075	50,965	51,859	52,757
Step 12	46,229	47,121	48,027	48,933	50,038	50,930	51,820	52,714	53,612
Step 13		47,976	48,882	49,737	50,893	51,784	52,675	53,569	54,467
Step 14		48,831	49,737	50,592	51,748	52,639	53,530	54,424	55,322
Step 15		49,686	50,592	51,447	52,603	53,494	54,385	55,279	56,177
Step 16		50,541	51,447	52,302	53,458	54,349	55,240	56,134	57,032
Step 17			52,302	53,157	54,313	55,204	56,095	56,988	57,887
Step 18			53,157	54,012	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							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**

	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>BA+45</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>
Step 0	38,609	39,585	40,566	41,564	43,777	44,758	45,738	46,722	47,709
Step 1	39,550	40,526	41,507	42,504	44,718	45,699	46,679	47,662	48,650
Step 2	40,491	41,467	42,448	43,445	45,658	46,640	47,620	48,603	49,591
Step 3	41,431	42,408	43,389	44,386	46,599	47,581	48,560	49,544	50,532
Step 4	42,372	43,349	44,330	45,327	47,540	48,521	49,501	50,485	51,473
Step 5	43,313	44,289	45,271	46,268	48,481	49,462	50,442	51,426	52,414
Step 6	44,254	45,230	46,211	47,209	49,422	50,403	51,383	52,367	53,355
Step 7	45,195	46,171	47,152	48,149	50,363	51,344	52,324	53,308	54,296
Step 8	46,136	47,112	48,093	49,090	51,304	52,285	53,265	54,248	55,237
Step 9	47,077	48,053	49,034	50,031	52,244	53,226	54,206	55,189	56,178
Step 10	48,993	48,993	49,975	50,972	53,185	54,166	55,146	56,130	57,119
Step 11	49,933	49,933	50,916	51,913	54,126	55,107	56,087	57,071	58,060
Step 12	50,873	50,873	51,857	52,854	55,067	56,048	57,028	58,012	59,001
Step 13			52,797	53,794	56,008	56,989	57,969	58,953	59,942
Step 14			53,738	54,735	56,949	57,930	58,910	59,893	60,883
Step 15			54,679	55,676	57,889	58,871	59,851	60,834	61,824
Step 16			55,620	56,617	58,830	59,811	60,791	61,775	62,765
Step 17				57,558	59,771	60,752	61,732	62,716	63,706
Step 18				58,499	60,712	61,693	62,673	63,657	64,647
Step 19				59,440	61,653	62,634	63,614	64,598	65,588
Step 20					62,594	63,575	64,555	65,539	66,529
Step 21					63,535	64,516	65,496	66,479	67,470
Step 22					64,476	65,457	66,437	67,420	68,411
Step 23						66,398	67,378	68,361	69,352
Step 24							68,319	69,302	70,293

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, MA+60 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 1<sup>st</sup> 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		Secondary		Elementary Principal	Middle School Principal	High School Principal	Dir of School Improvements/Dir of Curriculum/ Grants/Dir of Finance	Assistant Superintendent	
	Assistant Principal	Principal	Assistant Principal Athletic Directors	Principal						
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	87,615	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

	10 months							
	LPN	RN (2 year Degree)	BA/BSN	BA/BSN	BA +15	MA	MA +15	MA +15
Step 0	24,344	31,557	32,355	35,970	35,781	36,583	37,352	41,525
Step 1	25,113	32,326	33,124	36,825	36,550	37,352	38,121	42,380
Step 2	25,882	33,095	33,893	37,679	37,319	38,121	38,890	43,235
Step 3	26,651	33,864	34,662	38,534	38,088	38,890	39,659	44,090
Step 4	27,420	34,633	35,431	39,389	38,857	39,659	40,428	44,945
Step 5	28,189	35,402	36,200	40,244	39,626	40,428	41,197	45,800
Step 6	28,958	36,171	36,969	41,099	40,395	41,197	41,966	46,655
Step 7	29,727	36,940	37,738	41,954	41,164	41,966	42,735	47,510
Step 8	30,496	37,709	38,507	42,809	41,933	42,735	43,504	48,365
Step 9	31,265	38,478	39,276	43,664	42,702	43,504	44,273	49,220
Step 10			40,045	44,519	43,471	44,273	45,042	50,075
Step 11			40,814	45,374	44,240	45,042	45,811	50,930
Step 12			41,583	46,229	45,009	45,811	46,580	51,784
Step 13					45,778	46,580	47,349	52,639
Step 14					46,547	47,349	48,118	53,494
Step 15					47,316	48,118	48,887	54,349
Step 16					48,085	48,887	49,656	55,204
Step 17					48,854	49,656	50,425	56,059
Step 18					49,623	50,425	51,194	56,914
Step 19					50,392	51,194	51,963	57,769
Step 20					51,161	51,963	52,732	58,624
Step 21					51,930	52,732	53,501	59,479
Step 22					52,699	53,501	54,270	60,334
Step 23						54,270	55,039	61,189

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	
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: 2020-2021 School Year



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

	Director of Technology	Human Resources Specialist	Director of Food Service/ Maintenance/ Transportation
Step 1	55,933	47,632	42,862
Step 2	56,984	48,586	43,816
Step 3	58,034	49,540	44,770
Step 4	59,085	50,494	45,724
Step 5	60,135	51,448	46,678
Step 6	61,185	52,402	47,632
Step 7	62,236	53,356	48,586
Step 8	63,286	54,310	49,540
Step 9	64,337	55,264	50,494
Step 10	65,387	56,218	51,448
Step 11	66,437	57,172	52,402
Step 12	67,487	58,126	53,356
Step 13	68,537	59,080	54,310
Step 14	69,587	60,034	55,264
Step 15	70,637	60,988	56,218
Step 16	71,687	61,942	57,172
Step 17	72,737	62,896	58,126
Step 18	73,787	63,850	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: June 18, 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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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  
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. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

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.



**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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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

Technicians	Bus Driver	Bus Para
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. 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  
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. 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: 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
<b>MCHS HD/DISTRICT POSITIONS</b>							
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	
<b>MCHS ASSISTANT COACH</b>							
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				
<b>CMS HEAD COACH</b>							
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
<b>CMS ASSISTANT COACH</b>							
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

**Support Staff Substitute Pay**

**Bus Drivers:**

- Regular route drivers:
- Alternate route drivers:

salary schedule & benefits if over 30 hrs.  
salary schedule

**Paraprofessionals:**

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

**Substitute Employees:**

- Paraprofessionals:

-no change in pay for long term substituting

Minimum Wage

- Secretaries:

-no change in pay for long term substituting

Minimum Wage

- Food Service:

-no change in pay for long term substituting

Minimum Wage

- Custodians:

-no change in pay for long term substituting

\$1.00 below beginning custodial schedule

**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

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.





**Montezuma-Cortez School District RE-1  
Elementary Head Teacher Schedule**

School

Lewis Arriola & Pleasant View

\$1,000.00

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

Current Colorado Certified/Licensed  
Three and Five Year Substitute License  
One Year Substitute Authorization with BA  
One Year Substitute Authorization  
Emergency Substitute Teacher

\$110.00  
\$100.00  
\$100.00  
\$96.00  
\$96.00

After five, but less than 16 consecutive days in the same assignment, the rates will increase by \$5.00 per day.

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 (16<sup>th</sup>) 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 substitutes are paid by the classroom period or block.

**Pay periods run through the 14<sup>th</sup> of each month. Paychecks are issued on the 25<sup>th</sup> 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: June 18, 2019  
Revised: February 18, 2020

Effective 2020-2021 school year