



Educator Salary Schedule 2018/2019 V2 (March 2019)

Step numbers are for easy reference and do not necessarily correlate with years of service.

Step	Lane 1 Bachelor's Degree*	Lane 2 Master's Degree	Lane 3 BA + 60 Graduate Credits** Must Include Master's Degree	Lane 4 BA + 75 Graduate Credits** Must Include Master's Degree
1	\$ 40,989	\$ 44,677	\$ 46,059	\$ 48,539
2	\$ 41,808	\$ 45,571	\$ 48,269	\$ 50,966
3	\$ 42,645	\$ 46,483	\$ 50,563	\$ 53,412
4	\$ 44,563	\$ 48,853	\$ 52,914	\$ 55,816
5	\$ 46,501	\$ 51,296	\$ 55,322	\$ 58,049
6	\$ 48,478	\$ 53,759	\$ 57,839	\$ 60,371
7	\$ 50,496	\$ 56,324	\$ 60,446	\$ 62,789
8	\$ 52,213	\$ 58,689	\$ 62,985	\$ 65,301
9	\$ 53,936	\$ 61,096	\$ 65,567	\$ 67,586
10	\$ 55,662	\$ 63,479	\$ 68,125	\$ 69,951
11	\$ 57,387	\$ 65,954	\$ 70,781	\$ 72,330
12	\$ 59,109	\$ 68,263	\$ 73,046	\$ 74,645
13	\$ 60,882	\$ 69,287	\$ 74,068	\$ 76,063
14	\$ 62,100	\$ 70,256	\$ 74,957	\$ 77,205
15	\$ 63,280	\$ 71,240	\$ 75,782	\$ 78,053
16	\$ 64,418	\$ 72,166	\$ 76,616	\$ 78,755
17	\$ 65,515	\$ 73,032	\$ 77,457	\$ 79,463
18	\$ 66,562	\$ 73,908	\$ 78,232	\$ 80,180
19	\$ 67,562	\$ 74,795	\$ 79,015	\$ 80,901
20	\$ 68,575	\$ 75,654	\$ 79,805	\$ 81,630
21	\$ 69,605	\$ 76,525	\$ 80,604	\$ 82,364
22	\$ 70,578	\$ 77,405	\$ 81,408	\$ 83,105
23	\$ 71,566	\$ 78,180	\$ 82,224	\$ 83,853
24	\$ 72,569	\$ 78,961	\$ 83,046	\$ 84,607
25	\$ 73,584	\$ 79,751	\$ 83,875	\$ 85,369
26	\$ 74,320	\$ 79,751	\$ 83,875	\$ 86,137
27	\$ 74,320	\$ 79,751	\$ 83,875	\$ 86,913
28	\$ 74,320	\$ 79,751	\$ 83,875	\$ 87,695
29	\$ 74,320	\$ 79,751	\$ 83,875	\$ 88,484

Positions with 191 work days - add 3.24% to the base compensation.

Positions with 195 work days - add 5.41% to the base compensation.

*Includes non-BA educators with appropriate industry credentials teaching in Warren Technical

**Quarter hours converted to semester hours at rate of 0.67.

Maximum Placement Standard Jobs

Maximum Placement Hard to Fill Jobs and Teaching Subjects



Effective 2018/2019 School Year
School Based Administrators

Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
P12	1205	Principal Adult High (225)	\$103,635	\$122,441	\$141,246
	1225	Principal Miller Special Services			
	1201	Principal Senior (225)			
P11	1206	Principal Connections Learning	\$92,243	\$110,608	\$128,974
	1210	Principal Middle (220)			
	1207	Principal Virtual Academy			
P09	1220	Principal Elementary (215)	\$89,836	\$104,290	\$118,743
	1230	Principal on Special Assignment			
P08	1301	Assistant Principal Senior (215)	\$80,879	\$96,956	\$113,034
	1302	Athletic Director - Senior (215)			
P07	1313	Assistant Principal Middle (210)	\$75,626	\$90,645	\$105,664
P06	1321	Assistant Principal Elementary (205)	\$70,202	\$83,635	\$97,069
P04	1358	Assistant Principal (185)	\$64,162	\$76,873	\$89,585



Effective 2018/2019 School Year
Information Technology

Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
N12	1506	Executive Director - Administration Technology	\$98,368	\$117,970	\$137,573
N11	3434	Executive Director - Data Privacy & Security	\$92,223	\$110,462	\$128,702
	3514	Executive Director - Infrastructure Application Delivery			
N10	1401	Director - Enterprise Application Architect	\$91,398	\$109,491	\$127,585
	3426	Director - Enterprise Client Technology Service			
	1406	Director - Process & Application Management			
N09	3461	Architect - Enterprise Network Security	\$88,144	\$105,588	\$123,032
	3381	Architect - Information Security			
N08	3400	Administrator - Database	\$86,418	\$103,519	\$120,619
	3437	Administrator - Enterprise Storage & Backup			
	3499	Administrator - System Architect			
	3396	Architect - Senior Systems			
	3512	Director - Instructional Data Service			
	1613	Manager - Development			
	1557	Manager - Integration & Warehouse Development			
	1521	Manager - Project Portfolio Business Engagement			
	3382	Manager - Quality Assurance			
N07	3416	Senior Architect - Enterprise Application Integration			
	3384	Administrator - Microsoft Systems	\$78,441	\$93,987	\$109,533
	3421	Administrator - UNIX/Linux/Virtual Systems			
	3519	Analyst - Data Quality			
	1619	Analyst - Information Technology Infrastructure Planning Support			
	3524	Analyst - Senior Application Security			
	3422	Architect - Enterprise Information			
	1564	Manager - Change Management & Disaster Recovery			
	3446	Manager - Client Engagement			
	1550	Manager - Data Quality			
	1571	Manager - Information Technology Subject Matter Experts			



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
N07	1551	Manager - Information Technology Support			
	3379	Manager - Knowledge Management & Business Analytics			
	1553	Manager - Site Support Information Technology			
	1573	Manager - Strategic Projects			
	1549	Mgr - Agile Engagement			
	3398	Senior Information Security Analyst			
N06	3419	Analyst - Business, Project Manager	\$72,255	\$86,585	\$100,914
	3375	Analyst - Business, Project Manager Facilities			
	3392	Analyst - Information Security			
	3533	Analyst - Quality Assurance			
	1575	Analyst, Data Governance Strategy			
	3390	Developer - Enterprise Application Integration			
	3527	Developer - Enterprise Resource Planning			
	3492	Manager - Budget, Information Technology			
	1603	Manager - Service Desk - Level 1			
	3405	Senior Enterprise Engineer			
N05	3478	Administrator - Network Infrastructure	\$69,653	\$83,453	\$97,253
	3386	Administrator - Server Infrastructure			
	4350	Analyst - HRIS			
	3380	Analyst - Knowledge Management & Business Analytics			
	3460	Developer - Educational Technology			
	3391	Engineer - Enterprise Device Management			
	3469	Engineer - Enterprise Mobile Device Management			
	3407	Supervisor - Information Technology Site Support			
N04	1407	Administrator - Application Information Technology Support	\$64,162	\$76,873	\$89,585
	1547	Coordinator - District Technology			
	3447	Programmer - Instructional Data Services Development			
	3506	Senior Specialist - Information Technology Support			
	3488	Specialist - 2nd Level Application Support			
	1559	Specialist - Data Governance			
	3465	Specialist - Web Design			



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
N03	3432	Administrator - Windows System	\$60,960	\$73,028	\$85,095
	3378	Analyst - Information Technology Billing Budget			
	3458	Specialist - Information Technology Support			
	3507	Specialist - Junior Network Voice Wireless			
	1533	Technology Support Subject Matter Expert			
N02	5142	Executive Administrator Assistant - Chief Information Office	\$58,360	\$69,901	\$81,443
N01	3399	Analyst - Junior Business Project Manager	\$49,219	\$58,921	\$68,623
	3535	Senior Support Technician			
	3528	Specialist - Information Technology & AV Support			
	1574	Specialist, IT Billing			

Effective 2018/2019 School Year
Central Based Administrators

Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G12	1118	Community Superintendent	\$98,953	\$118,263	\$137,573
	1126	Executive Director - Administrator Learning			
	1127	Executive Director - Communications			
	1113	Executive Director - Curriculum & Instruction			
	1414	Executive Director - Facilities			
	2131	Executive Director - Instructional Data Services			
	1425	Executive Director - Safety, Security & Emergency			
	1124	Executive Director - School Leadership			



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G12	1110	Executive Director - Special Education			
	3489	Executive Director - Student Data Privacy & Reporting			
	1123	Executive Director - Teacher Learning			
G11	2100	AOSA - Administrator on Special Assignment (220)	\$92,244	\$110,609	\$128,974
	1423	Director - Safe School Environments			
	1101	Executive Director - Athletics			
	1420	Executive Director - Food and Nutrition Services			
	1430	Executive Director - Transportation & Fleet Services			
G10	2132	Director - Assessment & Research	\$87,433	\$104,832	\$122,231
	1636	Director - Budget & Treasury			
	2329	Director - Choice Programming			
	1429	Director - Curriculum & Instruction			
	3850	Director - ESL/Dual Language			
	2333	Director - Early Childhood			
	1422	Director - Educational Technology			
	1576	Director - Educator Learning			
	1608	Director - Employee Benefits			
	1102	Director - Employment Services			
	1421	Director - Field Services			
	1410	Director - Finance			
	1435	Director - Gifted Programming			
	1630	Director - HRIS, Compensation & Records			
	2331	Director - Health Services			
	1530	Director - Instructional Assessment			
	1624	Director - Payroll			
	1432	Director - Purchasing Services			
	1505	Director - Risk Management			
	1405	Director - Special Education			
1526	Director - Student Engagement Office				
1131	Director - Student Services				
2107	Director - Title I				
1142	Director - Turnaround Support Team				
G09	1351	Administrator on Special Assignment	\$84,945	\$101,844	\$118,743
	1620	Director - Construction Management			
	1413	Director - Custodial Services			
	9001	Director - Detention & Truancy			
	1606	Director - Environmental Services			
	1418	Director - Facility Planning & Property Management			
	1622	Director - Facility Service Zone Maintenance			



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G09	1623	Director - Site Maintenance			
	1635	Director - Special Projects			
	1513	Director - Transportation			
	1303	School Climate Coach			
G08	1202	Assistant Director - Assessment Research	\$80,879	\$96,956	\$113,034
	1528	Assistant Director - Blended Learning			
	1516	Assistant Director - ESL/Dual Language			
	1565	Assistant Director - Early Learning			
	1572	Assistant Director - Electives			
	1569	Assistant Director - Purchasing Services			
	3388	Assistant Director - READ Act			
	1566	Assistant Director - SPED Program Specialist			
	1510	Assistant Director - Special Education			
	1554	Assistant Director - Title I			
	1140	Assistant Director - Turnaround Team			
	1137	Coordinator - Contextual Learning			
	1567	Director - Enrollment Services			
	2840	Director - Judicial Services			
	1642	Director - Operations, Food & Nutrition			
	1643	Director - Resources, Food & Nutrition			
	1503	Manager - Fleet Services			
3521	Senior Manager - Construction Project				
2330	Staff Attorney - Employee Relations				
G07	5120	Chief of Staff - Superintendent & Board Of Education	\$75,626	\$90,645	\$105,664
	1640	Contract Administrator			
	3406	Coordinating Engineer			
	1136	Coordinator - Career & Technical Education			
	1141	Coordinator - Data, Jeffco Turnaround Support Team			
	1130	Coordinator - District 504			
	2648	Coordinator - Instructional Coach Peer Evaluator			
	2634	Coordinator - Instructional Coaches			
	2646	Coordinator - Teacher Induction			
	2662	Coordinator - Teacher Induction Turn Around Team			
	2666	Coordinator - Work-based Learning			
	6215	Manager - Budget			
	2335	Manager - Employee Relations			
1610	Manager - Employment Services				
1427	Manager - Geographic Information System				



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G07	1646	Manager - Grants Accounting			
	1625	Manager - HRIS, Compensation & Records			
	3532	Manager - Student Discipline			
	3510	Manager III - Construction Project			
	3522	Manager III - Facilities Project			
G06	3394	Analyst - Instructional Data Steward	\$70,202	\$83,636	\$97,069
	2114	Coordinator - District Title IX Compliance			
	3401	Coordinator - Health Services			
	3809	Coordinator - Social Emotional Learning Specialist			
	1605	Manager - Accounts Payable			
	2344	Manager - Benefits Administrator			
	1627	Manager - Employee Assistance Program			
	2345	Manager - Employee Leaves			
	2104	Manager - Energy			
	3445	Manager - Internal Auditor			
	3490	Manager - Purchasing			
	1531	Manager - Student Engagement Office			
	3540	Senior Communications Specialist - Bond Construction			
G05	3409	Analyst - Assessment & Research	\$66,945	\$80,217	\$93,489
	6206	Analyst - Budget			
	3511	Construction Cost Scheduler Data Base Manager			
	1568	Coordinator - Fleet Services			
	3517	Manager - Campus Supervisors			
	1481	Manager - Copier Program & Equipment Repair			
	3483	Manager - Emergency Services Dispatch			
	4541	Manager - Facility & Equipment, Food Nutrition Services			
	1555	Manager - Judicial Services			
	3516	Manager - Patrol Operations			
	6401	Manager - Print & Graphic Design			
	6211	Manager - Stadium Operations			
	3496	Manager - Student Data Privacy & Reporting			
	1525	Manager - Support Services			
	8706	Specialist - Communications Generalist			
	3410	Specialist - Digital Media, Research & Analytics - Communication			
2106	Specialist - Media Communication Services				
3501	Specialist - Outreach Marketing and				



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G05		Communication			
	3500	Specialist - State & District Assessment			
	4610	Supervisor - Construction Project/Program Accounting - Design & Construction			
	1604	Supervisor - Custodial Services			
	9230	Workplace Investigator			
G04	3537	Analyst - Geographic Information Systems (GIS)	\$64,162	\$76,873	\$89,585
	3418	Analyst - Systems, Project Manager			
	1563	Analyst, Budget (Departmental)			
	3530	Coordinator - Acquisition, Food Service			
	3534	Coordinator - Area Academy			
	3453	Coordinator - Grants & Compliance			
	3529	Coordinator - Schools, Food Service			
	4558	Counselor Employee Assistance			
	3812	Executive Director - Jefferson Foundation			
	1647	Financial Analyst - Auditing			
	1460	Human Resource Generalist - Employee Records			
	1544	Manager - Building Maintenance, Zone & District-Wide Support			
	1419	Manager - Facilities Site Maintenance			
	1628	Manager - Loss Control			
	4367	Purchasing Analyst			
	3518	Research Assistant - Assessment & Research			
	4536	Specialist - Archive Document			
	3397	Specialist - Assessment & Research			
	1548	Specialist - Edquity and Diversity			
	1532	Specialist - Educational Technology/Online Learning Technical Support			
	3393	Specialist - Emergency Management Student Services			
	1527	Specialist - Emergency Planning and Training			
	1616	Specialist - Environmental Health & Industrial Hygiene			
3464	Specialist - Senior Training				
1541	Specialist - Student Success Support				
G03	3531	Analyst - Business, Food & Nutrition	\$60,960	\$73,028	\$85,095
	2113	Coordinator - Assessment			
	3481	Coordinator - Payroll			
	3536	Coordinator - Truancy and Student			



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G03		Discipline			
	1468	Dietician - Food & Nutrition			
	3420	Human Resource Trainer & Auditor			
	1461	Manager - Early Childhood School Age Enrichment			
	1617	Manager - Special Education Compliance Report			
	3541	Manager I - Facilities Project			
	4366	Purchasing Agent			
	3600	Supervisor - Worker's Compensation			
G02	3526	Coordinator - Adult ESL	\$58,360	\$69,901	\$81,443
	1424	Coordinator - Case Manager			
	1134	Coordinator - Community & Family Connection Program			
	G2134	Coordinator - Foster Care			
	3377	Coordinator - Geographic Information Systems (GIS)			
	G2109	Coordinator - Healthy Schools			
	5692	Coordinator - Home Instruction for Parents of Preschool Youngsters Program			
	3539	Coordinator - Restorative Practices			
	1511	Coordinator - School Medicaid Program			
	1570	Coordinator - Substance Use & Abuse			
	2111	Coordinator - Title I Family Engagement			
	5130	Executive Administrator Assistant - Chief Academic Office			
	5137	Executive Administrator Assistant - Chief Financial Office			
	3801	Executive Administrator Assistant - Chief Human Resources Office			
	5144	Executive Administrator Assistant - Chief Student Success Office			
	3300	Executive Administrator Assistant - Communications			
	3301	Executive Administrator Assistant - Community Superintendent			
	5139	Executive Administrator Assistant - Facility Management			
	1612	Executive Administrator Assistant - Superintendent & Board of Education			
	5627	Executive Assistant - Legal Service & Employee Relations			
1464	Executive Chef - Food & Nutrition				
1539	Specialist - Dropout Prevention & Reengagement				



Grade	Job Code	Position	Salary Minimum	Salary Mid-Point	Salary Maximum
G02	9300	Supervisor II - Food & Nutrition			
G01	1135	Advocate - Resource Conservation	\$49,219	\$58,921	\$68,623
	3374	Business Manager - Elementary (215)			
	3376	Business Manager - Middle (220)			
	3373	Business Manager - Senior (225)			
	5592	Coordinator - Work Experience & Engagement			
	3819	Coordinator - Indian Education Student Engagement			
	3515	Coordinator - School to Work Alliance Program			
	1498	Coordinator - Targeted Actions for Graduation (TAG)			
	3802	Development Assistant			
	3198	Grant Manager - Programs Jefferson			
	2110	Health Education Liaison			
	G3194	Manager - Grant Programs			
	3525	Specialist - Media, Athletics & Activities			
	3538	Specialist - Restorative Practices			
	5122	Specialist - Student Engagement			
9304	Supervisor - Food & Nutrition				



**Jefferson County Public Schools
Classified Job Titles**

**Effective 2018/2019 School Year
Business Support**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4510	Accountant - Financial Systems	CLS	R26	Nonexempt	Monthly	260		
4574	Accountant Specialist - Employee Benefits	CLS	R23	Nonexempt	Monthly	260		
4364	Buyer	CLS	R26	Nonexempt	Monthly	260		
9432	Central Mailroom & Archives Worker	CLS	R17	Nonexempt	Monthly	260		
4587	Claim Representative	CLS	R27	Nonexempt	Monthly	260		
4358	Lead Accounts Payable Technical Assistant	CLS	R22	Nonexempt	Monthly	260		
4464	Lead Tech - Employee Records, Employee Data Proce	CLS	R24	Nonexempt	Monthly	260		
4370	Lead Technician - Payroll	CLS	R24	Nonexempt	Monthly	260		
5160	Lead Technician - Substitute Office	CLS	R24	Nonexempt	Monthly	260		
7641	Operator - Print Shop	CLS	R18	Nonexempt	Monthly	260		
4467	Program Technician - Classification & Position	CLS	R19	Nonexempt	Monthly	260		
4555	Risk Analyst	CLS	R22	Nonexempt	Monthly	260		
5239	Specialist - Grants	CLS	R24	Nonexempt	Monthly	260		
4605	Specialist - Business Data Special Education	CLS	R23	Nonexempt	Monthly	260		
4360	Specialist - Data Support, Research & Assessment	CLS	R24	Nonexempt	Monthly	260		
4586	Specialist - Employee Benefits	CLS	R20	Nonexempt	Monthly	260		
4525	Specialist - Procurement Card Program	CLS	R27	Nonexempt	Monthly	260		
4531	Specialist - School Accounting Support	CLS	R26	Nonexempt	Monthly	260		
5421	Technician - Buyer II	CLS	R23	Nonexempt	Monthly	260		
4505	Technician - Accounts Payable	CLS	R20	Nonexempt	Monthly	260		
5573	Technician - Athletic Dept 4 hr	HR3	H19	Nonexempt	Hourly	180		
4517	Technician - Building Use/Accounting	CLS	R24	Nonexempt	Monthly	260		
5420	Technician - Buyer	CLS	R22	Nonexempt	Monthly	260		
4520	Technician - Cashier & Accounts Payable	CLS	R21	Nonexempt	Monthly	260		
7215	Technician - Copy Machines	CLS	R26	Nonexempt	Monthly	260		
5243	Technician - District Reception Center	CLS	R16	Nonexempt	Monthly	260		
5207	Technician - Employee Assistance Program	CLS	R19	Nonexempt	Monthly	260		
4352	Technician - Employee Leave	CLS	R22	Nonexempt	Monthly	260		
4569	Technician - Employee Records	CLS	R20	Nonexempt	Monthly	260		
4478	Technician - Employment Service Welcome Center	CLS	R20	Nonexempt	Monthly	260		
4457	Technician - Employment TeacherMatch Onboarding	CLS	R20	Nonexempt	Monthly	260		
4374	Technician - General Accounting	CLS	R24	Nonexempt	Monthly	260		
4560	Technician - Lead Cataloger	CLS	R25	Nonexempt	Monthly	260		
4506	Technician - Payroll	CLS	R22	Nonexempt	Monthly	260		
4299	Technician - Printing Support	CLS	R20	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4608	Technician - Program Support Curriculum & Instruct	CLS	R18	Nonexempt	Monthly	260		
4456	Technician - Recruitment	CLS	R20	Nonexempt	Monthly	260		
4496	Technician - Student Engagement Initiat Support	CLS	R21	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Custodial

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
9115	Area Facilitator	CLS	R25	Nonexempt	Monthly	260		
9140	Custodian	CLS	R13	Nonexempt	Monthly	260		
9190	Custodian Area Support	HR4	T12	Nonexempt	Hourly	260		
9146	Custodian Assistant	HR4	T12	Nonexempt	Hourly	260		
9101	Facility Manager (FM-1)	CLS	R17	Nonexempt	Monthly	260		
9102	Facility Manager (FM-2)	CLS	R19	Nonexempt	Monthly	260		
9103	Facility Manager (FM-3)	CLS	R22	Nonexempt	Monthly	260		
9104	Facility Manager (FM-4)	CLS	R23	Nonexempt	Monthly	260		
9105	Facility Manager (FM-5)	CLS	R24	Nonexempt	Monthly	260		
9114	Field Coordinator - Custodial Services	CLS	R27	Nonexempt	Monthly	260		
9121	Head Custodian (HC-1)	CLS	R16	Nonexempt	Monthly	260		
9122	Head Custodian (HC-2)	CLS	R17	Nonexempt	Monthly	260		
9123	Head Custodian (HC-3)	CLS	R18	Nonexempt	Monthly	260		
5238	Office Support I - Facilities	CLS	R17	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Educational Support

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4544	Analyst - Data & Records	CLS	R19	Nonexempt	Monthly	260		
9112	Assistant Manager - Site Outdoor Lab	CLS	R15	Nonexempt	Monthly	260		
5622	Community Resource Liaison	CEN	R70	Nonexempt	Annual	205	6	10
5359	Data Analyst - Migrant Educ	CLS	R21	Nonexempt	Monthly	260		
G5590	Grant Specialist - SWAP	CLS	R20	Nonexempt	Monthly	260		
G5613	Grant-Engineer - Rehabilitation	CEN	R67	Nonexempt	Annual	205	6	10
4469	Lead Secretary - Educational Research & Design	CLS	R23	Nonexempt	Monthly	260		
4454	Lead Technician - Choice Programs	CLS	R23	Nonexempt	Monthly	260		
4546	Lead Technician - Instructional Data Services	CLS	R23	Nonexempt	Monthly	260		
4355	Lead Technician - Instructional Services	CLS	R23	Nonexempt	Monthly	260		
4545	Lead Technician - Spec Data/Enroll	CLS	R24	Nonexempt	Monthly	260		
5201	Liaison - Online High School Community	CLS	R26	Nonexempt	Monthly	260		
5563	Library Catalog Assistant	CLS	R15	Nonexempt	Monthly	260		
9111	Manager - Onsite, Outdoor Lab	CLS	R21	Nonexempt	Monthly	260		
5124	Paralegal - Truancy Office	CEN	R71	Nonexempt	Annual	205	6	10
5743	Preschool Aide Substitute	MPC	MP3	Nonexempt	Hourly	180		
4503	Program Technician - ESS	CLS	R17	Nonexempt	Monthly	260		
4553	Program Technician - Mount View Detention Center	CLS	R19	Nonexempt	Monthly	260		
5136	Program Technician - Student Engagement	CLS	R21	Nonexempt	Monthly	260		
4502	Program Technician I - ESS (205)	CEN	R79	Nonexempt	Annual	205	6	10
4509	Program Technician I - ESS (260)	CLS	R19	Nonexempt	Monthly	260		
4440	Program Technician Truancy	CEN	R79	Nonexempt	Annual	205	6	10
G5678	Spanish Translator	CEN	R70	Nonexempt	Annual	205	6	10
5678	Spanish Translator	CEN	R70	Nonexempt	Annual	205	6	10
5668	Spanish Translator - YearRound	CLS	R21	Nonexempt	Monthly	260		
4476	Specialist - Data & Reporting, Assessment	CLS	R24	Nonexempt	Monthly	260		
4548	Specialist - Ordering, Food & Nutrition Services	CLS	R19	Nonexempt	Monthly	260		
5591	Specialist - Work Experience & Engagement	CEN	R79	Nonexempt	Annual	205	6	10
4570	Specialist II Senior - Technology Support	CLS	R25	Nonexempt	Monthly	260		
4321	Teaching Assistant - Preshool Special Education	MPC	MP3	Nonexempt	Hourly	180		
4518	Technician - Account Assistant, Diverse Learning	CLS	R21	Nonexempt	Monthly	260		
4523	Technician - Cataloger	CLS	R21	Nonexempt	Monthly	260		
4533	Technician - Curriculum Alignment Project	CLS	R23	Nonexempt	Monthly	260		
4472	Technician - Instructional Data Report	CLS	R19	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4514	Technician - Placed Out of District, Special Educa	CLS	R22	Nonexempt	Monthly	260		
4497	Technician - Program Support, Assistant	CEN	R66	Nonexempt	Annual	205	6	10
4552	Technician - Program Support, ESL/Dual	CEN	R79	Nonexempt	Annual	205	6	10
4504	Technician - Special Education Compliance	CEN	R79	Nonexempt	Annual	205	6	10
4539	Technician - Student Data Privacy Reporting	CLS	R19	Nonexempt	Monthly	260		
4459	Technician - Translation Services	CLS	R19	Nonexempt	Monthly	260		
4559	Technician - Wareen Technical Occupational Center,	CLS	R21	Nonexempt	Monthly	260		
4475	Technician Specialist - Data & Enroll	CLS	R19	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Facilities-General

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
8401	Area Grounds - Entry level	CLS	R20	Nonexempt	Monthly	260		
6608	Cabinet Maker - Journey	CLS	R25	Nonexempt	Monthly	260		
6623	Certified Arborist/Herbicide Application	CLS	R25	Nonexempt	Monthly	260		
6630	District Roofing Specialist	CLS	R27	Nonexempt	Monthly	260		
6610	Electrician - Journey	CLS	R28	Nonexempt	Monthly	260		
6611	Electrician - Master	CLS	R30	Nonexempt	Monthly	260		
6612	Electronics - Journey, Clock Technician	CLS	R28	Nonexempt	Monthly	260		
7250	Equipment Repair Driver - YearRound	CLS	R17	Nonexempt	Monthly	260		
6614	Glazier - Journey	CLS	R25	Nonexempt	Monthly	260		
6200	Group Leader	CLS	R30	Nonexempt	Monthly	260		
6202	Group Leader - Environmental Services	CLS	R30	Nonexempt	Monthly	260		
6283	Group Leader - Equipment Repair	CLS	R29	Nonexempt	Monthly	260		
6214	Group Leader - Fire, Security and Electronics	CLS	R30	Nonexempt	Monthly	260		
6219	Group Leader - Landscape Services	CLS	R29	Nonexempt	Monthly	260		
6207	Group Leader - Pavement & Equipment	CLS	R29	Nonexempt	Monthly	260		
6208	Group Leader - Structural System	CLS	R29	Nonexempt	Monthly	260		
6403	HVAC/C - Master	CLS	R29	Nonexempt	Monthly	260		
6404	HVAC/M - Master	CLS	R29	Nonexempt	Monthly	260		
6616	HVAC/R - Journey	CLS	R28	Nonexempt	Monthly	260		
6625	Herbicide Applicator	CLS	R24	Nonexempt	Monthly	260		
8405	Journeyman - Area Grounds Worker	CLS	R22	Nonexempt	Monthly	260		
6627	Journeyman - Lead Painter	CLS	R24	Nonexempt	Monthly	260		
6626	Journeyman - Painter	CLS	R22	Nonexempt	Monthly	260		
6632	Journeyman - Roofer	CLS	R23	Nonexempt	Monthly	260		
6624	Journeyman - Structural/Locksmith	CLS	R25	Nonexempt	Monthly	260		
6600	Lead Technician - Materials Distribution MDC	CLS	R23	Nonexempt	Monthly	260		
6638	Pavement/Equipment - Entry-level	CLS	R20	Nonexempt	Monthly	260		
6618	Pavement/Equipment - Journey	CLS	R22	Nonexempt	Monthly	260		
6619	Pavement/Equipment - Lead	CLS	R24	Nonexempt	Monthly	260		
6620	Plumber - Journey	CLS	R28	Nonexempt	Monthly	260		
6621	Plumber - Master	CLS	R30	Nonexempt	Monthly	260		
8406	Site Maintenance - Lead	CLS	R24	Nonexempt	Monthly	260		
6622	Structural - Journey	CLS	R25	Nonexempt	Monthly	260		
4601	Technician - Accounting Assistant, Construction Ma	CLS	R24	Nonexempt	Monthly	260		
4220	Technician - Environmental Services	CLS	R25	Nonexempt	Monthly	260		
4597	Technician - Facilities Planning & Construction	CLS	R19	Nonexempt	Monthly	260		
8886	Technician - Facilities Service Desk	CLS	R21	Nonexempt	Monthly	260		
9280	Technician - Fire Extinguisher Support	CLS	R22	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
6597	Technician - Materials Hand & Distribution	CLS	R17	Nonexempt	Monthly	260		
4219	Technician - Planning & Property	CLS	R17	Nonexempt	Monthly	260		
6605	Technician - Regulatory Refrigerant	CLS	R26	Nonexempt	Monthly	260		
7203	Technician - Security, Fire Alarm & Intercom	CLS	R28	Nonexempt	Monthly	260		
6599	Technician II - Maintenance Distribution	CLS	R18	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Food Service

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
9326	Coordinator - Catering	CLS	R22	Nonexempt	Monthly	260		
9307	Food & Nutrition Equipment Repair Assistant	CLS	R17	Nonexempt	Monthly	260		
9303	Food Service Manager - Outdodr Lab School	FS3	R81	Nonexempt	Annual	192	6	
9308	Food Service Prep Manager I - Elementary School	FS8	R87	Nonexempt	Annual	179	6	
9318	Food Service Prep Manager II - Secondary School	FS8	R94	Nonexempt	Annual	179	6	
9322	Food Service Utility Worker	HR3	T03	Nonexempt	Hourly	180		
9320	Food Service Worker	HR3	T07	Nonexempt	Hourly	180		
9390	Food Service Worker - Substitute	HR4	T15	Nonexempt	Hourly	260		
9316	Jeffco Deli Operator	CLS	R12	Nonexempt	Monthly	260		
7202	Receiving Specialist - Food Service	CLS	R17	Nonexempt	Monthly	260		
4547	Specialist - Free & Reduced Lunch	CLS	R18	Nonexempt	Monthly	260		
4584	Specialist - Human Resource, Food & Nutrition Serv	CLS	R18	Nonexempt	Monthly	260		
7201	Technician - Food Service Equipment	CLS	R27	Nonexempt	Monthly	260		
4577	Technician - Human Recources, Food & Nutrition Se	CLS	R17	Nonexempt	Monthly	260		
9360	Warehouse Manager - Food Service	CLS	R26	Nonexempt	Monthly	260		
9302	Warehouse Receiver - Food & Nutrition Services	CLS	R20	Nonexempt	Monthly	260		
9410	Warehouse Worker - Food Service	CLS	R17	Nonexempt	Monthly	260		
9424	Warehouse Worker - Level I (205)	CEN	R67	Nonexempt	Annual	205	6	10
9351	Warren Technical Occupational Center - Baker	WTS	R50	Nonexempt	Annual	190	6	



**Jefferson County Public Schools
Classified Job Titles**

IT

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4382	Lead Technician - Information Technology Support	CLS	R28	Nonexempt	Monthly	260		
4381	Technician - Enterprise Client Technology Services	C94	S17	Nonexempt	Annual	194	6	
4383	Technician - Enterprise Client Technology Services	CLS	R25	Nonexempt	Monthly	260		
6585	Technician - Equipment Repair	CLS	R25	Nonexempt	Monthly	260		
6546	Technician - Infrastructure Telecom	CLS	R26	Nonexempt	Monthly	260		
4516	Telecommunications Programmer	CLS	R22	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Classified Job Titles**

Other

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
8904	Accompanist	HR4	T29	Nonexempt	Hourly	260		
8417	Athletic Stadium Crewperson	CLS	R19	Nonexempt	Monthly	260		
3196	Case Manager	SBS	R78	Nonexempt	Annual	205	6	10
4561	Circulation Assistant - Conifer Senior	LMA	R51	Nonexempt	Annual	190	6	
9801	Consultant - Administrative	HR4	C99	Exempt	Hourly	260		
3475	Consultant - Classified	HR4	C99	Nonexempt	Hourly	260		
3476	Consultant - Licensed	HR4	C99	Exempt	Hourly	260		
8712	Extracurr Activities - Instructional, Variable	HR4	T30	Nonexempt	Hourly	260		
8711	Extracurr Activities - NonInstructional, Variable	HR4	T02	Nonexempt	Hourly	260		
5703	Home Visit Worker	HR4	T28	Nonexempt	Hourly	260		
8721	Intern I	HR4	T02	Nonexempt	Hourly	260		
8722	Intern II	HR4	T05	Nonexempt	Hourly	260		
G8700	Laborer Semi-Skilled	HR4	T02	Nonexempt	Hourly	260		
8700	Laborer Semi-Skilled	HR4	T02	Nonexempt	Hourly	260		
G8700S	Laborer Semi-Skilled Seasonal	HR4	T02	Nonexempt	Hourly	260		
8700S	Laborer Semi-Skilled Seasonal	HR4	T02	Nonexempt	Hourly	260		
8700V	Laborer Semi-Skilled Variable	HR4	T02	Nonexempt	Hourly	260		
G8700V	Laborer Semi-Skilled Variable	HR4	T02	Nonexempt	Hourly	260		
8705	Laborer Skilled	HR4	T05	Nonexempt	Hourly	260		
G8705	Laborer Skilled	HR4	T05	Nonexempt	Hourly	260		
G8705S	Laborer Skilled Seasonal	HR4	T05	Nonexempt	Hourly	260		
8705S	Laborer Skilled Seasonal	HR4	T05	Nonexempt	Hourly	260		
G8705V	Laborer Skilled Variable	HR4	T05	Nonexempt	Hourly	260		
8705V	Laborer Skilled Variable	HR4	T05	Nonexempt	Hourly	260		
G8710	Laborer Unskilled	HR4	T01	Nonexempt	Hourly	260		
8710	Laborer Unskilled	HR4	T01	Nonexempt	Hourly	260		
G8710S	Laborer Unskilled Seasonal	HR4	T01	Nonexempt	Hourly	260		
8710S	Laborer Unskilled Seasonal	HR4	T01	Nonexempt	Hourly	260		
G8710V	Laborer Unskilled Variable	HR4	T01	Nonexempt	Hourly	260		
8710V	Laborer Unskilled Variable	HR4	T01	Nonexempt	Hourly	260		
8713S	Laborer, Landscape Services Seasonal	HR4	T01	Nonexempt	Hourly	260		
8714S	Laborer, Pavement & Equipment Skilled Seasonal	HR4	T05	Nonexempt	Hourly	260		
6212	Manager - Sports Stadium	CLS	R24	Nonexempt	Monthly	260		
5209	Officials Assigner 8hr/205days	CEN	R68	Nonexempt	Annual	205	6	10
3820	Project Prepare Coordinator	HR4	T44	Nonexempt	Hourly	260		
3816	Secretary - Jefferson Foundation	CLS	R20	Nonexempt	Monthly	260		
5145	Secretary - Recording, Board of Education	HR4	T33	Nonexempt	Hourly	260		
5237	Student Engagement Advocate	SBS	R78	Nonexempt	Annual	205	6	10



**Jefferson County Public Schools
Classified Job Titles**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
8905	Sweeper Person/Summer Help	HR4	T13	Nonexempt	Hourly	260		
4498	Technician - Wareen Technical Occupational Center,	CEN	R70	Nonexempt	Annual	205	6	10
4566	Technician ? AV/Media/Communications, Warren Tech	LMA	R51	Nonexempt	Annual	190	6	



**Jefferson County Public Schools
Classified Job Titles**

School/Student Support

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
2563	Adjunct Teacher	HR4	C99	Exempt	Hourly	260		
3142	Assistant Certified Healthcare - Outdoor Education	Q80	D25	Nonexempt	Annual	178	6	
8890	At-Risk Aide	TA	T51	Nonexempt	Hourly	181		
4770	Braillist	T80	F25	Nonexempt	Annual	180	6	
2587	Career Navigator, Adult ESL	HR2	T27	Exempt	Hourly	260		
5664	Coordinator - Parent Child Home Program	MS8	S99	Nonexempt	Monthly	260		
3810	Coordinator - Peer Tutor	HR4	T04	Nonexempt	Hourly	260		
4217	Coordinator - Programs (CCCL) (LOAS)	CEN	R70	Nonexempt	Annual	205	6	10
G3810	Coordinator Peer Tutor	HR4	T04	Nonexempt	Hourly	260		
2584	Counselor Hourly (Lic Req)	HR2	T27	Nonexempt	Hourly	187		
5669	Crisis Intervention Instructor - Special Education	Q80	F65	Nonexempt	Annual	178	6	
5661	Crisis Intervention Instructor - Student Services	Q80	F65	Nonexempt	Annual	178	6	
5252	Culinary Arts Store Lead	CLS	R18	Nonexempt	Monthly	260		
5680S	Education Interpreter - Substitute	HR4	T33	Nonexempt	Hourly	260		
5680	Educational Interpreter	Q80	F65	Nonexempt	Annual	178	6	
G5591	Grant Specialist - Work Experience and Engagement	S80	S25	Nonexempt	Annual	205		
G6091	Grant-Title I Tutor Inst	G80	Z25	Nonexempt	Annual	180	6	
5639	Hearing/Vision Screener	HR4	T01	Nonexempt	Hourly	260		
5649	Hearing/Vision Screener Team Leader	HR4	T02	Nonexempt	Hourly	260		
5696	Home Visitor - HIPPY	HR4	T14	Nonexempt	Hourly	180		
5665	Home Visitor -Parent Child Home Program	HR4	S99	Nonexempt	Hourly	260		
G5609	Indian Education Liaison - Student Engagement	T80	P23	Nonexempt	Annual	180	6	
5698	Interpreter - Vision	T80	F25	Nonexempt	Annual	180	6	
4682	Lead Technician, Medicaid Services	CLS	R22	Nonexempt	Monthly	260		
2830	Lead Volunteer Teacher, Adult ESL-Hourly	HR2	T27	Exempt	Hourly	260		
5756	Liaison - Bilingual Family School Community Connec	HR3	H21	Nonexempt	Hourly	180		
G5608	Liaison - Community and Family, Disadvantaged Stud	HR6	P24	Nonexempt	Annual	210	6	
G5607	Liaison - Community and Family, Disadvantaged Stud	HR6	P24	Nonexempt	Annual	210	6	
G5667	Liaison Title 1 Parent Family School Commuity	HR3	H21	Nonexempt	Hourly	180		
5667	Liaison Title 1 Parent, Family, School Community	HR3	H21	Nonexempt	Hourly	180		
5751	Liaison, Restorative Practices	HR3	H21	Nonexempt	Hourly	180		



**Jefferson County Public Schools
Classified Job Titles**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5638	Locker Room Aide	TA	T43	Nonexempt	Hourly	181		
5740	McLain Director - Childcare Center	MPC	MP1	Nonexempt	Hourly	180		
5742	McLain Preschool Aide	MPC	MP3	Nonexempt	Hourly	180		
5741	McLain Preschool Group Leader	MPC	MP2	Nonexempt	Hourly	180		
5679	Notetaker (Deaf & DHH)	Q80	D25	Nonexempt	Annual	178	6	
G3141	Nurse - Licensed Practical	Q80	F25	Nonexempt	Annual	178	6	
3141	Nurse - Licensed Practical	Q80	F25	Nonexempt	Annual	178	6	
3121	Occupational Therapist Assistant - Certified	T80	F25	Nonexempt	Annual	180	6	
8200	Para Educator - Center	Q80	D25	Nonexempt	Annual	178	6	
8206	Para Educator - Center Program, Sign Language	Q80	F25	Nonexempt	Annual	178	6	
8201	Para Educator - Independence Support	Q80	D25	Nonexempt	Annual	178	6	
G8201	Para Educator - Independence Support	Q80	D25	Nonexempt	Annual	178	6	
8207	Para Educator - Independence Support, Sign Language	Q80	F25	Nonexempt	Annual	178	6	
G8204	Para Educator - Intervener, Deaf/Blind Only	Q80	F25	Nonexempt	Annual	178	6	
8204	Para Educator - Intervener, Deaf/Blind Only	Q80	F25	Nonexempt	Annual	178	6	
5849	Para Educator - Substitute	HR4	T41	Nonexempt	Hourly	260		
8202	Para Educator - Title I Center	D80	Z25	Nonexempt	Annual	178	6	
8203	Para Educator - Title I Independence Support	D80	Z25	Nonexempt	Annual	178	6	
5646	Para Educator - Transition	Q80	D25	Nonexempt	Annual	178	6	
G5849	Para Educator Substitute	HR4	T41	Nonexempt	Hourly	260		
G5630	Para Professional - Regular	TA	T51	Nonexempt	Hourly	181		
5632	Para Professional - Special Education Building Sup	TA	T51	Nonexempt	Hourly	181		
G5632	Para Professional Special Education Building Suppo	TA	T51	Nonexempt	Hourly	181		
5640	Parapro - Health Aide	TA	T57	Nonexempt	Hourly	181		
5630L	Parapro - Library	TA	T51	Nonexempt	Hourly	181		
5630N	Parapro - Non-Instructional	TA	T51	Nonexempt	Hourly	181		
5630	Parapro - Regular Instructional	TA	T51	Nonexempt	Hourly	181		
5656	Paraprofessional Certified Instructional Tutor - P	TA	T53	Nonexempt	Hourly	181		
G5753	Parent Home School Community Liaison	HR3	H21	Nonexempt	Hourly	180		
5753	Parent, Home, School Community Liaison	HR3	H21	Nonexempt	Hourly	180		
3124	Physical Therapist Assistant	T80	F25	Nonexempt	Annual	180	6	
5628	Program Assistant - Foreign Language	HR4	T40	Nonexempt	Hourly	260		
3151	School Psychology Intern	HR4	S99	Nonexempt	Hourly	260		
4218	Site Coordinator, 21st CCCL/Lights on After School	HR3	H21	Nonexempt	Hourly	180		
4311	Specialist - Mental Health	SBS	R77	Nonexempt	Annual	205	6	10
4223	Specialist - Planetarium & Astronomy, Hourly	HR2	T27	Nonexempt	Hourly	187		



**Jefferson County Public Schools
Classified Job Titles**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
2829S	Sub Teacher, Adult ESL	HR2	T27	Nonexempt	Hourly	260		
5845	Substitute Clinic Aide	HR4	T27	Nonexempt	Hourly	260		
5628S	Substitute Foreign Language Program Assistant	HR4	T40	Nonexempt	Hourly	260		
5840	Substitute Paraprofessional	HR4	T10	Nonexempt	Hourly	260		
5678S	Substitute Spanish Translator	HR4	T23	Nonexempt	Hourly	260		
2829	Teacher, Adult ESL - Hourly	HR2	T27	Exempt	Hourly	260		
2828	Teacher, Homebound - Hourly	HR4	T36	Exempt	Hourly	260		
2589	Teacher, Hourly (License Required)	HR2	T27	Nonexempt	Hourly	187		
2851	Teacher, Licensed Extra Curriculum (Hrly/Var)	HR2	T27	Nonexempt	Hourly	187		
2588	Teacher/Tutor-SES-Hourly	HR2	T27	Nonexempt	Hourly	185		
5605	Technician - Cosmetology Wareen Technical Occupati	HR3	H17	Nonexempt	Hourly	180		
5704	Technician - School Program Support, McLain	T80	F25	Nonexempt	Annual	180	6	
4384	Technician - School Support	C94	S19	Nonexempt	Annual	194	6	
6091	Title 1 Tutor Instructional	G80	Z25	Nonexempt	Annual	180	6	
6079	Title I Notetaker (Deaf & DHH)	D80	Z25	Nonexempt	Annual	178	6	
G8203	Title I Para Educator - Independence Support	D80	Z25	Nonexempt	Annual	178	6	
5653	Title I Para Professional - Special Education Buil	TA	T81	Nonexempt	Hourly	181		
5651	Title I Parapro	TA	T81	Nonexempt	Hourly	181		
G5651	Title I Parapro	TA	T81	Nonexempt	Hourly	181		
5633	Transition Community Educational Assistant	TA	T51	Nonexempt	Hourly	181		
G5684	Tutor - ACE	HR4	T04	Nonexempt	Hourly	260		
5684	Tutor - ACE	HR4	T04	Nonexempt	Hourly	260		
G5691	Tutor - Instructional	T80	F25	Nonexempt	Annual	180	6	
5691	Tutor - Instructional	T80	F25	Nonexempt	Annual	180	6	
5689	Tutor - Instructional - Substitute	HR4	T14	Nonexempt	Hourly	260		
G5673	Tutor Transition Support	Q80	F25	Nonexempt	Annual	178	6	
5673	Tutor, Transition Support	Q80	F25	Nonexempt	Annual	178	6	
2591	Warren Occupational Technical Program Teacher	HR4	T16	Nonexempt	Hourly	260		



**Jefferson County Public Schools
Classified Job Titles**

Secretary, Admin Assistant

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5226	Administrative Assistant, Exective Director - Food	CLS	R20	Nonexempt	Monthly	260		
5242	Assisitant Secretary, Central Facilities	CLS	R17	Nonexempt	Monthly	260		
5865	Clerical Part time	HR4	T09	Nonexempt	Hourly	260		
4453	Lead Secretary, Jeffco Turnaround Support Team	PSS	R54	Nonexempt	Annual	220	6	10
4463	Lead Technician - Preschool	CLS	R23	Nonexempt	Monthly	260		
4444	Secretary - Business Support	HR3	H19	Nonexempt	Hourly	180		
5210	Secretary - Central Administrator 12mo	CLS	R19	Nonexempt	Monthly	260		
5225	Secretary - Custodial Services	CLS	R19	Nonexempt	Monthly	260		
4524	Secretary - Director	CLS	R19	Nonexempt	Monthly	260		
5126	Secretary - Director Special Education	CLS	R19	Nonexempt	Monthly	260		
5211	Secretary - Employee Assistance Program	CLS	R17	Nonexempt	Monthly	260		
5131	Secretary - Executive Director Athletics	CEN	R70	Nonexempt	Annual	205	6	10
5232	Secretary - Financial 205	SBS	R77	Nonexempt	Annual	205	6	10
5223	Secretary - Financial 215	SBS	R77	Nonexempt	Annual	205	6	10
5212	Secretary - Preschool Office	CEN	R79	Nonexempt	Annual	205	6	10
5228	Secretary - Principal Elementary 8hr/210	PSE	R53	Nonexempt	Annual	210	6	10
5229	Secretary - Principal Middle 8hr/215	PSM	R55	Nonexempt	Annual	215	6	10
5230	Secretary - Principal Senior 8hr/220	PSS	R57	Nonexempt	Annual	220	6	10
5234	Secretary - School 205	SBS	R73	Nonexempt	Annual	205	6	10
5246	Secretary - School Support	SBS	R73	Nonexempt	Annual	205	6	10
5133	Secretary - Security & Emergency Management	CLS	R24	Nonexempt	Monthly	260		
4538	Secretary Technician General - ESS	CEN	R79	Nonexempt	Annual	205	6	10
5213	Secretary, Environmental Services	CLS	R19	Nonexempt	Monthly	260		
G5210	Secretary, Title 1 Grants	CLS	R19	Nonexempt	Monthly	260		
4304	Site Technician, School Based	PSM	R59	Nonexempt	Annual	215	6	10
5810	Substitute Secretary	HR4	T09	Nonexempt	Hourly	260		



**Jefferson County Public Schools
Classified Job Titles**

Security & Emergency Mgt

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
9242	Armed Security Patrol Officer	CLS	R25	Nonexempt	Monthly	260		
9231	Campus Security Officer (CSO)	C80	C18	Nonexempt	Annual	180	6	
9210	Campus Supervisor	C80	C17	Nonexempt	Annual	180	6	
9211	Campus Supervisor, Substitute	HR4	T21	Nonexempt	Hourly	260		
4303	Coordinator - Campus Supervisor	CLS	R27	Nonexempt	Monthly	260		
9260	Dispatcher - Emergency Services	CLS	R22	Nonexempt	Monthly	260		
9260V	Dispatcher - Emergency Services, Substitute	HR4	T71	Nonexempt	Hourly	260		
9232	Lead Campus Security Officer	C80	C19	Nonexempt	Annual	180	6	
9241	Lead, Dispatch Operations	CLS	R26	Nonexempt	Monthly	260		
9233	Lead, Patrol Operations	CLS	R26	Nonexempt	Monthly	260		
9240	Security Patrol Officer	CLS	R20	Nonexempt	Monthly	260		
1561	Specialist - Threat Assessment	CLS	R24	Nonexempt	Monthly	260		
9210T	Temp Campus Supervisor	HR3	H17	Nonexempt	Hourly	180		



**Jefferson County Public Schools
Classified Job Titles**

Transportation

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4607	Administrative Assistant, Executive Director - Tra	CLS	R24	Nonexempt	Monthly	260		
7305	Bodyman/Painter	CLS	R25	Nonexempt	Monthly	260		
7110	Bus Driver	BD8	R48	Nonexempt	Annual	182		
7160	Bus Driver Assistant	BA8	R43	Nonexempt	Annual	182		
7192	Bus Driver, Non-CDL	BDN	R45	Nonexempt	Annual	182		
9440	Lead Parts Warranty Fleet Maintenance	CLS	R23	Nonexempt	Monthly	260		
4484	Liaison, Transport Discipline	CLS	R21	Nonexempt	Monthly	260		
6594	Mechanic - Fleet Services	CLS	R25	Nonexempt	Monthly	260		
7112	Relief Bus Driver	BD8	R48	Nonexempt	Annual	182		
6261	Shop Foreman - Fleet Maintenance	CLS	R27	Nonexempt	Monthly	260		
6263	Shop Foreman - Support Services	CLS	R28	Nonexempt	Monthly	260		
6262	Shop Foreman - Utility Fleet	CLS	R29	Nonexempt	Monthly	260		
7195	Substitute Bus Assistant	HR4	T18	Nonexempt	Hourly	260		
7190	Substitute Bus Driver	HR4	T19	Nonexempt	Hourly	260		
4599	Supervisor - Fleet Operations	CLS	R28	Nonexempt	Monthly	260		
4606	Supervisor - Transportation Operation	CLS	R28	Nonexempt	Monthly	260		
4594	Supervisor - Transportation Training	CLS	R28	Nonexempt	Monthly	260		
4480	Supervisor, Transportation	CLS	R26	Nonexempt	Monthly	260		
7191	Support Bus Driver	HR4	T17	Nonexempt	Hourly	260		
6595	Technician - Fleet Services Parts	CLS	R12	Nonexempt	Monthly	260		
9441	Technician, Parts & Warranty - Fleet Maintenance	CLS	R24	Nonexempt	Monthly	260		
7125	Trainer - Transportation	CLS	R22	Nonexempt	Monthly	260		

Effective 2019/2020 School Year

Salary Plan	Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 16	Step 21
BA8	R43	Hourly	13.22	13.72	14.23	14.74	15.24	15.78	16.33	16.92			17.50	18.13	18.75
	R43	Monthly	1603.83	1665.17	1726.75	1788.17	1849.58	1914.17	1981.92	2052.75			2123.58	2199.33	2274.92
	R43	Annual	19,246	19,982	20,721	21,458	22,195	22,970	23,783	24,633			25,483	26,392	27,299
BD8	R48	Hourly	17.34	18.05	18.65	19.36	20.07	20.77	21.50	22.24			23.03	23.85	24.68
	R48	Monthly	2104.25	2189.83	2262.92	2348.42	2435.50	2519.58	2609.17	2699.00			2794.25	2893.42	2994.17
	R48	Annual	25,251	26,278	27,155	28,181	29,226	30,235	31,310	32,388			33,531	34,721	35,930
BDN	R45	Hourly	15.34	16.05	16.65	17.36	18.07	18.77	19.50	20.24			21.03	21.85	22.68
	R45	Monthly	1861.58	1947.17	2020.25	2105.75	2192.83	2276.92	2366.50	2456.33			2551.58	2650.75	2751.50
	R45	Annual	22,339	23,366	24,243	25,269	26,314	27,323	28,398	29,476			30,619	31,809	33,018
C80	C17	Hourly	16.74	17.40	18.11	18.71	19.42	20.14	20.84	21.58			22.32	23.11	23.93
	C17	Monthly	2008.83	2088.33	2173.17	2244.67	2330.83	2417.00	2500.50	2589.33			2678.00	2773.50	2871.50
	C17	Annual	24,106	25,060	26,078	26,936	27,970	29,004	30,006	31,072			32,136	33,282	34,458
	C18	Hourly	19.25	20.01	20.83	21.51	22.34	23.16	23.96	24.81			25.66	26.58	27.52
	C18	Monthly	2310.25	2401.67	2499.17	2581.42	2680.50	2779.50	2875.58	2977.67			3079.75	3189.58	3302.17
	C18	Annual	27,723	28,820	29,990	30,977	32,166	33,354	34,507	35,732			36,957	38,275	39,626
	C19	Hourly	19.91	20.72	21.40	22.23	23.05	23.84	24.69	25.54			26.45	27.38	28.34
	C19	Monthly	2389.75	2486.67	2568.58	2667.08	2765.67	2861.33	2962.83	3064.42			3173.67	3285.75	3400.75
C94	C19	Annual	28,677	29,840	30,823	32,005	33,188	34,336	35,554	36,773			38,084	39,429	40,809
	S17	Hourly	20.98	22.03	23.01	23.97	25.02	25.98	27.00	27.91			28.93	29.96	31.01
	S17	Monthly	2713.24	2849.43	2975.51	3099.91	3236.07	3360.47	3491.60	3609.27			3742.08	3874.88	4011.05
	S17	Annual	32,559	34,193	35,706	37,199	38,833	40,326	41,899	43,311			44,905	46,499	48,133
	S19	Hourly	16.45	17.19	17.87	18.58	19.33	19.97	20.74	21.50			22.24	23.03	23.82
CEN	S19	Monthly	2127.93	2223.23	2311.32	2403.02	2500.17	2582.89	2681.89	2780.71			2876.10	2978.62	3081.23
	S19	Annual	25,535	26,679	27,736	28,836	30,002	30,995	32,183	33,369			34,513	35,743	36,975
	R66	Hourly	16.48	17.11	17.76	18.50	19.16	19.89	20.47	21.17			21.93	22.70	23.50
	R66	Monthly	2251.67	2337.83	2427.42	2528.58	2618.17	2717.92	2797.17	2893.50			2996.58	3103.00	3211.00
	R66	Annual	27,020	28,054	29,129	30,343	31,418	32,615	33,566	34,722			35,959	37,236	38,532
	R67	Hourly	17.45	18.12	18.88	19.54	20.29	20.88	21.59	22.37			23.16	23.97	24.79
	R67	Monthly	2384.83	2476.17	2579.58	2670.83	2772.50	2853.50	2950.00	3056.75			3165.25	3275.75	3387.67
	R67	Annual	28,618	29,714	30,955	32,050	33,270	34,242	35,400	36,681			37,983	39,309	40,652
	R68	Hourly	18.16	18.90	19.52	20.25	21.01	21.72	22.49	23.29			24.11	24.96	25.82
	R68	Monthly	2481.33	2582.92	2667.33	2767.33	2870.75	2969.00	3073.92	3182.50			3294.67	3411.67	3528.92
	R68	Annual	29,776	30,995	32,008	33,208	34,449	35,628	36,887	38,190			39,536	40,940	42,347
	R70	Hourly	19.98	20.83	21.60	22.42	23.21	24.07	24.81	25.68			26.56	27.51	28.46
	R70	Monthly	2731.17	2846.50	2951.67	3063.75	3172.25	3289.42	3391.08	3510.00			3630.50	3759.92	3889.17
R70	Annual	32,774	34,158	35,420	36,765	38,067	39,473	40,693	42,120			43,566	45,119	46,670	
R71	Hourly	24.06	25.06	26.16	27.17	28.23	29.18	30.26	31.33			32.43	33.56	34.74	
R71	Monthly	3288.17	3424.67	3575.42	3713.50	3857.92	3988.00	4135.67	4281.67			4432.42	4586.33	4748.25	
R71	Annual	39,458	41,096	42,905	44,562	46,295	47,856	49,628	51,380			53,189	55,036	56,979	
R79	Hourly	18.90	19.52	20.26	21.02	21.72	22.50	23.29	24.12			24.96	25.83	26.75	
R79	Monthly	2583.08	2667.33	2769.00	2872.42	2968.92	3075.67	3182.50	3296.33			3411.67	3530.75	3656.50	
R79	Annual	30,997	32,008	33,228	34,469	35,627	36,908	38,190	39,556			40,940	42,369	43,878	
CLS	R12	Hourly	12.84	13.33	13.82	14.31	14.80	15.32	15.86	16.43			17.00	17.60	18.21
	R12	Monthly	2224.74	2309.97	2395.20	2480.43	2565.66	2655.26	2749.23	2847.58			2945.92	3050.82	3155.72
	R12	Annual	26,697	27,720	28,742	29,765	30,788	31,863	32,991	34,171			35,351	36,610	37,869



Jefferson County Public Schools
Classified Salary Schedule

Salary Plan	Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 16	Step 21
CLS	R13	Hourly	13.64	14.26	14.92	15.58	16.20	16.84	17.53	18.11			18.80	19.49	20.16
	R13	Monthly	2364.60	2471.69	2585.33	2701.16	2808.24	2919.70	3037.71	3138.24			3258.43	3378.63	3494.46
	R13	Annual	28,375	29,660	31,024	32,414	33,699	35,036	36,452	37,659			39,101	40,544	41,933
	R15	Hourly	14.92	15.58	16.20	16.84	17.53	18.11	18.80	19.49			20.16	20.88	21.60
	R15	Monthly	2585.29	2701.16	2808.24	2919.70	3037.71	3138.24	3258.43	3378.63			3494.46	3619.02	3743.59
	R15	Annual	31,023	32,414	33,699	35,036	36,452	37,659	39,101	40,544			41,933	43,428	44,923
	R16	Hourly	15.58	16.20	16.84	17.53	18.11	18.80	19.49	20.16			20.88	21.60	22.37
	R16	Monthly	2701.16	2808.24	2919.70	3037.71	3138.24	3258.43	3378.63	3494.46			3619.02	3743.59	3876.90
	R16	Annual	32,414	33,699	35,036	36,452	37,659	39,101	40,544	41,933			43,428	44,923	46,523
	R17	Hourly	16.20	16.84	17.53	18.11	18.80	19.49	20.16	20.88			21.60	22.37	23.16
	R17	Monthly	2808.27	2919.70	3037.71	3138.24	3258.43	3378.63	3494.46	3619.02			3743.59	3876.90	4014.58
	R17	Annual	33,699	35,036	36,452	37,659	39,101	40,544	41,933	43,428			44,923	46,523	48,175
	R18	Hourly	16.84	17.53	18.11	18.80	19.49	20.16	20.88	21.60			22.37	23.16	23.97
	R18	Monthly	2919.63	3037.71	3138.24	3258.43	3378.63	3494.46	3619.02	3743.59			3876.90	4014.58	4154.45
	R18	Annual	35,036	36,452	37,659	39,101	40,544	41,933	43,428	44,923			46,523	48,175	49,853
	R19	Hourly	17.52	18.11	18.80	19.49	20.16	20.88	21.60	22.37			23.16	23.97	24.81
	R19	Monthly	3037.66	3138.24	3258.43	3378.63	3494.46	3619.02	3743.59	3876.90			4014.58	4154.45	4300.87
	R19	Annual	36,452	37,659	39,101	40,544	41,933	43,428	44,923	46,523			48,175	49,853	51,610
	R20	Hourly	18.10	18.80	19.49	20.16	20.88	21.60	22.37	23.16			23.97	24.81	25.70
	R20	Monthly	3138.20	3258.43	3378.63	3494.46	3619.02	3743.59	3876.90	4014.58			4154.45	4300.87	4453.85
	R20	Annual	37,658	39,101	40,544	41,933	43,428	44,923	46,523	48,175			49,853	51,610	53,446
	R21	Hourly	18.53	19.32	20.03	20.80	21.52	22.32	23.02	23.82			24.64	25.52	26.40
	R21	Monthly	3212.50	3348.03	3472.60	3605.91	3730.48	3868.16	3990.54	4128.22			4270.27	4423.25	4576.23
	R21	Annual	38,550	40,176	41,671	43,271	44,766	46,418	47,886	49,539			51,243	53,079	54,915
	R22	Hourly	19.38	20.35	21.37	22.32	23.25	24.27	25.20	26.19			27.07	28.07	29.06
	R22	Monthly	3358.99	3527.24	3704.25	3868.16	4029.88	4206.90	4368.62	4539.08			4692.05	4864.70	5037.35
	R22	Annual	40,308	42,327	44,451	46,418	48,359	50,483	52,423	54,469			56,305	58,376	60,448
	R23	Hourly	20.35	21.37	22.32	23.25	24.27	25.20	26.19	27.07			28.07	29.06	30.08
	R23	Monthly	3527.21	3704.25	3868.16	4029.88	4206.90	4368.62	4539.08	4692.05			4864.70	5037.35	5214.37
	R23	Annual	42,327	44,451	46,418	48,359	50,483	52,423	54,469	56,305			58,376	60,448	62,572
	R24	Hourly	21.37	22.32	23.25	24.27	25.20	26.19	27.07	28.07			29.06	30.08	31.13
	R24	Monthly	3704.21	3868.16	4029.88	4206.90	4368.62	4539.08	4692.05	4864.70			5037.35	5214.37	5395.75
	R24	Annual	44,450	46,418	48,359	50,483	52,423	54,469	56,305	58,376			60,448	62,572	64,749
	R25	Hourly	22.32	23.25	24.27	25.20	26.19	27.07	28.07	29.06			30.08	31.13	32.23
	R25	Monthly	3868.21	4029.88	4206.90	4368.62	4539.08	4692.05	4864.70	5037.35			5214.37	5395.75	5585.88
	R25	Annual	46,418	48,359	50,483	52,423	54,469	56,305	58,376	60,448			62,572	64,749	67,031
	R26	Hourly	23.25	24.27	25.20	26.19	27.07	28.07	29.06	30.08			31.13	32.23	33.34
	R26	Monthly	4029.86	4206.90	4368.62	4539.08	4692.05	4864.70	5037.35	5214.37			5395.75	5585.88	5778.20
	R26	Annual	48,358	50,483	52,423	54,469	56,305	58,376	60,448	62,572			64,749	67,031	69,338
	R27	Hourly	24.27	25.20	26.19	27.07	28.07	29.06	30.08	31.13			32.23	33.34	34.52
R27	Monthly	4206.90	4368.62	4539.08	4692.05	4864.70	5037.35	5214.37	5395.75			5585.88	5778.20	5983.63	
R27	Annual	50,483	52,423	54,469	56,305	58,376	60,448	62,572	64,749			67,031	69,338	71,804	
R28	Hourly	25.20	26.19	27.07	28.07	29.06	30.08	31.13	32.23			33.34	34.52	35.72	
R28	Monthly	4368.62	4539.08	4692.05	4864.70	5037.35	5214.37	5395.75	5585.88			5778.20	5983.63	6191.24	
R28	Annual	52,423	54,469	56,305	58,376	60,448	62,572	64,749	67,031			69,338	71,804	74,295	
R29	Hourly	26.19	27.07	28.07	29.06	30.08	31.13	32.23	33.34			34.52	35.72	36.98	
R29	Monthly	4539.08	4692.05	4864.70	5037.35	5214.37	5395.75	5585.88	5778.20			5983.63	6191.24	6409.78	



Jefferson County Public Schools
Classified Salary Schedule

Salary Plan	Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 16	Step 21
CLS	R29	Annual	54,469	56,305	58,376	60,448	62,572	64,749	67,031	69,338			71,804	74,295	76,917
	R30	Hourly	27.07	28.07	29.06	30.08	31.13	32.23	33.34	34.52			35.72	36.98	38.27
	R30	Monthly	4692.05	4864.70	5037.35	5214.37	5395.75	5585.88	5778.20	5983.63			6191.24	6409.78	6632.69
	R30	Annual	56,305	58,376	60,448	62,572	64,749	67,031	69,338	71,804			74,295	76,917	79,592
D80	Z25	Hourly	14.40	15.03	15.71	16.40	17.05	17.70	18.41	19.00			19.73	20.45	21.12
	Z25	Monthly	1708.42	1783.50	1864.08	1946.17	2022.75	2100.58	2184.08	2255.00			2341.33	2426.17	2505.92
	Z25	Annual	20,501	21,402	22,369	23,354	24,273	25,207	26,209	27,060			28,096	29,114	30,071
FS3	R81	Hourly	17.29	17.98	18.58	19.29	20.00	20.69	21.43	22.16			22.96	23.77	24.60
	R81	Monthly	2212.67	2301.42	2377.83	2469.58	2559.58	2648.33	2743.00	2836.17			2938.33	3042.00	3148.58
	R81	Annual	26,552	27,617	28,534	29,635	30,715	31,780	32,916	34,034			35,260	36,504	37,783
FS8	R87	Hourly	16.11	16.74	17.41	18.11	18.71	19.43	20.15	20.84			21.58	22.32	23.12
	R87	Monthly	1922.00	1998.17	2077.33	2161.42	2232.92	2318.42	2404.00	2486.33			2575.08	2663.75	2758.42
	R87	Annual	23,064	23,978	24,928	25,937	26,795	27,821	28,848	29,836			30,901	31,965	33,101
	R94	Hourly	17.41	18.11	18.71	19.43	20.15	20.84	21.58	22.32			23.12	23.94	24.77
	R94	Monthly	2077.33	2161.42	2232.92	2318.42	2404.00	2486.33	2575.08	2663.75			2758.42	2856.42	2956.00
G80	Z25	Hourly	16.95	17.95	19.03	19.95	20.90	21.97	22.96	24.01			24.82	25.68	26.57
	Z25	Monthly	2033.42	2154.33	2283.83	2393.50	2508.58	2636.58	2754.83	2881.42			2978.42	3081.17	3188.08
	Z25	Annual	24,401	25,852	27,406	28,722	30,103	31,639	33,058	34,577			35,741	36,974	38,257
HR2	T27	Hourly			26.69	30.80	35.93								
HR3	H17	Hourly	16.20	16.84	17.53	18.11	18.80	19.49	20.16	20.88			21.60	22.37	23.16
	H19	Hourly	17.53	18.11	18.80	19.49	20.16	20.88	21.60	22.37			23.16	23.97	24.81
	H21	Hourly	18.54	19.32	20.03	20.80	21.53	22.32	23.02	23.82			24.64	25.52	26.40
	T03	Hourly	12.84	13.34	13.81	14.27	14.75	15.17	15.68	16.20			16.77	17.32	17.95
	T07	Hourly	11.41	11.89	12.37	12.84	13.34	13.81	14.27	14.75			15.27	15.79	16.35
HR4	T01	Hourly	11.40	11.92	12.32	12.74	13.16	13.63	14.10	14.60					
	T02	Hourly	11.88	12.25	12.62	13.08	13.52	13.99	14.47						
	T04	Hourly	14.08	14.86	15.64	16.41	17.22	17.98	18.78	19.55	22.34				
	T05	Hourly	16.56	17.26	18.01	18.61	19.60	20.32	21.00	22.67	23.25	28.06			
	T09	Hourly	15.84	17.83	19.81	21.79									
	T10	Hourly	12.18												
	T12	Hourly	13.27												
	T13	Hourly	11.40												
	T14	Hourly	14.63	15.31	16.22	16.63	17.28	17.99	18.58	19.30	19.30	19.30	20.01	20.69	21.43
	T15	Hourly	11.40	11.79	12.21	13.02	13.08	13.55	14.05	14.53					
	T16	Hourly	32.11	33.12	34.17	35.81	37.14	38.49	38.75	39.03	39.29	39.56			
	T17	Hourly	17.45												
	T18	Hourly	13.24	13.68	14.16	14.66	15.19								
	T19	Hourly	17.57	18.24	18.78	19.45	20.12	20.76	21.46	22.15					
	T21	Hourly	16.63												
	T23	Hourly	18.45												
	T27	Hourly	13.27												
	T28	Hourly	20.53												
	T29	Hourly	25.67	30.80	35.93										
T30	Hourly	21.68	22.52	23.22	24.04	24.88	25.75	26.65	27.58						
T33	Hourly	18.06	19.17	20.33	21.32	22.35	23.52	24.59	25.72						
T36	Hourly	26.69													

Salary Plan	Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 16	Step 21
HR4	T40	Hourly	18.50	20.81	21.97	25.44	27.75	28.90	31.22	32.32	34.58				
	T41	Hourly	12.59	13.17	13.80	14.40	14.97	15.56	16.19	16.73					
	T44	Hourly	25.00												
	T71	Hourly	19.89												
HR6	P24	Hourly	20.93	21.99	22.95	23.91	24.97	25.92	26.93	27.84			28.87	29.89	30.94
	P24	Monthly	2930.00	3078.00	3213.33	3347.25	3495.17	3629.00	3770.58	3898.25			4041.50	4184.75	4331.17
	P24	Annual	35,160	36,936	38,560	40,167	41,942	43,548	45,247	46,779			48,498	50,217	51,974
LMA	R51	Hourly	15.39	16.07	16.72	17.38	18.08	18.68	19.39	20.11			20.80	21.53	22.28
	R51	Monthly	1949.00	2035.67	2117.33	2200.83	2290.67	2365.83	2455.83	2547.67			2634.17	2727.58	2822.58
	R51	Annual	23,388	24,428	25,408	26,410	27,488	28,390	29,470	30,572			31,610	32,731	33,871
MPC	MP1	Hourly	20.31	21.02	21.77	22.52	23.32	24.13	24.98	25.86			28.66	29.65	30.70
	MP2	Hourly	11.80	12.22	12.64	13.09	13.54	14.01	14.51	15.03			16.65	17.24	17.84
	MP3	Hourly		11.40	11.78	12.19	12.63	13.06	13.52	13.97			15.49	16.06	16.60
MS8	S99	Monthly		1367.56	1413.15	1462.43	1515.41	1567.16	1622.60	1676.81			1859.15	1926.91	1992.21
PSE	R53	Hourly	19.49	20.22	20.98	21.69	22.45	23.25	24.07	24.91			25.78	26.70	27.65
	R53	Monthly	2728.92	2831.33	2937.08	3035.92	3143.58	3254.83	3369.67	3487.92			3609.67	3738.50	3871.00
	R53	Annual	32,747	33,976	35,245	36,431	37,723	39,058	40,436	41,855			43,316	44,862	46,452
PSM	R55	Hourly	19.44	20.19	20.94	21.66	22.43	23.21	24.03	24.86			25.75	26.67	27.60
	R55	Monthly	2786.58	2893.25	3001.58	3104.75	3214.92	3326.92	3444.42	3563.75			3690.17	3822.17	3955.75
	R55	Annual	33,439	34,719	36,019	37,257	38,579	39,923	41,333	42,765			44,282	45,866	47,469
	R59	Hourly	19.92	20.92	21.97	22.94	23.90	24.95	25.90	26.92			27.83	28.85	29.88
	R59	Monthly	2854.83	2998.42	3148.42	3288.67	3425.83	3575.83	3712.92	3858.08			3988.83	4135.50	4282.25
	R59	Annual	34,258	35,981	37,781	39,464	41,110	42,910	44,555	46,297			47,866	49,626	51,387
PSS	R54	Hourly	21.83	22.92	23.94	24.94	26.04	27.04	28.09	29.04			30.11	31.18	32.27
	R54	Monthly	3201.62	3362.32	3511.10	3657.89	3818.57	3965.36	4120.09	4258.94			4415.65	4572.36	4733.04
	R54	Annual	38,419	40,348	42,133	43,895	45,823	47,584	49,441	51,107			52,988	54,868	56,796
	R57	Hourly	19.42	20.16	20.92	21.62	22.39	23.17	23.99	24.83			25.71	26.62	27.56
	R57	Monthly	2847.83	2956.92	3067.83	3171.42	3284.17	3398.75	3518.92	3641.08			3770.50	3903.58	4042.33
	R57	Annual	34,174	35,483	36,814	38,057	39,410	40,785	42,227	43,693			45,246	46,843	48,508
Q80	D25	Hourly	14.10	14.74	15.42	16.11	16.75	17.41	18.12	18.71			19.43	20.15	20.84
	D25	Monthly	1673.50	1749.17	1829.58	1911.58	1987.42	2066.33	2149.75	2220.83			2306.00	2391.08	2473.00
	D25	Annual	20,082	20,990	21,955	22,939	23,849	24,796	25,797	26,650			27,672	28,693	29,676
	F25	Hourly	16.12	17.10	18.14	19.02	19.95	20.99	21.95	22.97			23.75	24.57	25.44
	F25	Monthly	1912.75	2029.42	2152.33	2257.00	2367.83	2490.50	2604.25	2725.42			2818.42	2915.50	3018.83
	F25	Annual	22,953	24,353	25,828	27,084	28,414	29,886	31,251	32,705			33,821	34,986	36,226
	F65	Hourly	20.32	21.55	22.85	23.96	25.14	26.45	27.66	28.93			29.93	30.96	32.05
	F65	Monthly	2411.17	2557.83	2712.08	2843.75	2982.83	3138.50	3282.33	3433.42			3551.67	3674.42	3803.08
	F65	Annual	28,934	30,694	32,545	34,125	35,794	37,662	39,388	41,201			42,620	44,093	45,637
S80	S25	Hourly	17.47	18.14	18.81	19.46	20.15	20.84	21.58	22.35			23.13	23.95	24.80
	S25	Monthly	2387.92	2479.25	2570.75	2658.92	2753.67	2848.50	2949.92	3054.67			3161.08	3272.50	3388.83
	S25	Annual	28,655	29,751	30,849	31,907	33,044	34,182	35,399	36,656			37,933	39,270	40,666
SBS	R73	Hourly	16.81	17.46	18.16	18.90	19.52	20.25	21.01	21.72			22.49	23.29	24.11
	R73	Monthly	2296.92	2386.50	2481.33	2582.92	2667.33	2767.33	2870.75	2969.00			3073.92	3182.50	3294.67
	R73	Annual	27,563	28,638	29,776	30,995	32,008	33,208	34,449	35,628			36,887	38,190	39,536
	R77	Hourly	18.90	19.52	20.25	21.01	21.72	22.49	23.29	24.11			24.96	25.82	26.75
	R77	Monthly	2582.92	2667.33	2767.33	2870.75	2969.00	3073.92	3182.50	3294.67			3411.67	3528.92	3656.50
	R77	Annual	30,995	32,008	33,208	34,449	35,628	36,887	38,190	39,536			40,940	42,347	43,878



Jefferson County Public Schools
Classified Salary Schedule

Salary Plan	Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 16	Step 21
SBS	R78	Hourly	20.94	22.00	22.97	23.93	24.98	25.94	26.95	27.86			28.89	29.91	30.96
	R78	Monthly	2862.17	3006.67	3139.00	3269.75	3414.25	3544.92	3683.42	3807.92			3947.92	4087.92	4230.92
	R78	Annual	34,346	36,080	37,668	39,237	40,971	42,539	44,201	45,695			47,375	49,055	50,771
T80	F25	Hourly	16.11	17.10	18.13	19.01	19.95	20.98	21.94	22.96			23.74	24.56	25.43
	F25	Monthly	1933.50	2051.58	2175.75	2281.50	2393.50	2517.58	2632.58	2755.08			2849.00	2947.17	3051.67
	F25	Annual	23,202	24,619	26,109	27,378	28,722	30,211	31,591	33,061			34,188	35,366	36,620
	P23	Hourly	21.03	22.08	23.06	24.02	25.08	26.04	27.06	27.97			29.00	30.03	31.09
	P23	Monthly	2523.33	2649.83	2767.17	2882.92	3009.50	3125.08	3247.17	3356.58			3480.08	3603.58	3730.25
	P23	Annual	30,280	31,798	33,206	34,595	36,114	37,501	38,966	40,279			41,761	43,243	44,763
TA	T43	Hourly		11.10	11.52	11.93	12.34	12.78	13.20	13.66			14.11	14.59	15.09
	T51	Hourly	11.87	12.21	12.66	13.02	13.48	13.95	14.42	14.87			15.39	15.92	16.50
	T53	Hourly	15.43	16.37	17.36	18.20	19.10	20.08	21.00	21.98			22.73	23.51	24.35
	T57	Hourly	12.92	13.35	13.78	14.27	14.75	15.24	15.72	16.24			16.82	17.39	18.00
	T81	Hourly	12.18	12.51	12.96	13.34	13.80	14.27	14.73	15.18			15.71	16.23	16.81
WTS	R50	Hourly	19.12	19.93	20.67	21.46	22.20	23.02	23.75	24.57			25.41	26.32	27.24
	R50	Monthly	2421.73	2523.90	2617.81	2718.30	2812.21	2916.00	3008.25	3112.04			3219.13	3334.45	3449.77
	R50	Annual	29,061	30,287	31,414	32,620	33,746	34,992	36,099	37,345			38,630	40,013	41,397



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

**Effective 2018/2019 School Year
ECE AD/Prorated**

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4317	Preschool Assistant Director	SPA	DP1	Nonexempt	Annual	194	6	



Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles

ECE Clerical

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4323	Preschool Clerical II	SPP	PC2	Nonexempt	Annual	181	6	



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

ECE Director/Prorated

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4316	Preschool Director, Prorated	SPA	DA1	Nonexempt	Annual	194	6	



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

ECE Instructors Hourly

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5672	Early Childhood Education Instructor School Year H	SPI	IH2	Nonexempt	Hourly	181		
5658	Early Childhood Instructional Partner - Hourly	SPI	IH2	Nonexempt	Hourly	181		



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

ECE Instructrs Prorated

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5671	Early Childhood Education Instructor School Year P	SPP	IP1	Nonexempt	Annual	181	6	
5657	Early Childhood Instructional Partner	SPP	IP1	Nonexempt	Annual	185	6	



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

ECE Program Spec

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4324	Program Specialist - Preschool	SPA	CA1	Nonexempt	Annual	194	6	



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

Early Childhood

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4315	Preschool Director, Year Round	SPM	IM1	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

SAE AD, PL, PA

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5735	After School Program Aide	SCH	SA5	Nonexempt	Hourly	260		
5735S	After School Program Aide Seasonal	SCH	SA5	Nonexempt	Hourly	260		
5732S	After School Program Assistant Director Seasonal	SCH	SA2	Nonexempt	Hourly	260		
5733	After School Program Leader	SCH	SA3	Nonexempt	Hourly	260		
5733S	After School Program Leader Seasonal	SCH	SA3	Nonexempt	Hourly	260		
5732	Before & After School Director Substitute Assistan	SCH	SA2	Nonexempt	Hourly	260		



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

SAE Director/Prorated

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5738	After School Program Director Prorated	SPA	BA1	Nonexempt	Annual	194	6	



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

SAE Director/Year Round

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
5730	After School Program Director Year Round	SAC	HD1	Nonexempt	Monthly	260		



**Jefferson County Public Schools
Early Childhood and School Age Enrichment Job Titles**

SAE Program Spec

Job Code	Job Title	Salary Plan	Grade	FLSA Status	Pay Frequency	Days Worked	Holidays in Rate	Vacation Days in Rate
4325	Program Specialist - School Age Enrichment	SPM	CM2	Nonexempt	Monthly	260		



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Effective 2018/2019 School Year

School Age Enrichment Salary Schedule - Director/Year Round
Salary Plan:SAC

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1	HD1	18.56	3,217.31	38,608	HD2	18.92	3,279.68	39,356	HD3	19.48	3,376.66	40,520	HD4	20.27	3,512.71	42,153	HD5	21.28	3,688.24	44,259	HD6	22.36	3,875.11	46,501
2	HD1	19.12	3,313.83	39,766	HD2	19.49	3,378.06	40,537	HD3	20.07	3,477.95	41,735	HD4	20.87	3,618.09	43,417	HD5	21.92	3,798.89	45,587	HD6	23.03	3,991.36	47,896
3	HD1	19.69	3,413.25	40,959	HD2	20.07	3,479.41	41,753	HD3	20.67	3,582.29	42,987	HD4	21.50	3,726.63	44,720	HD5	22.57	3,912.86	46,954	HD6	23.72	4,111.11	49,333
4	HD1	20.28	3,515.64	42,188	HD2	20.68	3,583.79	43,005	HD3	21.29	3,689.76	44,277	HD4	22.14	3,838.42	46,061	HD5	23.25	4,030.24	48,363	HD6	24.43	4,234.44	50,813
5	HD1	20.89	3,621.11	43,453	HD2	21.30	3,691.31	44,296	HD3	21.93	3,800.45	45,605	HD4	22.81	3,953.58	47,443	HD5	23.95	4,151.15	49,814	HD6	25.16	4,361.47	52,338
6	HD1	21.52	3,729.74	44,757	HD2	21.93	3,802.05	45,625	HD3	22.58	3,914.46	46,974	HD4	23.49	4,072.19	48,866	HD5	24.67	4,275.69	51,308	HD6	25.92	4,492.32	53,908
7	HD1	22.16	3,841.64	46,100	HD2	22.59	3,916.11	46,993	HD3	23.26	4,031.90	48,383	HD4	24.20	4,194.35	50,332	HD5	25.41	4,403.96	52,848	HD6	26.69	4,627.08	55,525
8	HD1	22.83	3,956.89	47,483	HD2	23.27	4,033.59	48,403	HD3	23.96	4,152.86	49,834	HD4	24.92	4,320.18	51,842	HD5	26.17	4,536.08	54,433	HD6	27.50	4,765.89	57,191
9	HD1	23.51	4,075.60	48,907	HD2	23.97	4,154.60	49,855	HD3	24.68	4,277.44	51,329	HD4	25.67	4,449.79	53,398	HD5	26.95	4,672.15	56,066	HD6	28.32	4,908.88	58,907
10	HD1	24.22	4,197.86	50,374	HD2	24.69	4,279.23	51,351	HD3	25.42	4,405.77	52,869	HD4	26.44	4,583.29	54,999	HD5	27.76	4,812.32	57,748	HD6	29.17	5,056.14	60,674
11	HD1	24.95	4,323.80	51,886	HD2	25.43	4,407.61	52,891	HD3	26.18	4,537.94	54,455	HD4	27.24	4,720.79	56,649	HD5	28.60	4,956.69	59,480	HD6	30.05	5,207.82	62,494
12	HD1	25.69	4,453.51	53,442	HD2	26.19	4,539.84	54,478	HD3	26.97	4,674.07	56,089	HD4	28.05	4,862.41	58,349	HD5	29.45	5,105.40	61,265	HD6	30.95	5,364.06	64,369
13	HD1	26.46	4,587.11	55,045	HD2	26.98	4,676.04	56,112	HD3	27.77	4,814.30	57,772	HD4	28.89	5,008.28	60,099	HD5	30.34	5,258.55	63,103	HD6	31.87	5,524.98	66,300
14	HD1	27.26	4,724.74	56,697	HD2	27.79	4,816.32	57,796	HD3	28.61	4,958.73	59,505	HD4	29.76	5,158.53	61,902	HD5	31.25	5,416.31	64,996	HD6	32.83	5,690.74	68,289
15	HD1	28.08	4,866.47	58,398	HD2	28.62	4,960.81	59,530	HD3	29.47	5,107.49	61,290	HD4	30.65	5,313.28	63,759	HD5	32.19	5,578.79	66,946	HD6	33.82	5,861.45	70,337
16	HD1	28.92	5,012.46	60,150	HD2	29.48	5,109.64	61,316	HD3	30.35	5,260.71	63,129	HD4	31.57	5,472.68	65,672	HD5	33.15	5,746.16	68,954	HD6	34.83	6,037.30	72,448
17	HD1	29.79	5,162.84	61,954	HD2	30.36	5,262.92	63,155	HD3	31.26	5,418.54	65,023	HD4	32.52	5,636.87	67,642	HD5	34.15	5,918.55	71,023	HD6	35.88	6,218.42	74,621
18	HD1	30.68	5,317.73	63,813	HD2	31.27	5,420.81	65,050	HD3	32.20	5,581.09	66,973	HD4	33.50	5,805.97	69,672	HD5	35.17	6,096.11	73,153	HD6	36.95	6,404.97	76,860
19	HD1	31.60	5,477.26	65,727	HD2	32.21	5,583.44	67,001	HD3	33.16	5,748.53	68,982	HD4	34.50	5,980.15	71,762	HD5	36.22	6,278.99	75,348	HD6	38.06	6,597.12	79,165
20	HD1	32.55	5,641.58	67,699	HD2	33.18	5,750.94	69,011	HD3	34.16	5,920.98	71,052	HD4	35.54	6,159.56	73,915	HD5	37.31	6,467.36	77,608	HD6	39.20	6,795.04	81,540

Salary Plan:SPM

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1					CM2	25.98	4,502.57	54,031																
2					CM2	26.76	4,637.65	55,652																
3					CM2	27.56	4,776.77	57,321																
4					CM2	28.39	4,920.08	59,041																
5					CM2	29.24	5,067.68	60,812																
6					CM2	30.11	5,219.71	62,637																
7					CM2	31.02	5,376.30	64,516																
8					CM2	31.95	5,537.59	66,451																
9					CM2	32.91	5,703.72	68,445																
10					CM2	33.89	5,874.83	70,498																



Jefferson County Public Schools
 Early Childhood Education and School Age Enrichment Salary Schedule

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
11					CM2	34.91	6,051.07	72,613																
12					CM2	35.96	6,232.61	74,791																
13					CM2	37.04	6,419.59	77,035																
14					CM2	38.15	6,612.17	79,346																
15					CM2	39.29	6,810.54	81,726																
16					CM2	40.47	7,014.85	84,178																
17					CM2	41.68	7,225.30	86,704																
18					CM2	42.93	7,442.06	89,305																
19					CM2	44.22	7,665.32	91,984																
20					CM2	45.55	7,895.28	94,743																



Jefferson County Public Schools
 Early Childhood Education and School Age Enrichment Salary Schedule

School Age Enrichment Salary Schedule - Assistant Director, Program Leader, Program Assistant
 Salary Plan: SCH

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1					SA2	13.60			SA3	12.71							SA5	11.12						
2					SA2	14.01			SA3	13.09							SA5	11.45						
3					SA2	14.43			SA3	13.49							SA5	11.79						
4					SA2	14.86			SA3	13.89							SA5	12.15						
5					SA2	15.31			SA3	14.31							SA5	12.51						
6					SA2	15.76			SA3	14.74							SA5	12.89						
7					SA2	16.24			SA3	15.18							SA5	13.28						
8					SA2	16.72			SA3	15.64							SA5	13.67						
9					SA2	17.23			SA3	16.10							SA5	14.08						
10					SA2	17.74			SA3	16.59							SA5	14.51						
11					SA2	18.28			SA3	17.09														
12					SA2	18.82			SA3	17.60														
13					SA2	19.39			SA3	18.13														
14					SA2	19.97			SA3	18.67														
15					SA2	20.57			SA3	19.23														
16					SA2	21.19			SA3	19.81														
17					SA2	21.82			SA3	20.40														
18					SA2	22.48			SA3	21.01														
19					SA2	23.15			SA3	21.64														
20					SA2	23.85			SA3	22.29														



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Early Childhood Salary Schedule - Program Specialist
Salary Plan:SPA

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1	CA1	26.23	3,392.61	40,711	CA2	27.66	3,577.08	42,925	CA3	28.43	3,677.35	44,128	CA4	28.92	3,740.84	44,890								
2	CA1	26.47	3,423.50	41,082	CA2	27.92	3,610.96	43,332	CA3	28.64	3,703.96	44,448	CA4	29.24	3,782.16	45,386								
3	CA1	26.69	3,451.56	41,419	CA2	28.19	3,646.47	43,758	CA3	28.92	3,740.84	44,890	CA4	29.47	3,811.68	45,740								
4	CA1	26.95	3,485.53	41,826	CA2	28.39	3,671.53	44,058	CA3	29.24	3,782.16	45,386	CA4	29.76	3,848.55	46,183								
5	CA1	27.19	3,516.50	42,198	CA2	28.67	3,708.41	44,501	CA3	29.47	3,811.68	45,740	CA4	30.05	3,886.97	46,644								
6	CA1	27.40	3,543.11	42,517	CA2	28.97	3,746.74	44,961	CA3	29.76	3,848.55	46,183	CA4	30.32	3,920.94	47,051								
7	CA1	27.66	3,577.08	42,925	CA2	29.22	3,779.17	45,350	CA3	30.05	3,886.97	46,644	CA4	30.54	3,950.37	47,404								
8	CA1	27.94	3,613.95	43,367	CA2	29.51	3,816.13	45,794	CA3	30.32	3,920.94	47,051	CA4	30.77	3,979.97	47,760								
9	CA1	28.19	3,646.47	43,758	CA2	29.80	3,854.54	46,255	CA3	30.54	3,950.37	47,404	CA4	31.02	4,012.40	48,149								
10	CA1	28.46	3,680.35	44,164	CA2	30.04	3,885.43	46,625	CA3	30.78	3,981.43	47,777	CA4	31.26	4,043.46	48,521								
11	CA1	28.74	3,717.22	44,607	CA2	30.27	3,915.03	46,980	CA3	31.02	4,012.40	48,149	CA4	31.50	4,074.43	48,893								
12	CA1	29.07	3,760.00	45,120	CA2	30.62	3,960.81	47,530	CA3	31.39	4,059.63	48,716	CA4	31.86	4,120.12	49,441								
13	CA1	29.40	3,802.78	45,633	CA2	30.97	4,005.04	48,060	CA3	31.72	4,102.41	49,229	CA4	32.21	4,165.89	49,991								
14	CA1	29.75	3,847.10	46,165	CA2	31.31	4,049.36	48,592	CA3	32.07	4,148.18	49,778	CA4	32.55	4,210.21	50,523								
15	CA1	30.07	3,888.42	46,661	CA2	31.65	4,093.68	49,124	CA3	32.44	4,195.49	50,346	CA4	32.90	4,254.44	51,053								
16	CA1	30.41	3,932.74	47,193	CA2	32.02	4,140.82	49,690	CA3	32.77	4,238.27	50,859	CA4	33.24	4,298.76	51,585								
17	CA1	30.75	3,976.98	47,724	CA2	32.30	4,177.78	50,133	CA3	33.11	4,282.51	51,390	CA4	33.61	4,347.53	52,170								
18	CA1	31.07	4,018.30	48,220	CA2	32.60	4,216.11	50,593	CA3	33.47	4,328.28	51,939	CA4	33.95	4,390.31	52,684								
19	CA1	31.41	4,062.62	48,751	CA2	32.88	4,252.99	51,036	CA3	33.82	4,373.97	52,488	CA4	34.29	4,434.46	53,213								
20	CA1	31.73	4,103.95	49,247	CA2	33.18	4,291.32	51,496	CA3	34.16	4,418.29	53,019	CA4	34.65	4,481.77	53,781								
21	CA1	32.09	4,149.72	49,797	CA2	33.45	4,326.83	51,922	CA3	34.53	4,465.52	53,586	CA4	35.02	4,529.00	54,348								
22	CA1	32.39	4,189.50	50,274	CA2	33.77	4,368.15	52,418	CA3	34.86	4,508.29	54,100	CA4	35.36	4,573.32	54,880								



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Early Childhood Salary Schedule - Director/Prorated
Salary Plan:SPA

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1	DA1	23.04	2,979.20	35,750	DA2	23.46	3,034.30	36,412	DA3	23.91	3,092.99	37,116	DA4	24.56	3,176.49	38,118	DA5	25.26	3,267.19	39,206	DA6	26.22	3,391.59	40,699
2	DA1	23.24	3,005.89	36,071	DA2	23.69	3,064.41	36,773	DA3	24.12	3,119.51	37,434	DA4	24.79	3,206.70	38,480	DA5	25.47	3,293.88	39,527	DA6	26.66	3,448.48	41,382
3	DA1	23.46	3,034.30	36,412	DA2	23.89	3,089.48	37,074	DA3	24.33	3,146.38	37,757	DA4	25.03	3,237.07	38,845	DA5	25.70	3,324.17	39,890	DA6	26.94	3,483.99	41,808
4	DA1	23.68	3,062.79	36,753	DA2	24.12	3,119.51	37,434	DA3	24.56	3,176.49	38,118	DA4	25.24	3,263.76	39,165	DA5	26.22	3,391.59	40,699	DA6	27.23	3,521.38	42,257
5	DA1	23.89	3,089.48	37,074	DA2	24.33	3,146.38	37,757	DA3	24.79	3,206.70	38,480	DA4	25.48	3,295.68	39,548	DA5	26.66	3,448.48	41,382	DA6	27.46	3,551.67	42,620
6	DA1	24.11	3,117.89	37,415	DA2	24.56	3,176.49	38,118	DA3	25.01	3,235.27	38,823	DA4	25.99	3,361.30	40,336	DA5	26.94	3,483.99	41,808	DA6	27.74	3,587.09	43,045
7	DA1	24.33	3,146.38	37,757	DA2	24.78	3,204.98	38,460	DA3	25.24	3,263.76	39,165	DA4	26.43	3,418.20	41,018	DA5	27.23	3,521.38	42,257	DA6	27.98	3,619.26	43,431
8	DA1	24.53	3,172.90	38,075	DA2	25.01	3,235.27	38,823	DA3	25.73	3,327.68	39,932	DA4	26.69	3,452.08	41,425	DA5	27.46	3,551.67	42,620	DA6	28.20	3,647.75	43,773
9	DA1	24.75	3,201.48	38,418	DA2	25.51	3,299.18	39,590	DA3	26.18	3,386.37	40,636	DA4	26.97	3,487.58	41,851	DA5	27.74	3,587.09	43,045	DA6	28.51	3,686.76	44,241
10	DA1	25.26	3,267.19	39,206	DA2	25.95	3,356.25	40,275	DA3	26.46	3,421.79	41,061	DA4	27.21	3,519.67	42,236	DA5	27.98	3,619.26	43,431	DA6	28.82	3,727.66	44,732
11	DA1	25.69	3,322.20	39,866	DA2	26.18	3,386.37	40,636	DA3	26.71	3,453.87	41,446	DA4	27.47	3,553.38	42,641	DA5	28.20	3,647.75	43,773	DA6	29.08	3,761.46	45,137
12	DA1	25.95	3,356.25	40,275	DA2	26.53	3,430.69	41,168	DA3	27.06	3,500.16	42,002	DA4	27.83	3,599.58	43,195	DA5	28.56	3,693.95	44,327	DA6	29.44	3,807.66	45,692
13	DA1	26.27	3,396.98	40,764	DA2	26.83	3,469.79	41,637	DA3	27.43	3,548.16	42,578	DA4	28.19	3,645.87	43,750	DA5	28.91	3,738.44	44,861	DA6	29.81	3,855.66	46,268
14	DA1	26.58	3,437.70	41,252	DA2	27.14	3,510.68	42,128	DA3	27.70	3,581.95	42,983	DA4	28.56	3,693.95	44,327	DA5	29.25	3,782.76	45,393	DA6	30.17	3,901.77	46,821
15	DA1	26.88	3,477.06	41,725	DA2	27.43	3,548.16	42,578	DA3	28.02	3,624.56	43,495	DA4	28.92	3,740.15	44,882	DA5	29.61	3,828.96	45,948	DA6	30.53	3,948.14	47,378
16	DA1	27.17	3,514.45	42,173	DA2	27.74	3,587.09	43,045	DA3	28.49	3,685.05	44,221	DA4	29.28	3,786.27	45,435	DA5	29.94	3,871.66	46,460	DA6	30.90	3,996.14	47,954
17	DA1	27.50	3,556.89	42,683	DA2	28.09	3,633.46	43,602	DA3	28.71	3,713.37	44,560	DA4	29.65	3,834.27	46,011	DA5	30.26	3,914.26	46,971	DA6	31.27	4,044.06	48,529
18	DA1	27.85	3,601.46	43,218	DA2	28.45	3,679.58	44,155	DA3	29.04	3,756.07	45,073	DA4	30.00	3,880.47	46,566	DA5	30.62	3,960.64	47,528	DA6	31.63	4,090.34	49,084
19	DA1	28.18	3,644.24	43,731	DA2	28.78	3,722.44	44,669	DA3	29.39	3,800.56	45,607	DA4	30.35	3,925.04	47,101	DA5	30.98	4,006.75	48,081	DA6	32.00	4,138.43	49,661
20	DA1	28.51	3,686.76	44,241	DA2	29.11	3,764.88	45,179	DA3	29.70	3,841.45	46,097	DA4	30.72	3,973.04	47,676	DA5	31.31	4,049.45	48,593	DA6	32.35	4,184.54	50,214
21	DA1	28.84	3,729.37	44,752	DA2	29.43	3,805.78	45,669	DA3	30.26	3,914.26	46,971	DA4	31.08	4,019.16	48,230	DA5	31.65	4,093.94	49,127	DA6	32.71	4,230.74	50,769



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Early Childhood Salary Schedule - Assistant Director/Prorated
Salary Plan:SPA

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1	DP1	16.23	2,098.89	25,187	DP2	16.79	2,170.93	26,051	DP3	17.37	2,246.56	26,959	DP4	17.93	2,318.60	27,823	DP5	18.50	2,392.52	28,710	DP6	18.81	2,432.14	29,186
2	DP1	16.64	2,152.02	25,824	DP2	17.22	2,227.74	26,733	DP3	17.78	2,299.69	27,596	DP4	18.34	2,371.56	28,459	DP5	18.81	2,432.14	29,186	DP6	19.08	2,468.16	29,618
3	DP1	17.06	2,206.86	26,482	DP2	17.62	2,278.90	27,347	DP3	18.18	2,350.77	28,209	DP4	18.63	2,408.86	28,906	DP5	19.08	2,468.16	29,618	DP6	19.36	2,504.18	30,050
4	DP1	17.46	2,258.11	27,097	DP2	18.02	2,329.98	27,960	DP3	18.47	2,388.67	28,664	DP4	18.91	2,445.48	29,346	DP5	19.36	2,504.18	30,050	DP6	19.82	2,562.96	30,755
5	DP1	17.85	2,309.19	27,710	DP2	18.29	2,366.09	28,393	DP3	18.75	2,424.78	29,097	DP4	19.19	2,481.50	29,778	DP5	19.82	2,562.96	30,755	DP6	20.29	2,623.70	31,484
6	DP1	18.13	2,345.12	28,141	DP2	18.57	2,402.02	28,824	DP3	19.03	2,460.63	29,528	DP4	19.64	2,540.20	30,482	DP5	20.29	2,623.70	31,484	DP6	20.74	2,682.22	32,187
7	DP1	18.41	2,380.89	28,571	DP2	18.85	2,437.95	29,255	DP3	19.46	2,517.44	30,209	DP4	20.11	2,600.77	31,209	DP5	20.74	2,682.22	32,187	DP6	21.21	2,742.88	32,915
8	DP1	18.67	2,415.28	28,983	DP2	19.29	2,494.77	29,937	DP3	19.93	2,577.93	30,935	DP4	20.56	2,659.46	31,914	DP5	21.21	2,742.88	32,915	DP6	21.54	2,786.35	33,436
9	DP1	19.11	2,472.01	29,664	DP2	19.74	2,553.54	30,643	DP3	20.37	2,634.82	31,618	DP4	21.02	2,718.07	32,617	DP5	21.54	2,786.35	33,436	DP6	21.87	2,828.19	33,938
10	DP1	19.57	2,530.79	30,369	DP2	20.18	2,610.27	31,323	DP3	20.84	2,695.31	32,344	DP4	21.36	2,762.56	33,151	DP5	21.87	2,828.19	33,938	DP6	22.13	2,862.07	34,345
11	DP1	20.01	2,587.60	31,051	DP2	20.65	2,670.93	32,051	DP3	21.16	2,737.15	32,846	DP4	21.68	2,803.37	33,640	DP5	22.13	2,862.07	34,345	DP6	22.36	2,892.53	34,710
12	DP1	20.23	2,615.92	31,391	DP2	20.86	2,697.45	32,369	DP3	21.38	2,765.56	33,187	DP4	21.91	2,833.75	34,005	DP5	22.36	2,892.53	34,710	DP6	22.58	2,920.76	35,049
13	DP1	20.46	2,646.37	31,756	DP2	21.09	2,727.48	32,730	DP3	21.62	2,796.02	33,552	DP4	22.15	2,864.21	34,370	DP5	22.61	2,924.70	35,096	DP6	22.85	2,955.07	35,461
14	DP1	20.68	2,674.69	32,096	DP2	21.31	2,756.15	33,074	DP3	21.87	2,828.19	33,938	DP4	22.39	2,896.29	34,755	DP5	22.88	2,958.58	35,503	DP6	23.10	2,987.15	35,846
15	DP1	20.91	2,704.81	32,458	DP2	21.54	2,786.35	33,436	DP3	22.11	2,860.18	34,322	DP4	22.64	2,928.37	35,140	DP5	23.11	2,988.95	35,867	DP6	23.35	3,019.49	36,234
16	DP1	21.13	2,733.39	32,801	DP2	21.78	2,816.72	33,801	DP3	22.35	2,890.39	34,685	DP4	22.89	2,960.80	35,530	DP5	23.36	3,021.29	36,255	DP6	23.60	3,051.66	36,620
17	DP1	21.44	2,773.17	33,278	DP2	22.07	2,854.71	34,256	DP3	22.66	2,930.26	35,163	DP4	23.20	3,000.59	36,007	DP5	23.65	3,059.28	36,711	DP6	23.90	3,091.36	37,096
18	DP1	21.74	2,811.07	33,733	DP2	22.38	2,894.41	34,733	DP3	22.97	2,970.21	35,643	DP4	23.51	3,040.20	36,482	DP5	23.96	3,098.89	37,187	DP6	24.22	3,132.94	37,595
19	DP1	22.04	2,850.77	34,209	DP2	22.69	2,934.11	35,209	DP3	23.27	3,010.00	36,120	DP4	23.81	3,079.98	36,960	DP5	24.27	3,138.59	37,663	DP6	24.53	3,172.81	38,074
20	DP1	22.34	2,888.68	34,664	DP2	22.99	2,973.98	35,688	DP3	23.58	3,049.61	36,595	DP4	24.12	3,119.68	37,436	DP5	24.58	3,178.38	38,141	DP6	24.85	3,214.40	38,573
21	DP1	22.64	2,928.37	35,140	DP2	23.30	3,013.68	36,164	DP3	23.89	3,089.48	37,074	DP4	24.44	3,161.35	37,936	DP5	24.90	3,220.04	38,641	DP6	25.16	3,254.35	39,052



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

School Age Enrichment Salary Schedule - Director/Prorated
Salary Plan:SPA

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1	BA1	19.14	2,474.83	29,698	BA2	19.51	2,522.83	30,274	BA3	20.08	2,597.42	31,169	BA4	20.89	2,702.00	32,424	BA5	21.94	2,837.17	34,046	BA6	23.05	2,980.83	35,770
2	BA1	19.71	2,549.08	30,589	BA2	20.09	2,598.50	31,182	BA3	20.69	2,675.33	32,104	BA4	21.52	2,783.00	33,396	BA5	22.59	2,922.25	35,067	BA6	23.74	3,070.33	36,844
3	BA1	20.30	2,625.58	31,507	BA2	20.69	2,676.50	32,118	BA3	21.31	2,755.58	33,067	BA4	22.16	2,866.50	34,398	BA5	23.27	3,009.92	36,119	BA6	24.45	3,162.42	37,949
4	BA1	20.91	2,704.33	32,452	BA2	21.32	2,756.75	33,081	BA3	21.95	2,838.25	34,059	BA4	22.83	2,952.50	35,430	BA5	23.97	3,100.25	37,203	BA6	25.18	3,257.25	39,087
5	BA1	21.54	2,785.50	33,426	BA2	21.95	2,839.50	34,074	BA3	22.60	2,923.42	35,081	BA4	23.51	3,041.08	36,493	BA5	24.69	3,193.25	38,319	BA6	25.94	3,355.00	40,260
6	BA1	22.18	2,869.08	34,429	BA2	22.61	2,924.67	35,096	BA3	23.28	3,011.08	36,133	BA4	24.22	3,132.33	37,588	BA5	25.43	3,289.00	39,468	BA6	26.72	3,455.67	41,468
7	BA1	22.85	2,955.08	35,461	BA2	23.29	3,012.42	36,149	BA3	23.98	3,101.42	37,217	BA4	24.95	3,226.25	38,715	BA5	26.19	3,387.67	40,652	BA6	27.52	3,559.33	42,712
8	BA1	23.53	3,043.75	36,525	BA2	23.99	3,102.75	37,233	BA3	24.70	3,194.50	38,334	BA4	25.69	3,323.08	39,877	BA5	26.98	3,489.33	41,872	BA6	28.35	3,666.08	43,993
9	BA1	24.24	3,135.08	37,621	BA2	24.71	3,195.83	38,350	BA3	25.44	3,290.33	39,484	BA4	26.46	3,422.75	41,073	BA5	27.79	3,594.00	43,128	BA6	29.20	3,776.08	45,313
10	BA1	24.97	3,229.17	38,750	BA2	25.45	3,291.75	39,501	BA3	26.20	3,389.00	40,668	BA4	27.26	3,525.42	42,305	BA5	28.62	3,701.83	44,422	BA6	30.07	3,889.33	46,672
11	BA1	25.72	3,326.00	39,912	BA2	26.22	3,390.50	40,686	BA3	26.99	3,490.67	41,888	BA4	28.08	3,631.25	43,575	BA5	29.48	3,812.92	45,755	BA6	30.97	4,006.00	48,072
12	BA1	26.49	3,425.83	41,110	BA2	27.00	3,492.17	41,906	BA3	27.80	3,595.42	43,145	BA4	28.92	3,740.17	44,882	BA5	30.37	3,927.25	47,127	BA6	31.90	4,126.25	49,515
13	BA1	27.28	3,528.58	42,343	BA2	27.81	3,597.00	43,164	BA3	28.63	3,703.25	44,439	BA4	29.79	3,852.33	46,228	BA5	31.28	4,045.08	48,541	BA6	32.86	4,250.00	51,000
14	BA1	28.10	3,634.42	43,613	BA2	28.65	3,704.83	44,458	BA3	29.49	3,814.33	45,772	BA4	30.68	3,967.92	47,615	BA5	32.21	4,166.42	49,997	BA6	33.85	4,377.50	52,530
15	BA1	28.94	3,743.42	44,921	BA2	29.51	3,816.00	45,792	BA3	30.38	3,928.75	47,145	BA4	31.60	4,087.00	49,044	BA5	33.18	4,291.42	51,497	BA6	34.86	4,508.83	54,106
16	BA1	29.81	3,855.75	46,269	BA2	30.39	3,930.50	47,166	BA3	31.29	4,046.67	48,560	BA4	32.55	4,209.58	50,515	BA5	34.18	4,420.17	53,042	BA6	35.91	4,644.08	55,729
17	BA1	30.71	3,971.42	47,657	BA2	31.30	4,048.42	48,581	BA3	32.23	4,168.08	50,017	BA4	33.52	4,335.83	52,030	BA5	35.20	4,552.83	54,634	BA6	36.99	4,783.42	57,401
18	BA1	31.63	4,090.58	49,087	BA2	32.24	4,169.83	50,038	BA3	33.19	4,293.08	51,517	BA4	34.53	4,465.92	53,591	BA5	36.26	4,689.42	56,273	BA6	38.09	4,926.92	59,123
19	BA1	32.58	4,213.33	50,560	BA2	33.21	4,295.00	51,540	BA3	34.19	4,421.92	53,063	BA4	35.57	4,599.92	55,199	BA5	37.35	4,830.08	57,961	BA6	39.24	5,074.75	60,897
20	BA1	33.55	4,339.67	52,076	BA2	34.20	4,423.83	53,086	BA3	35.22	4,554.58	54,655	BA4	36.63	4,737.92	56,855	BA5	38.47	4,975.00	59,700	BA6	40.41	5,227.00	62,724



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
18					IP2	19.96	2,409.10	28,909	IP3	20.92	2,524.17	30,290	IP4	21.91	2,643.70	31,724	IP5	22.96	2,770.58	33,247				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
19					IP2	20.35	2,455.55	29,467	IP3	21.31	2,571.91	30,863	IP4	22.33	2,694.43	32,333	IP5	23.39	2,822.77	33,873				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
20					IP2	20.73	2,501.76	30,021	IP3	21.72	2,621.19	31,454	IP4	22.76	2,746.62	32,959	IP5	23.85	2,878.04	34,536				
21					IP2	21.13	2,549.58	30,595	IP3	22.13	2,670.48	32,046	IP4	23.20	2,798.90	33,587	IP5	24.31	2,933.40	35,201				
21					IP2	21.13	2,549.58	30,595	IP3	22.13	2,670.48	32,046	IP4	23.20	2,798.90	33,587	IP5	24.31	2,933.40	35,201				



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Early Childhood Salary Schedule - Instructors Hourly
Salary Plan:SPI

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
1					IH2	12.40			IH3	14.19			IH4	14.84			IH5	15.53			IH6	16.26		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		



Jefferson County Public Schools
 Early Childhood Education and School Age Enrichment Salary Schedule

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
2					IH2	12.62			IH3	14.45			IH4	15.12			IH5	15.82			IH6	16.57		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		
3					IH2	12.86			IH3	14.72			IH4	15.40			IH5	16.13			IH6	16.88		



Jefferson County Public Schools
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Table with 24 columns: Step, Grd 1, Hourly, Monthly, Annual, Grd 2, Hourly, Monthly, Annual, Grd 3, Hourly, Monthly, Annual, Grd 4, Hourly, Monthly, Annual, Grd 5, Hourly, Monthly, Annual, Grd 6, Hourly, Monthly, Annual. Rows contain salary data for various steps and grades, including IH2, IH3, IH4, IH5, and IH6.



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Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
7					IH2	13.84			IH3	15.85			IH4	16.59			IH5	17.37			IH6	18.19		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
8					IH2	14.10			IH3	16.15			IH4	16.90			IH5	17.69			IH6	18.53		
9					IH2	14.37			IH3	16.45			IH4	17.21			IH5	18.03			IH6	18.88		



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Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
10					IH2	14.63			IH3	16.76			IH4	17.55			IH5	18.37			IH6	19.24		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
11									IH3	17.08			IH4	17.88			IH5	18.73			IH6	19.60		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		



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Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
12									IH3	17.39			IH4	18.22			IH5	19.07			IH6	19.98		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
13									IH3	17.72			IH4	18.55			IH5	19.44			IH6	20.36		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
14									IH3	18.05			IH4	18.90			IH5	19.80			IH6	20.74		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		
15									IH3	18.39			IH4	19.26			IH5	20.18			IH6	21.14		



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Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
18									IH3	19.46			IH4	20.39			IH5	21.35			IH6	22.37		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
19									IH3	19.83			IH4	20.77			IH5	21.75			IH6	22.79		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
20									IH3	20.20			IH4	21.17			IH5	22.18			IH6	23.24		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
21									IH3	20.58			IH4	21.57			IH5	22.60			IH6	23.69		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
22									IH3	20.98			IH4	21.98			IH5	23.03			IH6	24.12		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		



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Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
23									IH3	21.38			IH4	22.39			IH5	23.47			IH6	24.59		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
24									IH3	21.80			IH4	22.83			IH5	23.93			IH6	25.06		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		
25									IH3	22.20			IH4	23.26			IH5	24.38			IH6	25.54		



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Early Childhood Salary Schedule - Instructors/Prorated
Salary Plan:SPP

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
1	IP1	12.61	1,521.09	18,253	IP2	14.55	1,755.34	21,064	IP3	15.23	1,837.48	22,050	IP4	15.93	1,922.61	23,071	IP5	16.69	2,013.56	24,163				
2	IP1	12.84	1,549.32	18,592	IP2	14.82	1,788.28	21,459	IP3	15.51	1,871.88	22,462	IP4	16.23	1,958.29	23,499	IP5	17.00	2,050.95	24,611				
2	IP1	12.84	1,549.32	18,592	IP2	14.82	1,788.28	21,459	IP3	15.51	1,871.88	22,462	IP4	16.23	1,958.29	23,499	IP5	17.00	2,050.95	24,611				
2	IP1	12.84	1,549.32	18,592	IP2	14.82	1,788.28	21,459	IP3	15.51	1,871.88	22,462	IP4	16.23	1,958.29	23,499	IP5	17.00	2,050.95	24,611				
2	IP1	12.84	1,549.32	18,592	IP2	14.82	1,788.28	21,459	IP3	15.51	1,871.88	22,462	IP4	16.23	1,958.29	23,499	IP5	17.00	2,050.95	24,611				
2	IP1	12.84	1,549.32	18,592	IP2	14.82	1,788.28	21,459	IP3	15.51	1,871.88	22,462	IP4	16.23	1,958.29	23,499	IP5	17.00	2,050.95	24,611				



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Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
12					IP2	17.84	2,152.59	25,831	IP3	18.69	2,255.52	27,066	IP4	19.57	2,361.44	28,337	IP5	20.50	2,473.44	29,681				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
13					IP2	18.18	2,194.26	26,331	IP3	19.04	2,297.27	27,567	IP4	19.94	2,406.27	28,875	IP5	20.89	2,521.09	30,253				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
14					IP2	18.52	2,234.47	26,814	IP3	19.40	2,340.48	28,086	IP4	20.33	2,452.64	29,432	IP5	21.29	2,569.00	30,828				
15					IP2	18.88	2,277.93	27,335	IP3	19.77	2,385.40	28,625	IP4	20.71	2,498.85	29,986	IP5	21.70	2,618.29	31,419				
15					IP2	18.88	2,277.93	27,335	IP3	19.77	2,385.40	28,625	IP4	20.71	2,498.85	29,986	IP5	21.70	2,618.29	31,419				
15					IP2	18.88	2,277.93	27,335	IP3	19.77	2,385.40	28,625	IP4	20.71	2,498.85	29,986	IP5	21.70	2,618.29	31,419				
15					IP2	18.88	2,277.93	27,335	IP3	19.77	2,385.40	28,625	IP4	20.71	2,498.85	29,986	IP5	21.70	2,618.29	31,419				



Jefferson County Public Schools
 Early Childhood Education and School Age Enrichment Salary Schedule

Early Childhood Salary Schedule - Clerical Support
 Salary Plan:SPP

Step	Grd 1	Hourly	Monthly	Annual	Grd 2	Hourly	Monthly	Annual	Grd 3	Hourly	Monthly	Annual	Grd 4	Hourly	Monthly	Annual	Grd 5	Hourly	Monthly	Annual	Grd 6	Hourly	Monthly	Annual
1					PC2	16.49	1,990.37	23,884																
2					PC2	16.83	2,031.27	24,375																
3					PC2	17.19	2,074.05	24,889																
4					PC2	17.53	2,114.95	25,379																
5					PC2	17.87	2,155.76	25,869																
6					PC2	18.23	2,200.16	26,402																
7					PC2	18.60	2,244.40	26,933																
8					PC2	18.90	2,280.24	27,363																
9					PC2	19.28	2,326.28	27,915																
10					PC2	19.67	2,374.10	28,489																
11					PC2	20.04	2,418.17	29,018																
12					PC2	20.31	2,450.68	29,408																
13					PC2	20.58	2,482.93	29,795																
14					PC2	20.86	2,517.33	30,208																
15					PC2	21.13	2,549.58	30,595																
16					PC2	21.40	2,581.92	30,983																
17					PC2	21.67	2,614.26	31,371																
18					PC2	21.95	2,648.32	31,780																
19					PC2	22.22	2,680.74	32,169																
20					PC2	22.49	2,713.26	32,559																
21					PC2	22.74	2,743.71	32,925																



Jefferson County Public Schools
Early Childhood Education and School Age Enrichment Salary Schedule

Woodrow Wilson Academy - 2018/2019 Salary Schedule

Educational Assistants/Clinic Aide:

90 - 100% of district scale*^ EA/Clinic rates are experienced or new only (not stepped).

**JeffCo Classified Salary Schedule – Clinic Aide Paraprofessionals, 2014/15, plus annual increases.*

^WWA offers Family Wellness Assistance to FT staff.

Office Staff:

90 – 100% of district scale*^

**JeffCo Classified Salary Schedule – School Based Secretaries, 2014/15, plus annual increases.*

^Number of days worked by WWA office staff may not match those worked by district staff. WWA offers Family Wellness Assistance to FT staff.

Intervention Services: Counselor, Social Worker, Psychologist, Speech/Language, O.T.:

Commensurate with: Degree & Step*^

**JeffCo Classified Licensed Schedule – Counselor & Social Workers, Psychologists et al., 2014/15, plus annual increases.*

^WWA contracts these services based on an hourly rate equivalent to the hourly rate depicted above.

Teachers:

95 – 100% of district's 2017-18 Scale, plus annual increases*

**JeffCo Licensed Salary Schedule 2017-2018 (#187 days) includes Bachelor and Master Degrees*

^WWA offers Family Wellness Assistance to FT teachers. Teacher Agreements at 187 days.

Administration:

Commensurate with: middle third of the job appropriate range*^

**JeffCo Administrative Professional/Technical Salary Schedule, 2014/15, plus annual increases*

WWA is a K-8 school with no district equivalent scale

District range used: Elementary Salary Minimum – Middle School Salary Maximum

^WWA offers Family Wellness Assistance to FT staff.

Notice: WWA job functions and days of service do not mirror JeffCo R-1. Additionally, Flex Benefits and the WWA Family Wellness Assistance do not mirror district policies and practices. As a result, the Salary Schedule Equivalents depicted in this information have been adjusted to equate district protocol to WWA protocol as much as possible.

2018-2019 Marketing Coordinator/Fundraising/Grant Writer/Business Manager

This schedule is is 92% of the published 2017-2018 Professional/Tech: Grade 1

Step	Level 1 (Salary Beginning Jeffco Amount = \$46,543)	Level 2 (Salary Mid-Point) Jeffco Amount = \$55,717	Level 3 (Salary Maximum) Jeffco Max Amount = \$64,891
1	\$ 42,819.92		
2	\$ 43,469.12		
3	\$ 44,118.32		
4	\$ 44,767.52		
5	\$ 45,416.72		
6	\$ 46,065.92		
7	\$ 46,715.12		
8	\$ 47,364.31		
9	\$ 48,013.51		
10	\$ 48,662.71		
11	\$ 49,311.91		
12	\$ 49,961.11		
13	\$ 50,610.31		
14	\$ -	\$ 51,259.52	
15	\$ -	\$ 52,026.79	
16	\$ -	\$ 52,794.06	
17	\$ -	\$ 53,561.33	
18	\$ -	\$ 54,328.60	
19	\$ -	\$ 55,095.87	
20	\$ -	\$ 55,863.14	
21	\$ -	\$ 56,630.41	
22	\$ -	\$ 57,397.68	
23	\$ -	\$ 58,164.95	
24	\$ -	\$ 58,932.22	
25	\$ -	\$ -	\$ 59,699.54

2018-2019 Technology Specialist/Support

This schedule is is 92% of the published 2017-2018 Professional/Tech: Grade 4

Step	Level 1 (Salary Beginning Jeffco Amount = \$60,673)	Level 2 (Salary Mid-Point) Jeffco Amount = \$72,694	Level 3 (Salary Maximum) Jeffco Max Amount = \$84,714
1	\$ 55,819		
2	\$ 56,703		
3	\$ 57,587		
4	\$ 58,471		
5	\$ 59,355		
6	\$ 60,239		
7	\$ 61,123		
8	\$ 62,007		
9	\$ 62,891		
10	\$ 63,775		
11	\$ 64,659		
12	\$ 65,543		
13	\$ 66,427		
14		\$ 66,878	
15		\$ 67,762	
16		\$ 68,646	
17		\$ 69,530	
18		\$ 70,414	
19		\$ 71,298	
20		\$ 72,182	
21		\$ 73,066	
22		\$ 73,950	
23		\$ 74,834	
24		\$ 75,718	
25			\$ 77,938

2018-2019 TRCS Assistant Principal

This schedule is is 92% of the published 2017-2018 HS Assistant Principal Jeffco Professional Technical Salary Grade

8

Step	Level 1 (Salary Beginning)	Level 2 (Salary Mid-Point)	Level 3 (Salary Maximum)
	Jeffco Amount = \$76,482	Jeffco Amount = \$91,684	Jeffco Max Amount = \$106,887
1	\$ 70,363.28		
2	\$ 71,481.28		
3	\$ 72,599.28		
4	\$ 73,717.28		
5	\$ 74,835.28		
6	\$ 75,953.28		
7	\$ 77,071.28		
8	\$ 78,190.32		
9	\$ 79,307.28		
10	\$ 80,425.28		
11	\$ 81,543.28		
12	\$ 82,661.28		
13	\$ 83,779.28		
14	\$ -	\$ 84,349.20	
15	\$ -	\$ 85,467.20	
16	\$ -	\$ 86,585.20	
17	\$ -	\$ 87,703.20	
18	\$ -	\$ 88,821.20	
19	\$ -	\$ 89,939.20	
20	\$ -	\$ 91,057.20	
21	\$ -	\$ 92,175.20	
22	\$ -	\$ 93,293.20	
23	\$ -	\$ 94,411.20	
24	\$ -	\$ 95,529.20	
25	\$ -		\$ 98,336.16

2018-2019 TRCS Principal

This schedule is is 92% of the published 2017-2018 HS Principal Jeffco Professional Technical Salary Scale G12

Step	Level 1 (Salary Beginning Jeffco Amount = \$96,071)	Level 2 (Salary Mid-Point) Jeffco Amount = \$114,818	Level 3 (Salary Maximum) Jeffco Max Amount = \$133,566
1	\$ 88,385.32		
2	\$ 89,712.03		
3	\$ 91,038.74		
4	\$ 92,365.45		
5	\$ 93,692.16		
6	\$ 95,018.87		
7	\$ 96,345.58		
8	\$ 97,672.29		
9	\$ 98,999.00		
10	\$ 100,325.71		
11	\$ 101,652.42		
12	\$ 102,979.13		
13	\$ 104,305.84		
14		\$ 105,632.56	
15		\$ 107,200.57	
16		\$ 108,768.58	
17		\$ 110,336.59	
18		\$ 111,904.60	
19		\$ 113,472.61	
20		\$ 115,040.62	
21		\$ 116,608.63	
22		\$ 118,176.64	
23		\$ 119,744.65	
24		\$ 121,312.66	
25			\$ 122,880.72

2015-2016 TRCS Childcare Salary Schedule
100% of 2015-2016 Jefferson County Public School
Early Childhood Education
Instructor - Job Code 5671

Salary Plan		SPP			SPP			SPP			SPP					
Grade		IP1			IP2			IP3			IP4			IP5		
Step	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	
Entry																
1	\$ 10.18	\$ 1,222.08	\$ 14,665.00	\$ 11.89	\$ 1,426.67	\$ 17,120.00	\$ 12.49	\$ 1,498.33	\$ 17,980.00	\$ 13.10	\$ 1,572.58	\$ 18,871.00	\$ 13.77	\$ 1,652.00	\$ 19,824.00	
2	\$ 10.39	\$ 1,246.83	\$ 14,962.00	\$ 12.13	\$ 1,455.33	\$ 17,464.00	\$ 12.74	\$ 1,528.33	\$ 18,340.00	\$ 13.37	\$ 1,603.83	\$ 19,246.00	\$ 14.04	\$ 1,684.58	\$ 20,215.00	
3	\$ 10.60	\$ 1,271.58	\$ 15,259.00	\$ 12.37	\$ 1,483.92	\$ 17,807.00	\$ 12.99	\$ 1,558.25	\$ 18,699.00	\$ 13.64	\$ 1,636.33	\$ 19,636.00	\$ 14.32	\$ 1,718.50	\$ 20,622.00	
4	\$ 10.80	\$ 1,296.33	\$ 15,556.00	\$ 12.62	\$ 1,513.92	\$ 18,167.00	\$ 13.25	\$ 1,589.50	\$ 19,074.00	\$ 13.91	\$ 1,668.92	\$ 20,027.00	\$ 14.60	\$ 1,752.33	\$ 21,028.00	
5	\$ 11.02	\$ 1,322.42	\$ 15,869.00	\$ 12.87	\$ 1,543.83	\$ 18,526.00	\$ 13.52	\$ 1,622.08	\$ 19,564.00	\$ 14.19	\$ 1,702.83	\$ 20,434.00	\$ 14.90	\$ 1,787.50	\$ 21,450.00	
6	\$ 11.25	\$ 1,349.75	\$ 16,197.00	\$ 13.13	\$ 1,575.17	\$ 18,902.00	\$ 13.78	\$ 1,653.33	\$ 19,840.00	\$ 14.47	\$ 1,736.67	\$ 20,840.00	\$ 15.20	\$ 1,824.08	\$ 21,889.00	
7	\$ 11.47	\$ 1,375.83	\$ 16,510.00	\$ 13.39	\$ 1,606.42	\$ 19,277.00	\$ 14.06	\$ 1,687.17	\$ 20,246.00	\$ 14.77	\$ 1,771.92	\$ 21,263.00	\$ 15.50	\$ 1,860.50	\$ 22,326.00	
8	\$ 11.69	\$ 1,403.25	\$ 16,839.00	\$ 13.66	\$ 1,639.00	\$ 19,668.00	\$ 14.34	\$ 1,721.08	\$ 20,653.00	\$ 15.06	\$ 1,807.08	\$ 21,685.00	\$ 15.81	\$ 1,896.92	\$ 22,763.00	
9	\$ 11.93	\$ 1,431.83	\$ 17,182.00	\$ 13.93	\$ 1,671.58	\$ 21,060.00	\$ 14.63	\$ 1,755.00	\$ 21,060.00	\$ 15.35	\$ 1,842.25	\$ 22,107.00	\$ 16.12	\$ 1,934.75	\$ 23,217.00	
10	\$ 12.17	\$ 1,460.58	\$ 17,527.00	\$ 14.21	\$ 1,705.50	\$ 20,466.00	\$ 14.92	\$ 1,790.17	\$ 21,482.00	\$ 15.67	\$ 1,880.00	\$ 22,560.00	\$ 16.45	\$ 1,973.92	\$ 23,687.00	
11				\$ 14.49	\$ 1,739.33	\$ 20,872.00	\$ 15.22	\$ 1,826.58	\$ 21,919.00	\$ 15.98	\$ 1,917.83	\$ 23,014.00	\$ 16.77	\$ 2,012.92	\$ 24,155.00	
12				\$ 14.78	\$ 1,773.25	\$ 21,279.00	\$ 15.33	\$ 1,863.08	\$ 22,357.00	\$ 16.30	\$ 1,955.58	\$ 23,467.00	\$ 17.11	\$ 2,053.33	\$ 24,640.00	
13				\$ 15.08	\$ 1,809.67	\$ 21,716.00	\$ 15.83	\$ 1,899.58	\$ 22,795.00	\$ 16.62	\$ 1,994.67	\$ 23,936.00	\$ 17.46	\$ 2,095.00	\$ 25,140.00	
14				\$ 15.37	\$ 1,844.83	\$ 22,138.00	\$ 16.14	\$ 1,937.33	\$ 23,248.00	\$ 16.96	\$ 2,035.08	\$ 24,421.00	\$ 17.81	\$ 2,136.75	\$ 25,641.00	
15				\$ 15.69	\$ 1,882.67	\$ 22,592.00	\$ 16.47	\$ 1,976.50	\$ 23,718.00	\$ 17.30	\$ 2,075.50	\$ 24,906.00	\$ 18.16	\$ 2,179.67	\$ 26,156.00	
16				\$ 16.00	\$ 1,920.42	\$ 23,045.00	\$ 16.80	\$ 2,015.50	\$ 24,186.00	\$ 17.64	\$ 2,117.17	\$ 25,406.00	\$ 18.52	\$ 2,222.67	\$ 26,672.00	
17				\$ 16.32	\$ 1,958.25	\$ 23,499.00	\$ 17.13	\$ 2,055.92	\$ 24,671.00	\$ 17.99	\$ 2,158.92	\$ 25,907.00	\$ 18.89	\$ 2,267.00	\$ 27,204.00	
18				\$ 16.64	\$ 1,997.25	\$ 23,967.00	\$ 17.48	\$ 2,097.58	\$ 25,171.00	\$ 18.35	\$ 2,201.92	\$ 26,423.00	\$ 19.27	\$ 2,312.58	\$ 27,751.00	
19				\$ 16.98	\$ 2,037.67	\$ 24,452.00	\$ 17.83	\$ 2,139.33	\$ 25,672.00	\$ 18.72	\$ 2,246.17	\$ 26,954.00	\$ 19.65	\$ 2,358.17	\$ 28,298.00	
20				\$ 17.32	\$ 2,078.08	\$ 24,937.00	\$ 18.19	\$ 2,182.25	\$ 26,187.00	\$ 19.10	\$ 2,291.75	\$ 27,501.00	\$ 20.05	\$ 2,406.42	\$ 28,877.00	
21				\$ 17.66	\$ 2,119.75	\$ 25,437.00	\$ 18.54	\$ 2,225.25	\$ 26,703.00	\$ 19.48	\$ 2,337.42	\$ 28,049.00	\$ 20.46	\$ 2,454.67	\$ 29,456.00	
22				\$ 18.02	\$ 2,162.75	\$ 25,953.00	\$ 18.92	\$ 2,270.92	\$ 27,251.00	\$ 19.87	\$ 2,384.25	\$ 28,611.00	\$ 20.86	\$ 2,502.75	\$ 30,033.00	
23				\$ 18.38	\$ 2,205.75	\$ 26,496.00	\$ 19.29	\$ 2,315.17	\$ 27,782.00	\$ 20.26	\$ 2,431.17	\$ 29,147.00	\$ 21.28	\$ 2,553.58	\$ 30,643.00	
24				\$ 18.75	\$ 2,250.00	\$ 27,000.00	\$ 19.68	\$ 2,362.17	\$ 28,346.00	\$ 20.67	\$ 2,480.67	\$ 29,768.00	\$ 21.70	\$ 2,604.42	\$ 31,253.00	
25				\$ 19.12	\$ 2,294.42	\$ 27,533.00	\$ 20.08	\$ 2,409.00	\$ 28,908.00	\$ 21.09	\$ 2,530.25	\$ 30,363.00	\$ 22.14	\$ 2,656.58	\$ 31,879.00	

**TRCS 2018-2019 [100% of Jeffco 17-18 Schedule]
 Jefferson Count Public Schools: 2017-2018 School Year
 Classified salary Schedule - Campus Supervisor**

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13	
CSE	9210	C80	C17	Hourly		\$ 15.85	\$ 16.48	\$ 17.15	\$ 17.71	\$ 18.39	\$ 19.07	\$ 19.73	\$ 20.43			\$ 21.13			
				Monthly		\$ 1,902.33	\$ 1,977.58	\$ 2,057.92	\$ 2,125.67	\$ 2,207.25	\$ 2,288.83	\$ 2,367.92	\$ 2,452.00			\$ 2,536.00			
				Annual		\$ 22,828.00	\$ 23,731.00	\$ 24,695.00	\$ 25,508.00	\$ 26,487.00	\$ 27,466.00	\$ 28,415.00	\$ 29,424.00			\$ 30,432.00			
											Steps	14	15	16	#	18	19	20	21
											Hourly			\$ 21.89					\$ 22.66
											Monthly			\$ 2,626.42					\$ 2,719.25
											Annual			\$ 31,517.00					\$ 32,631.00

**TRCS 2018-2019 [100% of Jeffco 2017-2018]
 Jefferson Count Public Schools: 2017-2018 School Year
 Classified salary Schedule - LeadCampus Supervisor**

Lead Campus Supervisors - 250 days

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13
CSE	9231	C80	C18	Hourly		\$ 18.23	\$ 18.95	\$ 19.72	\$ 20.37	\$ 21.15	\$ 21.93	\$ 22.69	\$ 23.50			\$ 24.30		
				Monthly		\$ 2,187.75	\$ 2,274.33	\$ 2,366.67	\$ 2,444.50	\$ 2,538.33	\$ 2,632.08	\$ 2,723.08	\$ 2,819.75			\$ 2,916.42		
				Annual		\$ 26,253.00	\$ 27,292.00	\$ 28,400.00	\$ 29,334.00	\$ 30,460.00	\$ 31,585.00	\$ 32,677.00	\$ 33,837.00			\$ 34,997.00		
				Steps							14	15	16	#	18	19	20	21
				Hourly									\$ 25.17					\$ 26.06
				Monthly									\$ 3,020.42					\$ 3,127.08
				Annual									\$ 36,245.00					\$ 37,525.00

TRCS 2018-2019 [100% of Jeffco 2017-2018 Schedule]
Classified salary Schedule - Clinic Aide/Paraprofessionals/Locker Room Aides

Clinic Paraprofessional

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9	10	11
JCP	5640	TA	T-57	Hourly		\$ 12.24	\$ 12.64	\$ 13.05	\$ 13.52	\$ 13.97	\$ 14.43	\$ 14.89	\$ 14.38			\$ 15.93

Steps	12	13	14	15	16	17	18	#	20	21
Hourly					\$ 16.46					\$ 17.05

TRCS 2018-2019 [100% of Jeffco 2017-2018 Schedule]
Classified salary Schedule - Paraprofessional

Paraprofessional

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9	10	11
JCP	5630	TA	T-51	Hourly		\$ 11.24	\$ 11.56	\$ 11.98	\$ 12.33	\$ 12.77	\$ 13.21	\$ 13.66	\$ 14.08			\$ 14.58

Steps	12	13	14	15	16	17	18	#	20	21
Hourly					\$ 15.08					\$ 15.63

TRCS 2018-2019 [100% of Jeffco 2017-2018 Schedule]

Classified salary Schedule - School Based Secretaries

Principal's Secretary Senior (220 days)

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9
CSE	5230	PSS	R-57	Hourly		\$ 18.39	\$ 19.09	\$ 19.81	\$ 20.48	\$ 21.20	\$ 21.94	\$ 22.72	\$ 23.51	
				Monthly		\$ 2,696.83	\$ 2,800.08	\$ 2,905.17	\$ 3,003.25	\$ 3,110.00	\$ 3,218.50	\$ 3,332.33	\$ 3,448.00	
				Annual		\$ 32,362.00	\$ 33,601.00	\$ 34,862.00	\$ 36,039.00	\$ 37,320.00	\$ 38,622.00	\$ 39,988.00	\$ 41,376.00	\$ 42,111.50

10	11	12	13	14	15	16	17	18	19	20	21
	\$ 24.34					\$ 25.20					\$ 26.10
	\$ 3,570.58					\$ 3,696.58					\$ 3,828.00
\$ 42,847.00	\$ 42,847.00					\$ 44,359.00					\$ 45,936.00

TRCS 2018-2019 [100% of Jeffco 2017-2018 Schedule]

Classified salary Schedule - School Based Secretaries

School Secretary (205 days)

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9
CSE	5234	SBS	R-73	Hourly		\$ 15.92	\$ 16.54	\$ 17.19	\$ 17.90	\$ 18.48	\$ 19.18	\$ 19.89	\$ 20.57	
				Monthly		\$ 2,175.08	\$ 2,259.92	\$ 2,349.75	\$ 2,445.92	\$ 2,525.92	\$ 2,620.58	\$ 2,718.50	\$ 2,811.58	
				Annual		\$ 26,101.00	\$ 27,119.00	\$ 28,197.00	\$ 29,351.00	\$ 30,311.00	\$ 31,447.00	\$ 32,622.00	\$ 33,739.00	

Steps	10	11	12	13	14	15	16	17	18	19	20	21
Hourly		\$ 21.30					\$ 22.05					\$ 22.83
Monthly		\$ 2,910.92					\$ 3,013.75					\$ 3,119.92
Annual		\$ 34,931.00					\$ 36,165.00					\$ 37,439.00

TRCS 2018-2019 [100% of Jeffco 2017-2018]
Jefferson Count Public Schools: 2015-2016 School Year
Classified salary Schedule - Tutors

Tutor, Instructional; lead para-Educator; Tutor, Transition Support

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8
CSE	5691	T80	F25	Hourly		\$ 15.26	\$ 16.20	\$ 17.18	\$ 18.01	\$ 18.90	\$ 19.87	\$ 20.78	\$ 21.75
	5645			Monthly		\$ 1,811.33	\$ 1,921.83	\$ 2,038.70	\$ 2,137.33	\$ 2,242.25	\$ 2,358.42	\$ 2,466.17	\$ 2,580.92
				Annual		\$ 21,736.00	\$ 23,062.00	\$ 24,458.00	\$ 25,648.00	\$ 26,907.00	\$ 28,301.00	\$ 29,594.00	\$ 30,971.00

Steps	9	10	11	12	13	14	15	16	17	18	19	20	21
Hourly			\$ 22.49					\$ 23.27					\$ 24.09
Monthly			\$ 2,668.92					\$ 2,760.92					\$ 2,858.75
Annual			\$ 32,027.00					\$ 33,131.00					\$ 34,305.00

**Two Roads Charter School
Licensed Salary Schedule - 2018-2019
Counselor - 197 Days**

Salary Plan	Level 1	Level 2	Level 3
PRF	B.A.	B.A. +40 or Masters	B.A. +75 Includes Masters
Steps			
Entry			
1	\$ 37,650.25	\$ 41,203.29	\$ 47,950.01
2	\$ 39,071.68	\$ 43,689.98	\$ 50,436.71
3	\$ 40,494.17	\$ 46,174.56	\$ 52,923.41
4	\$ 41,912.40	\$ 48,663.38	\$ 55,414.36
5	\$ 43,335.96	\$ 51,103.30	\$ 57,899.99
6	\$ 44,757.38	\$ 53,633.59	\$ 60,385.63
7	\$ 46,174.56	\$ 56,120.29	\$ 62,872.33
8	\$ -	\$ 58,610.18	\$ 65,359.03
9	\$ -	\$ 61,093.68	\$ 67,844.66
10	\$ -	\$ 63,582.51	\$ 70,331.36
11	\$ -	\$ 66,068.15	\$ 72,818.06
12	\$ -	\$ -	\$ 75,303.69
13	\$ -	\$ -	\$ 77,787.20
14	\$ -	\$ -	\$ 78,500.57
15	\$ -	\$ -	\$ 79,210.76
16	\$ -	\$ 71,041.54	\$ 80,272.84
17	\$ -	\$ 71,748.53	\$ 80,986.21
18	\$ -	\$ 72,461.91	\$ 81,696.39
19	\$ 48,309.35	\$ 73,523.99	\$ 82,762.73
20	\$ -	\$ 74,412.78	\$ 83,646.20
21	\$ -	\$ 75,303.69	\$ 84,538.18
22	\$ 50,973.60	\$ 76,188.23	\$ 85,426.97
23	\$ -	\$ 77,080.21	\$ 86,313.63
24	\$ -	\$ 77,970.06	\$ 87,202.42
25	\$ 53,633.59	\$ 78,854.60	\$ 88,090.15
26	\$ -	\$ -	\$ -
27	\$ -	\$ -	\$ -
28	\$ -	\$ 79,316.01	\$ 88,301.72

Two Roads Charter School
Licensed Salary Schedule - 2018-2019 [TRCS 17-18 Schedule * 1.02]
Social workers, Psychologists, Nurses, Educational Consultants, Speech/Language
Audiologists, ESS area coordinator
187 Days

Salary Plan	Level 1	Level 2	Level 3
PRF	B.A.	B.A. +40 or Masters	B.A. +75 Includes Masters
Steps			
Entry			
1	\$ 36,632.82	\$ 40,089.11	\$ 46,652.97
2	\$ 38,014.91	\$ 42,508.83	\$ 49,074.82
3	\$ 39,401.25	\$ 44,925.36	\$ 51,493.48
4	\$ 40,779.09	\$ 47,348.27	\$ 53,915.32
5	\$ 42,165.43	\$ 49,722.28	\$ 56,335.04
6	\$ 43,547.52	\$ 52,184.52	\$ 58,754.76
7	\$ 44,925.36	\$ 54,603.18	\$ 61,173.42
8	\$ -	\$ 57,026.09	\$ 63,591.01
9	\$ -	\$ 59,441.56	\$ 66,010.74
10	\$ -	\$ 61,864.47	\$ 68,429.39
11	\$ -	\$ 64,283.12	\$ 70,850.18
12	\$ -	\$ -	\$ 73,267.77
13	\$ -	\$ -	\$ 75,685.36
14	\$ -	\$ -	\$ 76,378.53
15	\$ -	\$ -	\$ 77,069.58
16	\$ -	\$ 69,121.50	\$ 78,101.89
17	\$ -	\$ 69,809.36	\$ 78,797.19
18	\$ -	\$ 70,503.59	\$ 79,487.17
19	\$ 47,003.81	\$ 71,535.90	\$ 80,526.93
20	\$ -	\$ 72,401.31	\$ 81,387.02
21	\$ -	\$ 73,267.77	\$ 82,253.48
22	\$ 49,595.76	\$ 74,127.85	\$ 83,117.82
23	\$ -	\$ 74,996.45	\$ 83,981.09
24	\$ -	\$ 75,862.91	\$ 84,844.37
25	\$ 52,184.52	\$ 76,724.06	\$ 85,708.70
26	\$ -	\$ -	\$ -
27	\$ -	\$ -	\$ -
28	\$ -	\$ 79,316.01	\$ 88,301.72

Two Roads Charter School
Teacher Salary Schedule - 2018-2019 [92% of Jeffco 17-18 Salary Schedule]
183 Days

	TRCS Level 1 18-19 92% of Jeffco 17-18 (Jeffco Lane 1)	TRCS Level 2 18-19 92% of Jeffco 17-18 (Jeffco Lane 2)	TRCS Level 2 18-19 92% of Jeffco 17-18 (Jeffco Lane 4)
Step	B.A.	B.A. and M.A. (in education or your subject area)	B.A., M.A., and Doctorate or + 75 semester hours (graduate level)
1	\$ 35,659.20	\$ 38,868.16	\$ 42,228.00
2	\$ 36,372.20	\$ 39,645.56	\$ 44,339.40
3	\$ 37,099.92	\$ 40,438.60	\$ 46,467.36
4	\$ 38,768.80	\$ 42,501.24	\$ 48,558.52
5	\$ 40,455.16	\$ 44,626.44	\$ 50,500.64
6	\$ 42,174.64	\$ 46,769.12	\$ 52,520.96
7	\$ 43,930.00	\$ 49,000.12	\$ 54,625.00
8	\$ 45,424.08	\$ 51,058.16	\$ 56,810.00
9	\$ 46,922.76	\$ 53,152.08	\$ 58,798.12
10	\$ 48,424.20	\$ 55,224.84	\$ 60,856.16
11	\$ 49,925.64	\$ 57,378.56	\$ 62,925.24
12	\$ 51,423.40	\$ 59,386.92	\$ 64,939.12
13	\$ 52,966.24	\$ 60,277.48	\$ 66,172.84
14	\$ 54,025.16	\$ 61,121.12	\$ 67,166.44
15	\$ 55,051.88	\$ 61,976.72	\$ 67,904.28
16	\$ 56,042.72	\$ 62,782.64	\$ 68,515.16
17	\$ 56,995.84	\$ 63,536.12	\$ 69,131.56
18	\$ 57,907.56	\$ 64,297.88	\$ 69,754.40
19	\$ 58,776.96	\$ 65,069.76	\$ 70,381.84
20	\$ 59,659.24	\$ 65,817.72	\$ 71,015.72
21	\$ 60,554.40	\$ 66,574.88	\$ 71,654.20
22	\$ 61,401.72	\$ 67,340.32	\$ 72,299.12
23	\$ 61,985.00	\$ 68,014.68	\$ 72,949.56
24	\$ 63,133.16	\$ 68,694.56	\$ 73,606.44
25	\$ 64,016.36	\$ 69,381.80	\$ 74,268.84
26	\$ 64,656.68	\$ 69,381.80	\$ 74,936.76
27	\$ 64,656.68	\$ 69,381.80	\$ 75,612.04
28	\$ 64,656.68	\$ 69,381.80	\$ 76,291.92
29	\$ 64,656.68	\$ 69,381.80	\$ 76,979.16

Two Roads Charter School
Teacher Salary Schedule - 2018-2019 [92% of Jeffco 17-18 Salary Schedule]
183 Days - Daily Rate Table

	TRCS Level 1 18-19 92% of Jeffco 17-18 (Jeffco Lane 1)	TRCS Level 2 18-19 92% of Jeffco 17-18 (Jeffco Lane 2)	TRCS Level 2 18-19 92% of Jeffco 17-18 (Jeffco Lane 4)
Step	B.A.	B.A. and M.A. (in education or your subject area)	B.A., M.A., and Doctorate or + 75 semester hours (graduate level)
1	\$ 194.86	\$ 212.39	\$ 230.75
2	\$ 198.76	\$ 216.64	\$ 242.29
3	\$ 202.73	\$ 220.98	\$ 253.92
4	\$ 211.85	\$ 232.25	\$ 265.35
5	\$ 221.07	\$ 243.86	\$ 275.96
6	\$ 230.46	\$ 255.57	\$ 287.00
7	\$ 240.05	\$ 267.76	\$ 298.50
8	\$ 248.22	\$ 279.01	\$ 310.44
9	\$ 256.41	\$ 290.45	\$ 321.30
10	\$ 264.61	\$ 301.78	\$ 332.55
11	\$ 272.82	\$ 313.54	\$ 343.85
12	\$ 281.00	\$ 324.52	\$ 354.86
13	\$ 289.43	\$ 329.39	\$ 361.60
14	\$ 295.22	\$ 334.00	\$ 367.03
15	\$ 300.83	\$ 338.67	\$ 371.06
16	\$ 306.24	\$ 343.07	\$ 374.40
17	\$ 311.45	\$ 347.19	\$ 377.77
18	\$ 316.43	\$ 351.35	\$ 381.17
19	\$ 321.19	\$ 355.57	\$ 384.60
20	\$ 326.01	\$ 359.66	\$ 388.06
21	\$ 330.90	\$ 363.80	\$ 391.55
22	\$ 335.53	\$ 367.98	\$ 395.08
23	\$ 338.72	\$ 371.66	\$ 398.63
24	\$ 344.99	\$ 375.38	\$ 402.22
25	\$ 349.82	\$ 379.14	\$ 405.84
26	\$ 353.32	\$ 379.14	\$ 409.49
27	\$ 353.32	\$ 379.14	\$ 413.18
28	\$ 353.32	\$ 379.14	\$ 416.90
29	\$ 353.32	\$ 379.14	\$ 420.65

Two Roads Charter School
Teacher Salary Schedule - 2018-2019 [92% of Jeffco 17-18 Salary Schedule]
183 Days - Hourly Rate Table

	TRCS Level 1 18-19 92% of Jeffco 17-18 (Jeffco Lane 1)	TRCS Level 2 18-19 92% of Jeffco 17-18 (Jeffco Lane 2)	TRCS Level 2 18-19 92% of Jeffco 17-18 (Jeffco Lane 4)
Step	B.A.	B.A. and M.A. (in education or your subject area)	B.A., M.A., and Doctorate or + 75 semester hours (graduate level)
1	\$ 24.36	\$ 26.55	\$ 28.84
2	\$ 24.84	\$ 27.08	\$ 30.29
3	\$ 25.34	\$ 27.62	\$ 31.74
4	\$ 26.48	\$ 29.03	\$ 33.17
5	\$ 27.63	\$ 30.48	\$ 34.49
6	\$ 28.81	\$ 31.95	\$ 35.87
7	\$ 30.01	\$ 33.47	\$ 37.31
8	\$ 31.03	\$ 34.88	\$ 38.80
9	\$ 32.05	\$ 36.31	\$ 40.16
10	\$ 33.08	\$ 37.72	\$ 41.57
11	\$ 34.10	\$ 39.19	\$ 42.98
12	\$ 35.13	\$ 40.56	\$ 44.36
13	\$ 36.18	\$ 41.17	\$ 45.20
14	\$ 36.90	\$ 41.75	\$ 45.88
15	\$ 37.60	\$ 42.33	\$ 46.38
16	\$ 38.28	\$ 42.88	\$ 46.80
17	\$ 38.93	\$ 43.40	\$ 47.22
18	\$ 39.55	\$ 43.92	\$ 47.65
19	\$ 40.15	\$ 44.45	\$ 48.08
20	\$ 40.75	\$ 44.96	\$ 48.51
21	\$ 41.36	\$ 45.47	\$ 48.94
22	\$ 41.94	\$ 46.00	\$ 49.38
23	\$ 42.34	\$ 46.46	\$ 49.83
24	\$ 43.12	\$ 46.92	\$ 50.28
25	\$ 43.73	\$ 47.39	\$ 50.73
26	\$ 44.16	\$ 47.39	\$ 51.19
27	\$ 44.16	\$ 47.39	\$ 51.65
28	\$ 44.16	\$ 47.39	\$ 52.11
29	\$ 44.16	\$ 47.39	\$ 52.58

Rocky Mountain Deaf School Classified Administrative Support Salary Scale 2018-2019

Salary Grade/Step	Annual	1	2	3	4	5	6	7	8	9	10
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School Administrative Secretary 8hrs / 210 days	Annual	\$29,680	\$30,899	\$32,065	\$33,390	\$34,980	\$36,411	\$37,895	\$39,379	\$40,916	\$42,400
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Principals Secretary 5hrs / 210 days	Annual	\$19,756	\$20,547	\$21,369	\$22,223	\$23,112	\$24,037	\$24,998	\$25,998	\$27,037	\$28,120
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Business Manager 8hrs / 215 days	Annual	\$40,810	\$42,034	\$43,296	\$44,594	\$45,932	\$47,310	\$48,729	\$50,191	\$50,636	\$53,248
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Facility Manager 8hrs / 260 days with accrued vacation	Annual	\$33,920	\$35,245	\$36,570	\$37,895	\$39,353	\$40,916	\$42,559	\$44,255	\$46,110	\$48,230
Custodian	PT hourly	\$15.90	\$16.54	\$17.23	\$17.91	\$19.08	\$19.88	\$20.67	\$21.47	\$22.26	\$23.32

Rocky Mountain Deaf School
Salary Chart - Assistant Principal
2018-2019

Years of Administrative Experience	MA with Colorado Licensure Required
1	66,950
2	68,959
3	71,027
4	73,158
5	75,353
6	77,613
7	79,942
8	82,340
9	84,810
10	87,354

*Step will be determined with verification of official transcripts and work history. A maximum of 3 years in steps will be given for Administrative experience in a school other than RMDS. Principal positions require employees to have and maintain appropriate Colorado License at all times.

ROCKY MOUNTAIN DEAF SCHOOL

Licensed Salary Schedule 2018 -2019

Step numbers are for easy reference and do not necessarily correlate with years of service

Salary Plan PRF	BA	MA 40	MA 60
Grade	*	*	*
Steps			
1	\$32,825	\$39,096	\$42,844
2	\$34,898	\$40,682	\$43,824
3	\$36,887	\$42,998	\$46,143
4	\$38,879	\$45,316	\$48,455
5	\$40,822	\$47,589	\$50,774
6	\$42,823	\$49,944	\$53,086
7	\$44,793	\$52,260	\$55,402
8	\$46,763	\$54,582	\$57,720
9	\$48,728	\$56,890	\$60,035
10	\$50,725	\$59,207	\$62,347
11	\$51,740	\$60,393	\$63,594
12	\$52,775	\$61,599	\$64,866
13	\$53,831	\$62,832	\$66,164
14	\$54,907	\$64,089	\$67,487
15	\$56,006	\$65,370	\$68,836
16	\$57,126	\$66,678	\$70,214
17	\$58,268	\$67,979	\$71,617
18	\$59,433	\$69,371	\$73,050
19	\$60,623	\$70,758	\$74,511
20	\$61,834	\$72,175	\$76,001

*Grade and Step will be determined with verification of official transcripts and work history. A maximum of 10 years in Steps will be given for teaching in a school other than RMDS. Teacher positions require the employee to have and maintain appropriate Colorado License at all times.

*After 20 years a cost of living increase not to exceed 4% will be awarded at 5 year milestones.

Rocky Mountain Deaf School 18_19

Classified Salary Schedule PARA-EDUCATORS / 1:1 AIDES

Pro-Rate Pay Based on an 8 Hour Day

Steps	1	2	3	4	5	6	7	8	9	10	11	16	20
Hourly	\$13.78	\$14.33	\$14.90	\$15.50	\$16.12	\$16.77	\$17.44	\$18.14	\$18.86	\$19.61	\$20.39	\$21.21	\$22.06
Monthly	\$1,727.09	\$1,796.18	\$1,867.92	\$1,942.32	\$2,020.70	\$2,101.74	\$2,185.44	\$2,273.12	\$2,363.46	\$2,457.79	\$2,556.10	\$2,658.40	\$2,764.68
Annual	\$20,725	\$21,554	\$22,415	\$23,308	\$24,248	\$25,221	\$26,225	\$27,277	\$28,362	\$29,493	\$30,673	\$31,901	\$33,176

* Annual Salary is based on 188 work days.

*Includes individual medical health benefits.

*Employees will be advance on horizontal step provided their performance of duties is adjudged by their appropriate administrator to be satisfactory based on their evaluation.

*5 years Maximum credit for experience outside of RMDS.

Hourly (under 30 hrs per week)

Steps	1	2	3	4	5	6	7	8	9	10	11	16	20
Hourly	\$13.25	\$13.78	\$14.31	\$14.84	\$15.37	\$15.90	\$16.43	\$16.96	\$17.49	\$18.02	\$18.55	\$20.14	\$21.20

* Hourly wages are paid for time worked. Employees working part time do not receive pay for time not worked.

*Employees will be advance on horizontal step provided their performance of duties is adjudged by their appropriate administrator to be satisfactory based on their evaluation.

*5 years Maximum credit for experience outside of RMDS.

ROCKY MOUNTIAN DEAF SCHOOL

Licensed School Psychologist Salary Schedule 2018 / 2019

Salary Plan PRF	Special Service Provider- School Psychologist
Grade	*
Steps	
1	\$46,000
2	\$47,600
3	\$49,000
4	\$50,500
5	\$52,000
6	\$53,500
7	\$55,250
8	\$56,950
9	\$58,600
10	\$60,500
11	\$62,250
12	\$64,000
13	\$66,000
14	\$67,980
15	\$70,000
16	\$72,100
17	\$74,250
18	\$76,500
19	\$78,750
20	\$81,200

*Grade and Step will be determined with verification of official transcripts and work history. A maximum of 10 years in steps will be given for teaching in a school other than RMDS. Teacher positions require the employee to have and maintain appropriate Colorado License at all times.

Rocky Mountain Deaf School
Salary Chart – Student Engagement Coordinator
2018-2019

Years of Administrative Experience	MA with Colorado Licensure Required
1	55,000
2	56,650
3	58,350
4	60,100
5	61,903
6	63,760
7	65,673
8	67,643
9	69,672
10	71,763

*Step will be determined with verification of official transcripts and work history. A maximum of 3 years in steps will be given for Administrative experience in a school other than RMDS. Student Engagement Coordinator positions require employees to have and maintain appropriate Colorado License at all times.

Rocky Mountain Deaf School
Salary Chart – Student Engagement Coordinator
2018-2019

Years of Administrative Experience	MA with Colorado Licensure Required
1	55,000
2	56,650
3	58,350
4	60,100
5	61,903
6	63,760
7	65,673
8	67,643
9	69,672
10	71,763

*Step will be determined with verification of official transcripts and work history. A maximum of 3 years in steps will be given for Administrative experience in a school other than RMDS. Student Engagement Coordinator positions require employees to have and maintain appropriate Colorado License at all times.



Rocky Mountain Academy of Evergreen

Staff Salary Bandings

2018 – 2019

Position	Base Salary Range
Director	\$80,000 to \$110,000 Annual
Office Staff	\$20,000 to \$50,000 Annual
Teachers	\$30,000 to \$60,000 Annual
Facilities	\$30,000 to \$40,000 Annual
Specials Services	\$27,000 to \$50,000 Annual
Aides	\$10.00 to \$15.00 per hour

2018-2019 Teachers Annual Salary Schedule

(166) days

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	35,951	36,670	37,404	38,152	38,915	39,693	40,487	41,297	42,123	42,965
2	36,670	37,404	38,152	38,915	39,693	40,487	41,297	42,123	42,965	43,825
3	37,404	38,152	38,915	39,693	40,487	41,297	42,123	42,965	43,825	44,701
4	38,152	38,915	39,693	40,487	41,297	42,123	42,965	43,825	44,701	45,595
5	38,915	39,693	40,487	41,297	42,123	42,965	43,825	44,701	45,595	46,507
6	39,693	40,487	41,297	42,123	42,965	43,825	44,701	45,595	46,507	47,437
7	40,487	41,297	42,123	42,965	43,825	44,701	45,595	46,507	47,437	48,386
8	41,297	42,123	42,965	43,825	44,701	45,595	46,507	47,437	48,386	49,354
9	42,123	42,965	43,825	44,701	45,595	46,507	47,437	48,386	49,354	50,341
10	42,965	43,825	44,701	45,595	46,507	47,437	48,386	49,354	50,341	51,347
11	43,825	44,701	45,595	46,507	47,437	48,386	49,354	50,341	51,347	52,374
12	44,701	45,595	46,507	47,437	48,386	49,354	50,341	51,347	52,374	53,422
13	45,595	46,507	47,437	48,386	49,354	50,341	51,347	52,374	53,422	54,490
14	46,507	47,437	48,386	49,354	50,341	51,347	52,374	53,422	54,490	55,580
15	47,437	48,386	49,354	50,341	51,347	52,374	53,422	54,490	55,580	56,692
16	48,386	49,354	50,341	51,347	52,374	53,422	54,490	55,580	56,692	57,826
17	49,354	50,341	51,347	52,374	53,422	54,490	55,580	56,692	57,826	58,982
18	50,341	51,347	52,374	53,422	54,490	55,580	56,692	57,826	58,982	60,162
19	51,347	52,374	53,422	54,490	55,580	56,692	57,826	58,982	60,162	61,365
20	52,374	53,422	54,490	55,580	56,692	57,826	58,982	60,162	61,365	62,592
21	53,422	54,490	55,580	56,692	57,826	58,982	60,162	61,365	62,592	63,844
22	54,490	55,580	56,692	57,826	58,982	60,162	61,365	62,592	63,844	65,121
23	55,580	56,692	57,826	58,982	60,162	61,365	62,592	63,844	65,121	66,423
24	56,692	57,826	58,982	60,162	61,365	62,592	63,844	65,121	66,423	67,752
25	57,826	58,982	60,162	61,365	62,592	63,844	65,121	66,423	67,752	69,107
26	58,982	60,162	61,365	62,592	63,844	65,121	66,423	67,752	69,107	70,489
27	60,162	61,365	62,592	63,844	65,121	66,423	67,752	69,107	70,489	71,899
28	61,365	62,592	63,844	65,121	66,423	67,752	69,107	70,489	71,899	73,337
29	62,592	63,844	65,121	66,423	67,752	69,107	70,489	71,899	73,337	74,804
30	63,844	65,121	66,423	67,752	69,107	70,489	71,899	73,337	74,804	76,300
31	65,121	66,423	67,752	69,107	70,489	71,899	73,337	74,804	76,300	77,826
32	66,423	67,752	69,107	70,489	71,899	73,337	74,804	76,300	77,826	79,382
33	67,752	69,107	70,489	71,899	73,337	74,804	76,300	77,826	79,382	80,970
34	69,107	70,489	71,899	73,337	74,804	76,300	77,826	79,382	80,970	82,589
35	70,489	71,899	73,337	74,804	76,300	77,826	79,382	80,970	82,589	84,241
36	71,899	73,337	74,804	76,300	77,826	79,382	80,970	82,589	84,241	85,926
37	73,337	74,804	76,300	77,826	79,382	80,970	82,589	84,241	85,926	87,644
38	74,804	76,300	77,826	79,382	80,970	82,589	84,241	85,926	87,644	89,397
39	76,300	77,826	79,382	80,970	82,589	84,241	85,926	87,644	89,397	91,185
40	77,826	79,382	80,970	82,589	84,241	85,926	87,644	89,397	91,185	93,009
41	79,382	80,970	82,589	84,241	85,926	87,644	89,397	91,185	93,009	94,869
42	80,970	82,589	84,241	85,926	87,644	89,397	91,185	93,009	94,869	96,766

*NAS will only give credit for doctorate work for grandfathered teachers.

**Any credits/coursework over and above a BA must meet the needs of NAS as reviewed by Human Resources.

*** Teachers & Counselors - Entry Salary Cap at 7 unless negotiated for hard to fill positions.

****Math and Science teachers MAY receive a \$1,500.00 signing bonus due to shortage.

***** All PERA 110 retirees salary will be negotiated.

2018-2019 Certified Counselors, Non-Certified Professionally Qualified and SOSA Annual Salary Schedule

174 days

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	MA+75
1	37,685	38,439	39,207	39,992	40,791	41,607	42,439	43,288	44,154	45,037
2	38,439	39,207	39,992	40,791	41,607	42,439	43,288	44,154	45,037	45,938
3	39,207	39,992	40,791	41,607	42,439	43,288	44,154	45,037	45,938	46,856
4	39,992	40,791	41,607	42,439	43,288	44,154	45,037	45,938	46,856	47,794
5	40,791	41,607	42,439	43,288	44,154	45,037	45,938	46,856	47,794	48,749
6	41,607	42,439	43,288	44,154	45,037	45,938	46,856	47,794	48,749	49,724
7	42,439	43,288	44,154	45,037	45,938	46,856	47,794	48,749	49,724	50,719
8	43,288	44,154	45,037	45,938	46,856	47,794	48,749	49,724	50,719	51,733
9	44,154	45,037	45,938	46,856	47,794	48,749	49,724	50,719	51,733	52,768
10	45,037	45,938	46,856	47,794	48,749	49,724	50,719	51,733	52,768	53,823
11	45,938	46,856	47,794	48,749	49,724	50,719	51,733	52,768	53,823	54,900
12	46,856	47,794	48,749	49,724	50,719	51,733	52,768	53,823	54,900	55,998
13	47,794	48,749	49,724	50,719	51,733	52,768	53,823	54,900	55,998	57,118
14	48,749	49,724	50,719	51,733	52,768	53,823	54,900	55,998	57,118	58,260
15	49,724	50,719	51,733	52,768	53,823	54,900	55,998	57,118	58,260	59,425
16	50,719	51,733	52,768	53,823	54,900	55,998	57,118	58,260	59,425	60,614
17	51,733	52,768	53,823	54,900	55,998	57,118	58,260	59,425	60,614	61,826
18	52,768	53,823	54,900	55,998	57,118	58,260	59,425	60,614	61,826	63,063
19	53,823	54,900	55,998	57,118	58,260	59,425	60,614	61,826	63,063	64,324
20	54,900	55,998	57,118	58,260	59,425	60,614	61,826	63,063	64,324	65,610
21	55,998	57,118	58,260	59,425	60,614	61,826	63,063	64,324	65,610	66,923
22	57,118	58,260	59,425	60,614	61,826	63,063	64,324	65,610	66,923	68,261
23	58,260	59,425	60,614	61,826	63,063	64,324	65,610	66,923	68,261	69,626
24	59,425	60,614	61,826	63,063	64,324	65,610	66,923	68,261	69,626	71,019
25	60,614	61,826	63,063	64,324	65,610	66,923	68,261	69,626	71,019	72,439
26	61,826	63,063	64,324	65,610	66,923	68,261	69,626	71,019	72,439	73,888
27	63,063	64,324	65,610	66,923	68,261	69,626	71,019	72,439	73,888	75,366
28	64,324	65,610	66,923	68,261	69,626	71,019	72,439	73,888	75,366	76,873
29	65,610	66,923	68,261	69,626	71,019	72,439	73,888	75,366	76,873	78,410
30	66,923	68,261	69,626	71,019	72,439	73,888	75,366	76,873	78,410	79,979
31	68,261	69,626	71,019	72,439	73,888	75,366	76,873	78,410	79,979	81,578
32	69,626	71,019	72,439	73,888	75,366	76,873	78,410	79,979	81,578	83,210
33	71,019	72,439	73,888	75,366	76,873	78,410	79,979	81,578	83,210	84,874
34	72,439	73,888	75,366	76,873	78,410	79,979	81,578	83,210	84,874	86,571
35	73,888	75,366	76,873	78,410	79,979	81,578	83,210	84,874	86,571	88,303
36	75,366	76,873	78,410	79,979	81,578	83,210	84,874	86,571	88,303	90,069
37	76,873	78,410	79,979	81,578	83,210	84,874	86,571	88,303	90,069	91,870
38	78,410	79,979	81,578	83,210	84,874	86,571	88,303	90,069	91,870	93,708
39	79,979	81,578	83,210	84,874	86,571	88,303	90,069	91,870	93,708	95,582
40	81,578	83,210	84,874	86,571	88,303	90,069	91,870	93,708	95,582	97,493
41	83,210	84,874	86,571	88,303	90,069	91,870	93,708	95,582	97,493	99,443
42	84,874	86,571	88,303	90,069	91,870	93,708	95,582	97,493	99,443	101,432

*NAS will only give credit for doctorate work for grandfathered teachers

**Any credits/coursework over and above a BA must meet the needs of NAS as reviewed by Human Resources

*** Teachers & Counselors - Entry Salary Cap at 7 unless negotiated for hard to fill positions

****Math and Science teachers MAY receive a \$1,500.00 signing bonus due to shortage

***** All PERA 110 retirees salary will be negotiated

2018-2019 NAS Administrative Salary Schedules

Increase base:

Principals

Step 0	Step 0	Step 0	Step 0	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
0.00	0.00	0.00	0.00	87,454.77	89,203.86	90,987.94	92,807.70	94,663.85	96,557.13	98,488.27	100,458.04	102,467.20	104,516.54

Assistant Principals

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
0.00	0.00	0.00	0.00	0.00	0.00	61,304.89	62,530.99	63,781.61	65,057.24	66,358.38	67,685.55	69,039.26	70,420.05

Dean of Students /School Management Specialists

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
52,461.20	53,510.42	54,580.63	55,672.24	56,785.68	57,921.40	59,079.83	60,261.42	61,466.65	62,695.98	63,949.90	65,228.90	66,533.48	67,864.15

Paraprofessional (rate per hour)

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
13.19	13.46	13.73	14.00	14.28	14.57	14.86	15.16	15.46	15.77	16.08	16.40	16.73	17.07

Office Manager

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
40,459.92	41,269.12	42,094.50	42,936.39	43,795.12	44,671.02	45,564.44	46,475.73	47,405.25	48,353.35	49,320.42	50,306.83	51,312.96	52,339.22

Lead Secretary

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
32,662.19	33,315.43	33,981.74	34,661.38	35,354.61	36,061.70	36,782.93	37,518.59	38,268.96	39,034.34	39,815.03	40,611.33	41,423.55	42,252.03

Office Staff

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
21,774.79	22,210.29	22,654.50	23,107.59	23,569.74	24,041.13	24,521.95	25,012.39	25,512.64	26,022.89	26,543.35	27,074.22	27,615.70	28,168.02

School Registrar and Attendance Specialist

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
39,127.57	39,910.12	40,708.32	41,522.49	42,352.94	43,200.00	44,064.00	44,945.28	45,844.19	46,761.07	47,696.29	48,650.22	49,623.22	50,615.69

Substitutes

Full Day - \$100.00/day if they work 4 or more hours
 Half Day - \$50.00/day if they work less than 4 hours
 Long Term Subs - \$150.00/day
 APS & Jeffco Subs are paid based on APS & Jeffco rates.

Stipends

Stipends for athletic director, etc. will be set by the principal and regional superintendent for each campus.

Extra Duties

Extra Work done by Teachers and staff will be paid \$20.00 or \$30.00 per hour for their work dependent on the type of work performed.

Part Time Office Staff

\$11.00/hour for untrained employees

\$13.00/hour for standard employees

\$14.00 for trained, experienced employees

***Principals or lead secretaries should inform Payroll and HR of the payrate.

*NAS will only give credit for doctorate work for grandfathered teachers.

**Any credits/coursework over and above a BA must meet the needs of NAS as reviewed by Human Resources.

*** Teachers & Counselors - Entry Salary Cap at 7 unless negotiated for hard to fill positions.

****Math and Science teachers MAY receive a \$1,500.00 signing bonus due to shortage.

***** All PERA 110 retirees salary will be negotiated.

Employee Status

Positions	Status
Principal	Exempt
Assitant Principal	Exempt
Dean of Students	Exempt
Literacy Coach	Exempt
Teachers	Exempt
Counselors	Exempt
Peer Counselors	Exempt
Office Manager	Non-Exempt
Lead Secretary	Non-Exempt
Office Staff	Non-Exempt

Mountain Phoenix Community School Salary Scale

All full-time lead Instructional Staff (Including special subjects* and ECE)

Grades/Special Subject*/ECE Lead Teachers (PK-8) Full-time	Full-Time Base Salary (2018-19)	MPCS Cost of Living Increase (Per year-financial based)**	MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)**	Non-Waldorf/Non-MPCS Teaching Exp (per full-time year of Exp. max is 5 years)***	Non-MPCS Waldorf Teaching Experience (per full-time year, max is 10 years)***	Related or Non-Related Masters or above*** (Max 1)	Colorado or National Teaching License or Equivalent Certification*** (Max 2)	Waldorf Certification or Approved Equivalent***
2018-19	\$ 34,000.00	0-5% of Salary	\$ 3,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000-2,000.00	\$ 500-1,000.00	\$ 3,000.00

Example #1****	
Current Employee:	
Newly Hired Teacher to MPCS w/masters in Education, 4 years non-Waldorf exp.	
Base	\$ 34,000.00
4 years Exp	\$ 4,000.00
Related Masters	\$ 2,000.00
Salary	\$ 40,000.00

Example #2****	
Current Employee:	
MPCS Teacher, 5 years exp at MPCS, 3 years of Non-MPCS Waldorf teaching exp., Waldorf Certification, Masters in Education	
Base	\$ 34,000.00
3 years Non-MPCS Waldorf Exp	\$ 3,000.00
5 years MPCS Exp*\$750 Avg Inc. per year (years 1-3, 5)	\$ 3,000.00
MPCS Loyalty Exp (yr 4)	\$ 3,000.00
Related Masters	\$ 2,000.00
Waldorf Certification	\$ 3,000.00
Salary	\$ 48,000.00

Example #3****	
Applicant:	
Waldorf Certified teacher, 10 years Non-MPCS exp, 4 of 10 years Non-MPCS Waldorf Exp, non-related Masters	
Base	\$ 34,000.00
10 years Non-MPCS, non-Waldorf Exp (max \$5,000)	\$ 5,000.00
4 years Non-MPCS Waldorf Exp	\$ 4,000.00
Non-related Masters	\$ 1,000.00
Waldorf Certification	\$ 3,000.00
Offered Salary	\$ 47,000.00

Max starting salary for a new teacher to MPCS is \$56,000

*Special Subject-Physical Education/Games, Handwork, Spanish, Eurythmy, Music, Art, etc. (list is not all-inclusive and inclusion is determined by administration and Governing Council review)

****Cost of Living increases are not guaranteed and increases are related to MPCS' ability to financially support increases. Loyalty increases are guaranteed, unless the school is financially unable to pay due to extreme circumstances. Additionally, MPCS loyalty increases take precedence over Cost of Living increases and two increases (loyalty and Cost of Living) typically do not occur in the same year.**

***Experience, education, certification, licenses and Waldorf Certification or equivalent increases to base salary are reviewed annually by both administration and the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary. Examples of certifications or licenses that may be subject to salary increases; Colorado teaching license and/or Lifeways Training. Non-US based experience will be evaluated on an exception basis and will be determined by administration. To earn an MPCS Equivalent Endorsement, the teacher must complete 28 credit hours over a 5 year period with DoE pre-approved professional development, appropriate for a public Waldorf charter school instructor.

****Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Note: Any full-time instructional position, education and training not mentioned above will be evaluated and reviewed on an individual basis by the administration and if needed, the Governing Council.

Mountain Phoenix Community School Salary Scale

(Leadership Staff)

Directors of Ed/Op	Full-Time Base Salary (minimum)	MPCS Performance Bonus (Per year-evaluation, financial based)*	MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)**	Non-Waldorf, Non-MPCS Administration Exp (per year of Exp. max is 5 years)**	Non-MPCS Waldorf Administration Experience (per year, max is 10 years)**	Non-Related or Related Advanced Degrees or Certification*** (max 3)	Waldorf Certification or Approved Equivalent***	Professional Administrator License***
2018-19	\$ 65,000.00	0-15% of Salary	\$ 3,000.00	\$ 1,000.00	\$ 2,000.00	\$1,000-\$3,000	\$ 3,000.00	\$ 3,000.00

Example #1****	
Entry-Level Leader: 1 year at MPCS, 1 year Non-MPCS Waldorf administration exp, Masters in Education, Waldorf Certification	
Base	\$ 65,000.00
MPCS Loyalty Exp	\$ -
Non-MPCS Waldorf Administration Experience (1 yr)	\$ 1,000.00
Related Advanced Degrees	\$ 1,000.00
Waldorf Certification	\$ 3,000.00
Administrator License	
Salary	\$ 70,000.00
Performance Bonus (15%)	\$ 10,500.00
Total Opportunity	\$ 80,500.00

Example #2****	
Mid-Level Leader: 4 years at MPCS, 5 years of non-Waldorf and Non-MPCS administration experience, Waldorf Certification, Professional Administrator License	
Base	\$ 65,000.00
MPCS Loyalty Exp (yr 4)	\$ 3,000.00
Non-MPCS and Non-Waldorf Administration Experience (5 yr)	\$ 5,000.00
Related Advanced Degrees	\$ 2,000.00
Waldorf Certification	\$ 3,000.00
Administrator License	\$ 3,000.00
Salary	\$ 81,000.00
Performance Bonus (15%)	\$ 12,150.00
Total Opportunity	\$ 93,150.00

Example #3****	
High-Level Leader: 10 years at MPCS, 5 years Non-MPCS Waldorf administration exp, Waldorf Certification, Masters and Phd., and Professional Administrator License	
Base	\$ 65,000.00
MPCS Loyalty Exp (yr 10)	\$ 9,000.00
Non-MPCS Waldorf Administration Experience (5 yrs)	\$ 7,500.00
Related Advanced Degrees	\$ 3,000.00
Waldorf Certification	\$ 3,000.00
Administrator License	\$ 3,000.00
Salary	\$ 90,500.00
Performance Bonus	\$ 13,575.00
Total Opportunity	\$ 104,075.00

*Performance bonuses are not guaranteed and are related to individual performance evaluations and MPCS' ability to financially support bonuses.

****Loyalty increases are guaranteed, unless the school is financially unable to pay due to extreme circumstances. Additionally, MPCS loyalty increases take precedence over any Cost of Living increases and two increases (loyalty and Cost of Living) typically do not occur in the same year.**

***Experience, education, certification, licenses and Waldorf Certification or equivalent increases to base salary are reviewed annually by the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary.

****Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Montessori Peaks Academy 2018 -2019 Employee Compensation Policy

Teachers:

It is the policy of Montessori Peaks to pay their teachers at least 99% of the 2014-2015 Jeffco “Licensed Teacher Salary Schedule” ie attached schedule for the 2014-2015 school year. These positions are a 1 year contract, with no guarantee for future employment.

Assistants:

It is the policy of Montessori Peaks to pay all classroom assistants an annual salary based on annual market studies to determine competitive levels of compensation for similar job descriptions at other schools both public and private, education level, and job performance. These positions are a 1 year contract, with no guarantee for future employment.

Principal and/or Administrator:

It is the policy of Montessori Peaks for the Board of Directors to determine the annual salary of the Principal based on years of experience, education level, and job performance.

Administration Support Staff:

It is the policy of Montessori Peaks to allow the Principal and/or Administrator to determine the rate of pay based on years of experience, education level, job performance, and allowable budget to hire the business manager, enrollment secretary, clinic aide, primary director, food services manager and facilities manager. These positions are a 1 year contract, with no guarantee for future employment.

Before/Aftercare Coordinator and Support Staff

It is the policy of Montessori Peaks to pay the Before/Aftercare Coordinator an annual salary based on annual market studies to determine competitive levels of compensation for similar job descriptions at other schools both public and private, education level, and job performance. These positions are a 1 year contract, with no guarantee for future employment. The support staff for this position is paid an hourly rate based on education level, years of experience, and job performance.

****MPA complies with the “Fair Labor Standards Act” (FLSA) which requires that employees be paid at least the federal minimum wage for all hours worked, subject to exemptions and allowable deductions.****

NOTE: Employees working 20 hours or more a week are eligible for the districts health, dental, vision, or life insurance coverage. MPA pays \$395.02 per month toward an employees health insurance premium for all full time employees and part time employees working 30 or more hours per week using Jeffco’s offered health insurance.

LINCOLN ACADEMY 18-19 SALARY SCHEDULE

2018-2019 TEACHER/LICENSED SALARY SCALE

185 DAYS

Years Teaching	BA	Post Graduate or 40 Credits
1	35,000	37,000
2-3	37,000	39,000
4-6	40,000	43,000
7-9	45,000	48,000
10-12	47,000	54,000
13-16	50,000	60,000
17-19	53,000	63,500
20-22	55,000	66,500
23-25	57,000	69,000

Master's Degree plus 75 graduate credits - individual conversations about compensation.

40 Credits must be pre-approved educational credits

Educational Assistants/Clinic Aide:

90% - 100% of district scale* EA/Clinic rates are stepped based on a schedule for years of service

* Jeffco Classified Salary Schedule - Job 5630 Parapro, 2017/18

Office Staff:

90% - 100% of district scale*^

*Jeffco Classified Salary Schedule - Job 5234 Sec School 2017/18

^Number of days worked by LA office staff does not match those worked by district staff

Administration:

Commensurate with: middle third of the appropriate job range*^

*Jeffco Administrative Professional/Technical Salary Schedule, 2017/18

^ LA is a K-8 school with no district equivalent scale

District range used: Mid point between Elementary and Middle School Salaries

STEP	LANE 1 Bachelor's Degree	LANE 2 Master's Degree	LANE 3 Master's Degree Plus 20 additional Graduate Level Credits	LANE 4 Master's Degree Plus 40 additional Graduate Level Credits
1	\$ 36,551	\$ 39,840	\$ 41,071	\$ 43,284
2	\$ 37,282	\$ 40,637	\$ 43,043	\$ 45,448
3	\$ 38,027	\$ 41,450	\$ 45,089	\$ 47,629
4	\$ 39,738	\$ 43,564	\$ 47,185	\$ 49,772
5	\$ 41,467	\$ 45,742	\$ 49,332	\$ 51,763
6	\$ 43,229	\$ 47,938	\$ 51,576	\$ 53,834
7	\$ 45,028	\$ 50,225	\$ 53,901	\$ 55,991
8	\$ 46,560	\$ 52,335	\$ 56,165	\$ 58,230
9	\$ 48,096	\$ 54,481	\$ 58,468	\$ 60,268
10	\$ 49,635	\$ 56,605	\$ 60,748	\$ 62,378
11	\$ 51,174	\$ 58,813	\$ 63,117	\$ 64,498
12	\$ 52,709	\$ 60,872	\$ 65,137	\$ 66,563
13	\$ 54,290	\$ 61,784	\$ 66,049	\$ 67,827
14	\$ 55,376	\$ 62,649	\$ 66,842	\$ 68,846
15	\$ 56,428	\$ 63,526	\$ 67,576	\$ 69,602
16	\$ 57,444	\$ 64,352	\$ 68,320	\$ 70,228
17	\$ 58,421	\$ 65,125	\$ 69,071	\$ 70,860
18	\$ 59,355	\$ 65,905	\$ 69,762	\$ 71,498
19	\$ 60,246	\$ 66,697	\$ 70,459	\$ 72,141
20	\$ 61,151	\$ 67,463	\$ 71,164	\$ 72,791
21	\$ 62,068	\$ 68,239	\$ 71,876	\$ 73,446
22	\$ 62,937	\$ 69,024	\$ 72,594	\$ 74,107
23	\$ 63,818	\$ 69,715	\$ 73,321	\$ 74,773
24	\$ 64,711	\$ 70,412	\$ 74,054	\$ 75,447
25	\$ 65,617	\$ 71,116	\$ 74,794	\$ 76,126
26	\$ 66,273	\$ 71,116	\$ 74,794	\$ 76,810
27	\$ 66,273	\$ 71,116	\$ 74,794	\$ 77,502
28	\$ 66,273	\$ 71,116	\$ 74,794	\$ 78,199
29	\$ 66,273	\$ 71,116	\$ 74,794	\$ 78,904

For PhD add 3.5% of Step 1, Level 1 of Base Teacher Salary

Excel Academy Charter School

2018-2019

Salary Schedules

(Effective Beginning August 1, 2018)

Excel Academy's goal is to offer annual base salaries and hourly wages for each position which are competitive with current Jefferson County District R-1's salary schedules for comparable roles, based on the most closely matched job description, qualifications, and the number of service days contracted for each position.

For the 2018-2019 service year, Excel Academy will contribute \$588.10 per month, or \$7,057.20 per year, to help defray benefits costs for each employee who regularly works 30 hours or more per week and elects to enroll in one of the medical plans offered by Excel Academy. If such employee waives participation in a medical plan but elects to enroll in a dental plan and/or vision plan, the employee is eligible to receive a reduced flexible benefit per month equivalent to the employee-only monthly premium cost for each of those plans. Flexible benefit dollars are added to earnings and are subject to taxes, except to the extent the employee chooses to take benefit deductions on a before-tax basis.

Administrative, Professional, Technical, and Office Staff:

Administrative, professional, technical, and front office staff include the Executive Director, Assistant Director, Business Manager, IT, Executive Secretary, and Enrollment Secretary positions. Salaries for the administrative, professional, technical, and secretarial staff are modelled after the District's approach to classify salaries for these positions based on a minimum, mid-point, and maximum salary, which is determined based on the level of education, credentials, and years of experience achieved, as well as the number of days contracted for each position. These positions are contracted for 210 to 220 service days. Salaries for these positions are equivalent to approximately 90% of the District's salary schedules for comparable roles and number of contracted service days.

Licensed Teaching and Specialty Staff:

Salary schedules for licensed teaching and licensed specialty staff are structured on a Level/Step basis. Licensed specialty staff include speech/language, OT/PT, social worker, and psychologist positions. Each Level represents the degree of education and credentials achieved and each Step represents years of equivalent experience. Years of experience are determined based on the position as specified on the position's respective salary schedule. Full-time licensed teaching and specialty staff are contracted for 184 service days. Part-time licensed teaching and specialty staff are contracted for less than 30 hours per week and the contracted number of service days is based on the scope and need for the school year. The salary schedules for licensed teaching and specialty staff are included on pages 2-4.

Para Professional, Clinic Aide, and Facilities/Custodial Staff:

Salary schedules for all para professional, clinic aide, and facilities/custodial staff are structured on a Step basis. Each Step represents years of equivalent experience. Years of experience are determined based on the position as specified on the position's respective salary schedule. Para-professional and clinic aide staff are generally contracted to work a 191 service days, unless otherwise agreed to based on the scope and need for the position for the school year. The facilities/custodial staff are contracted for 260 service days. The salary schedules for para professional, clinic aide, and facilities/custodial staff are included on pages 5-12.

**Excel Academy Charter School
2018-2019
Licensed Teacher Salary Schedule
(Effective Beginning August 1, 2018)**

Steps	Level 1	Level 2	Level 3
	B.A.	B.A. + 20 (* see below)	B.A. + 40 (or Masters) (*see below)
1	\$35,568.00	\$36,279.00	\$38,769.00
2	\$36,635.00	\$37,368.00	\$39,931.00
3	\$37,734.00	\$38,489.00	\$41,128.00
4	\$38,866.00	\$39,644.00	\$42,482.00
5	\$40,207.00	\$42,034.00	\$44,349.00
6	\$41,729.00	\$43,708.00	\$46,413.00
7	\$43,387.00	\$45,443.00	\$48,569.00
8	\$44,706.00	\$46,807.00	\$50,629.00
9	\$46,064.00	\$48,211.00	\$52,677.00
10	\$47,510.00	\$49,647.00	\$54,713.00
11	\$48,994.00	\$51,113.00	\$56,754.00
12	\$50,462.00	\$52,597.00	\$58,882.00
13	\$51,852.00	\$53,855.00	\$60,416.00
14	\$52,877.00	\$55,123.00	\$61,606.00
15	\$53,891.00	\$56,338.00	\$62,811.00
16	\$54,705.00	\$57,311.00	\$63,928.00
17	\$55,504.00	\$58,283.00	\$65,082.00
18	\$56,232.00	\$59,100.00	\$66,240.00
19	\$56,911.00	\$59,914.00	\$67,408.00
20	\$57,636.00	\$60,684.00	\$68,463.00
21	\$58,409.00	\$61,450.00	\$69,354.00
22	\$59,181.00	\$62,156.00	\$70,186.00
23	\$59,848.00	\$62,858.00	\$71,018.00
24	\$60,511.00	\$63,549.00	\$71,850.00
25	\$61,195.00	\$64,191.00	\$72,678.00

****For each year beyond Step 25 - Employee will receive a 1% increase in salary per year**

Teachers new to Excel Academy will be given one (1) experience step for each year of full-time, contracted K-12 classroom teaching experience outside the school up to a maximum of five (5) years of experience. For example, a teacher with a BA and seven (7) years experience would receive a starting salary of \$41,729 (Level 1, Step 6). One step will be given after each full-time year of teaching service at Excel Academy. A full-time year of service is equivalent to the total number of contracted days per school year. This position is exempt and is not eligible for overtime compensation. The base salary is prorated and payable in twelve (12) equal installments on the last business day of each month beginning on August 31st of each year.

Hours @ Semester Hours; 1 quarter hour = 2/3 Semester Hours

*Level 2 - BA +20 and Level 3 - BA +40 -- Post Bachelor Semester Hours must be for graduate level courses/credit hours at an accredited college or university.

Excel Academy Charter School 2018-2019

Licensed Salary Schedule - Full-Time Specialists Social Worker, School Psychologist (Effective Beginning August 1, 2018)

Steps	Level 1	Level 2	Level 3
	B.A.	B.A. + 20 (* see below)	B.A. + 40 (or Masters) (*see below)
1	\$35,568.00	\$36,279.00	\$38,769.00
2	\$36,635.00	\$37,368.00	\$39,931.00
3	\$37,734.00	\$38,489.00	\$41,128.00
4	\$38,866.00	\$39,644.00	\$42,482.00
5	\$40,207.00	\$42,034.00	\$44,792.00
6	\$41,729.00	\$43,708.00	\$46,877.00
7	\$43,387.00	\$45,443.00	\$49,055.00
8	\$44,706.00	\$46,807.00	\$51,135.00
9	\$46,064.00	\$48,211.00	\$53,204.00
10	\$47,510.00	\$49,647.00	\$55,260.00
11	\$48,994.00	\$51,113.00	\$57,322.00
12	\$50,462.00	\$52,597.00	\$59,471.00
13	\$51,852.00	\$53,855.00	\$61,020.00
14	\$52,877.00	\$55,123.00	\$62,222.00
15	\$53,891.00	\$56,338.00	\$63,439.00
16	\$54,705.00	\$57,311.00	\$64,567.00
17	\$55,504.00	\$58,283.00	\$65,733.00
18	\$56,232.00	\$59,100.00	\$66,902.00
19	\$56,911.00	\$59,914.00	\$68,082.00
20	\$57,636.00	\$60,684.00	\$69,148.00
21	\$58,409.00	\$61,450.00	\$70,048.00
22	\$59,181.00	\$62,156.00	\$70,888.00
23	\$59,848.00	\$62,858.00	\$71,728.00
24	\$60,511.00	\$63,549.00	\$72,569.00
25	\$61,195.00	\$64,191.00	\$73,405.00

****For each year beyond Step 25 - Employee will receive a 1% increase in salary per year**

Full-Time Specialists new to Excel Academy will be given one (1) experience step for each year of full-time, contracted K-12 experience outside the school up to a maximum of ten (10) years of experience. For example, a full-time specialist with a MA and twelve (12) years experience would receive a starting base salary of \$57,322 (Level 3, Step 11). One step will be given after each full-time year of service at Excel Academy. A full-time year of service is equal to the total number of contracted days per school year. This position is exempt and is not eligible for overtime compensation. The base salary is prorated and payable in twelve (12) equal installments on the last business day of each month beginning on August 31st of each year.

Hours @ Semester Hours; 1 quarter hour = 2/3 Semester Hours

*Level 2 - BA +20 and Level 3 - BA +40 -- Post Bachelor Semester Hours must be for graduate level courses/credit hours at an accredited college or university.

Excel Academy Charter School 2018-2019

Licensed Salary Schedule - Part-Time Specialists Speech/Language, OT/PT

(Effective Beginning August 1, 2018)

Steps	Level 1	Level 2	Level 3
	B.A. Hourly Rate	B.A. + 20 (* see below) Hourly Rate	B.A. + 40 (or Masters) (*see below) Hourly Rate
1	\$24.16	\$24.65	\$26.34
2	\$24.89	\$25.39	\$27.13
3	\$25.63	\$26.15	\$27.94
4	\$26.40	\$26.93	\$28.86
5	\$27.31	\$28.56	\$30.43
6	\$28.35	\$29.69	\$31.85
7	\$29.47	\$30.87	\$33.33
8	\$30.37	\$31.80	\$34.74
9	\$31.29	\$32.75	\$36.14
10	\$32.28	\$33.73	\$37.54
11	\$33.28	\$34.72	\$38.94
12	\$34.28	\$35.73	\$40.40
13	\$35.23	\$36.59	\$41.45
14	\$35.92	\$37.45	\$42.27
15	\$36.61	\$38.27	\$43.10
16	\$37.16	\$38.93	\$43.86
17	\$37.71	\$39.59	\$44.66
18	\$38.20	\$40.15	\$45.45
19	\$38.66	\$40.70	\$46.25
20	\$39.15	\$41.23	\$46.98
21	\$39.68	\$41.75	\$47.59
22	\$40.20	\$42.23	\$48.16
23	\$40.66	\$42.70	\$48.73
24	\$41.11	\$43.17	\$49.30
25	\$41.57	\$43.61	\$49.87

Part-Time specialists new to Excel Academy will be given one (1) experience step for each year of full-time, contracted K-12 experience outside the school up to a maximum of ten (10) years of experience. For example, a part-time specialist with a MA and twelve (12) years experience would receive a starting hourly rate of \$38.94 (Level 3, Step 11). One step will be given after each part-time year of service at Excel Academy. A part-time year of service is less than 30 hours per week with the contracted number of service days to be determined based on the scope and need for the school year. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked.

Hours @ Semester Hours; 1 quarter hour = 2/3 Semester Hours

*Level 2 - BA +20 and Level 3 - BA +40 -- Post Bachelor Semester Hours must all be graduate level.

Excel Academy Charter School 2018-2019

Instructional Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$13.00
2	\$13.46
3	\$13.89
4	\$14.55
5	\$15.06
6	\$15.55
7	\$16.02
8	\$16.50
9	\$16.99
10	\$17.50
11	\$18.03
12	\$18.57
13	\$19.12
14	\$19.70
15	\$20.29
16	\$20.90
17	\$21.42
18	\$21.85
19	\$22.17
20	\$22.51
21	\$22.84
22	\$23.19
23	\$23.54
24	\$23.89
25	\$24.25

Instructional Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019 Clinic Aide Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$13.00
2	\$13.46
3	\$13.89
4	\$14.55
5	\$15.06
6	\$15.55
7	\$16.02
8	\$16.50
9	\$16.99
10	\$17.50
11	\$18.03
12	\$18.57
13	\$19.12
14	\$19.70
15	\$20.29
16	\$20.90
17	\$21.42
18	\$21.85
19	\$22.17
20	\$22.51
21	\$22.84
22	\$23.19
23	\$23.54
24	\$23.89
25	\$24.25

Clinic Aides new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019

Library Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$14.00
2	\$14.42
3	\$14.85
4	\$15.30
5	\$15.76
6	\$16.23
7	\$16.72
8	\$17.22
9	\$17.73
10	\$18.27
11	\$18.81
12	\$19.38
13	\$19.96
14	\$20.56
15	\$21.18
16	\$21.71
17	\$22.14
18	\$22.47
19	\$22.81
20	\$23.15
21	\$23.50
22	\$23.85
23	\$24.21
24	\$24.57
25	\$24.94

Library Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

**Excel Academy Charter School
2018-2019
Copy Room/Recess Para Professional
Salary Schedule
(Effective Beginning August 1, 2018)**

Steps	Hourly Rate
1	\$12.17
2	\$12.53
3	\$12.90
4	\$13.28
5	\$13.68
6	\$14.09
7	\$14.51
8	\$14.94
9	\$15.38
10	\$15.83
11	\$16.30
12	\$16.78
13	\$17.20
14	\$17.63
15	\$18.07
16	\$18.52
17	\$18.89
18	\$19.17
19	\$19.46
20	\$19.75
21	\$20.05
22	\$20.35
23	\$20.66
24	\$20.96
25	\$21.28

Copy Room/Recess Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019 Cafeteria Manager Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$14.29
2	\$14.72
3	\$15.17
4	\$15.62
5	\$16.09
6	\$16.57
7	\$17.07
8	\$17.58
9	\$18.11
10	\$18.65
11	\$19.21
12	\$19.79
13	\$20.28
14	\$20.79
15	\$21.31
16	\$21.84
17	\$22.28
18	\$22.61
19	\$22.95
20	\$23.30
21	\$23.65
22	\$24.00
23	\$24.36
24	\$24.73
25	\$25.10

Cafeteria Managers new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

Excel Academy Charter School 2018-2019

Cafeteria Para Professional Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$12.29
2	\$12.66
3	\$13.04
4	\$13.43
5	\$13.84
6	\$14.25
7	\$14.68
8	\$15.12
9	\$15.57
10	\$16.04
11	\$16.52
12	\$17.02
13	\$17.44
14	\$17.88
15	\$18.33
16	\$18.78
17	\$19.16
18	\$19.45
19	\$19.74
20	\$20.04
21	\$20.34
22	\$20.64
23	\$20.95
24	\$21.26
25	\$21.58

Cafeteria Para Professionals new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work a maximum of 191 days per service year, unless otherwise agreed to based on the scope and need for the school year.

**Excel Academy Charter School
2018-2019
Head Custodian/Building Engineer
Salary Schedule
(Effective Beginning August 1, 2018)**

Steps	Hourly Rate
1	\$20.64
2	\$21.26
3	\$21.90
4	\$22.55
5	\$23.23
6	\$23.93
7	\$24.65
8	\$25.39
9	\$26.15
10	\$26.93
11	\$27.74
12	\$28.57
13	\$29.43
14	\$30.31
15	\$31.22
16	\$32.00
17	\$32.64
18	\$33.13
19	\$33.63
20	\$34.13
21	\$34.64
22	\$35.16
23	\$35.69
24	\$36.23
25	\$36.77

Head Custodian/Building Maintenance employees new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work 260 days per service year.

Excel Academy Charter School 2018-2019 Custodian Salary Schedule

(Effective Beginning August 1, 2018)

Steps	Hourly Rate
1	\$13.00
2	\$13.39
3	\$13.79
4	\$14.21
5	\$14.63
6	\$15.07
7	\$15.52
8	\$15.99
9	\$16.47
10	\$16.96
11	\$17.47
12	\$18.00
13	\$18.53
14	\$19.09
15	\$19.66
16	\$20.16
17	\$20.56
18	\$20.87
19	\$21.18
20	\$21.50
21	\$21.82
22	\$22.15
23	\$22.48
24	\$22.82
25	\$23.16

Custodians new to Excel Academy will be placed on Step 1. One step will be given after each year of service at Excel Academy. This position is non-exempt and is eligible for overtime compensation. The monthly rate of pay is determined by the hourly rate of pay multiplied by the hours worked per day. If the position is scheduled to work less than 8 hours per day, compensation will be proportionate to the hours worked. This position is scheduled to work 260 days per service year.

**Compass Montessori Wheat Ridge
Compensation Schedule FY2018-19**

Teachers

Level 1	Level 2	Level 3	Level 4	Level 5
BA	MC or CO	MC and CO	CO and MA	CO, MA, & MC

Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary
1-1	\$ 28,607.28	2-1	\$ 30,362.42	3-1	\$ 32,225.23	4-1	\$ 33,227.79	5-1	\$ 35,948.12
1-2	\$ 28,607.28	2-2	\$ 30,362.42	3-2	\$ 32,225.23	4-2	\$ 33,227.79	5-2	\$ 35,948.12
1-3	\$ 28,607.28	2-3	\$ 30,362.42	3-3	\$ 32,225.23	4-3	\$ 33,227.79	5-3	\$ 35,948.12
1-4	\$ 29,497.89	2-4	\$ 31,509.12	3-4	\$ 33,657.46	4-4	\$ 35,232.01	5-4	\$ 37,953.25
1-5	\$ 30,394.14	2-5	\$ 32,657.64	3-5	\$ 35,089.70	4-5	\$ 37,237.13	5-5	\$ 39,962.02
1-6	\$ 31,280.64	2-6	\$ 33,800.69	3-6	\$ 36,523.75	4-6	\$ 39,245.00	5-6	\$ 41,963.50
1-7	\$ 32,178.94	2-7	\$ 34,948.30	3-7	\$ 37,955.99	4-7	\$ 41,213.63	5-7	\$ 43,971.36
1-8	\$ 33,077.74	2-8	\$ 36,094.08	3-8	\$ 39,385.48	4-8	\$ 43,253.42	5-8	\$ 45,973.75
1-9	\$ 33,970.64	2-9	\$ 37,237.13	3-9	\$ 40,817.71	4-9	\$ 45,257.63	5-9	\$ 47,887.65
1-10	\$ 34,092.34	2-10	\$ 37,524.04	3-10	\$ 42,249.95	4-10	\$ 47,265.50	5-10	\$ 49,986.74
1-11	\$ 34,214.04	2-11	\$ 37,810.94	3-11	\$ 43,684.92	4-11	\$ 49,268.80	5-11	\$ 51,990.95
1-12	\$ 34,335.74	2-12	\$ 38,097.84	3-12	\$ 44,400.35	4-12	\$ 50,285.03	5-12	\$ 52,988.74
1-13	\$ 34,457.87	2-13	\$ 38,384.74	3-13	\$ 45,115.78	4-13	\$ 52,034.71	5-13	\$ 54,736.35
1-14	\$ 34,580.44	2-14	\$ 38,671.65	3-14	\$ 45,831.21	4-14	\$ 53,784.39	5-14	\$ 56,483.97
1-15+	\$ 34,700.84	2-15+	\$ 38,958.55	3-15+	\$ 46,546.64	4-15+	\$ 55,534.06	5-15+	\$ 58,231.58

Para-professionals

Levels	1	2	3	4	5
	Nothing	Asst. Training	BA	BA+Asst Training	Mont Training

Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary
1-1	\$ 18,916.35	2-1	\$ 19,507.49	3-1	\$ 20,689.76	4-1	\$ 21,280.89	5-1	\$ 21,808.90
1-2	\$ 18,916.35	2-2	\$ 19,507.49	3-2	\$ 20,689.76	4-2	\$ 21,280.89	5-2	\$ 21,808.90
1-3	\$ 19,803.05	2-3	\$ 20,394.19	3-3	\$ 21,280.89	4-3	\$ 21,872.03	5-3	\$ 22,382.82
1-4	\$ 20,689.76	2-4	\$ 21,280.89	3-4	\$ 21,872.03	4-4	\$ 22,463.17	5-4	\$ 22,956.74
1-5	\$ 21,280.89	2-5	\$ 21,872.03	3-5	\$ 22,463.17	4-5	\$ 23,054.30	5-5	\$ 23,530.65
1-6	\$ 21,872.03	2-6	\$ 22,463.17	3-6	\$ 23,054.30	4-6	\$ 23,645.44	5-6	\$ 24,104.57
1-7	\$ 22,463.17	2-7	\$ 23,054.30	3-7	\$ 23,645.44	4-7	\$ 24,236.57	5-7	\$ 24,678.49
1-8	\$ 23,054.30	2-8	\$ 23,645.44	3-8	\$ 24,236.57	4-8	\$ 24,827.71	5-8	\$ 25,252.41
1-9+	\$ 23,745.93	2-9+	\$ 24,354.80	3-9+	\$ 24,963.67	4-9+	\$ 25,572.54	5-9+	\$ 26,009.98

Executive Director

It is the policy of Compass Montessori for the Board of Directors to determine the annual salary of the Executive Director based on years of experience, education level, job performance and allowable budget.

Principal

It is the policy of Compass Montessori for the Executive Director to determine the annual salary of it's Principals commensurate with years of experience, education level, job performance and allowable budget.

Administrative Support Staff

It is the policy of Compass Montessori for the Executive Director to determine the annual salary of it's Administrative staff based on years of experience, education level, job performance and allowable budget.

Before/Aftercare/Summer Program and other Hourly Educational Support Staff

It is the policy of Compass Montessori to pay it's Before/Aftercare, Summer Program, and any other hourly educational support staff an hourly wage that complies with the "Fair Labor Standards Act" and is competitive with similar job descriptions.

Note: All employment at Compass Montessori is "at will" and can be terminated by either party at any time. All full time employees and any part time employees working more than 30 hours per week, are eligible for Jeffco's offered health insurance.

**Compass Montessori Golden
Compensation Schedule FY2018-19**

Teachers

Level 1	Level 2	Level 3	Level 4	Level 5
BA	MC or CO	MC and CO	CO and MA	CO, MA, & MC

Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary
1-1	\$ 28,607.28	2-1	\$ 30,362.42	3-1	\$ 32,225.23	4-1	\$ 33,227.79	5-1	\$ 35,948.12
1-2	\$ 28,607.28	2-2	\$ 30,362.42	3-2	\$ 32,225.23	4-2	\$ 33,227.79	5-2	\$ 35,948.12
1-3	\$ 28,607.28	2-3	\$ 30,362.42	3-3	\$ 32,225.23	4-3	\$ 33,227.79	5-3	\$ 35,948.12
1-4	\$ 29,497.89	2-4	\$ 31,509.12	3-4	\$ 33,657.46	4-4	\$ 35,232.01	5-4	\$ 37,953.25
1-5	\$ 30,394.14	2-5	\$ 32,657.64	3-5	\$ 35,089.70	4-5	\$ 37,237.13	5-5	\$ 39,962.02
1-6	\$ 31,280.64	2-6	\$ 33,800.69	3-6	\$ 36,523.75	4-6	\$ 39,245.00	5-6	\$ 41,963.50
1-7	\$ 32,178.94	2-7	\$ 34,948.30	3-7	\$ 37,955.99	4-7	\$ 41,213.63	5-7	\$ 43,971.36
1-8	\$ 33,077.74	2-8	\$ 36,094.08	3-8	\$ 39,385.48	4-8	\$ 43,253.42	5-8	\$ 45,973.75
1-9	\$ 33,970.64	2-9	\$ 37,237.13	3-9	\$ 40,817.71	4-9	\$ 45,257.63	5-9	\$ 47,887.65
1-10	\$ 34,092.34	2-10	\$ 37,524.04	3-10	\$ 42,249.95	4-10	\$ 47,265.50	5-10	\$ 49,986.74
1-11	\$ 34,214.04	2-11	\$ 37,810.94	3-11	\$ 43,684.92	4-11	\$ 49,268.80	5-11	\$ 51,990.95
1-12	\$ 34,335.74	2-12	\$ 38,097.84	3-12	\$ 44,400.35	4-12	\$ 50,285.03	5-12	\$ 52,988.74
1-13	\$ 34,457.87	2-13	\$ 38,384.74	3-13	\$ 45,115.78	4-13	\$ 52,034.71	5-13	\$ 54,736.35
1-14	\$ 34,580.44	2-14	\$ 38,671.65	3-14	\$ 45,831.21	4-14	\$ 53,784.39	5-14	\$ 56,483.97
1-15+	\$ 34,700.84	2-15+	\$ 38,958.55	3-15+	\$ 46,546.64	4-15+	\$ 55,534.06	5-15+	\$ 58,231.58

Para-professionals

Levels	1	2	3	4	5
	Nothing	Asst. Training	BA	BA+Asst Training	Mont Training

Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary	Level-Years	Salary
1-1	\$ 18,916.35	2-1	\$ 19,507.49	3-1	\$ 20,689.76	4-1	\$ 21,280.89	5-1	\$ 21,808.90
1-2	\$ 18,916.35	2-2	\$ 19,507.49	3-2	\$ 20,689.76	4-2	\$ 21,280.89	5-2	\$ 21,808.90
1-3	\$ 19,803.05	2-3	\$ 20,394.19	3-3	\$ 21,280.89	4-3	\$ 21,872.03	5-3	\$ 22,382.82
1-4	\$ 20,689.76	2-4	\$ 21,280.89	3-4	\$ 21,872.03	4-4	\$ 22,463.17	5-4	\$ 22,956.74
1-5	\$ 21,280.89	2-5	\$ 21,872.03	3-5	\$ 22,463.17	4-5	\$ 23,054.30	5-5	\$ 23,530.65
1-6	\$ 21,872.03	2-6	\$ 22,463.17	3-6	\$ 23,054.30	4-6	\$ 23,645.44	5-6	\$ 24,104.57
1-7	\$ 22,463.17	2-7	\$ 23,054.30	3-7	\$ 23,645.44	4-7	\$ 24,236.57	5-7	\$ 24,678.49
1-8	\$ 23,054.30	2-8	\$ 23,645.44	3-8	\$ 24,236.57	4-8	\$ 24,827.71	5-8	\$ 25,252.41
1-9+	\$ 23,745.93	2-9+	\$ 24,354.80	3-9+	\$ 24,963.67	4-9+	\$ 25,572.54	5-9+	\$ 26,009.98

Executive Director

It is the policy of Compass Montessori for the Board of Directors to determine the annual salary of the Executive Director based on years of experience, education level, job performance and allowable budget.

Principal

It is the policy of Compass Montessori for the Executive Director to determine the annual salary of it's Principals commensurate with years of experience, education level, job performance and allowable budget.

Administrative Support Staff

It is the policy of Compass Montessori for the Executive Director to determine the annual salary of it's Administrative staff based on years of experience, education level, job performance and allowable budget.

Before/Aftercare/Summer Program and other Hourly Educational Support Staff

It is the policy of Compass Montessori to pay it's Before/Aftercare, Summer Program, and any other hourly educational support staff an hourly wage that complies with the "Fair Labor Standards Act" and is competitive with similar job descriptions.

Note: All employment at Compass Montessori is "at will" and can be terminated by either party at any time. All full time employees and any part time employees working more than 30 hours per week, are eligible for Jeffco's offered health insurance.

Collegiate Academy of Colorado
Salary Schedule 2018-2019

Teachers:

- Teacher salaries are calculated at 82-85 percent of the 2016-17 published Jeffco salary schedules based upon education and experience.

**Work Agreements total 176 days as compared to 185 days in Jeffco.*

Administration: Includes Principal, Assistant Principal, Counselor, Business Manager

- Administration salaries are calculated at 80-82 percent of the 2016-17 published Jeffco salary schedules based upon education and experience.

Classified Staff: Includes Custodial, Office, Paraprofessional

- Classified staff hourly rates are calculated at 80-85 percent of the 2016-17 published Jeffco pay schedules based upon experience.

Full time employees are offered an ACA-compliant annual health allowance of \$6,627.60. There is no payout clause for waived coverage.

Addenbrooke Classical Academy - 2018/2019 Salary Schedule

Educational Assistants/Clinic Aide:

90 - 100% of district scale* EA/Clinic rates are experienced or new only (not stepped)

**JeffCo Classified Salary Schedule – Clinic Aide Paraprofessionals, 2018/19*

Office Staff:

90 – 100% of district scale*^

**JeffCo Classified Salary Schedule – School Based Secretaries, 2018/19*

^Number of days worked by ACA office staff may not match those worked by district staff

Contracted Services: Counselor, Social Worker, Psychologist, Speech/Language, O.T.:

Commensurate with: Degree & Step^

**JeffCo Classified Licensed Schedule – Counselor & Social Workers, Psychologists et. al., 2018/19*

ACA contracts these services based on an hourly rate equivalent to the hourly rate depicted above

Teachers:

82 – 95% of district Scale*^ or 82% - 100% adjusted to district scale*^**

**JeffCo Licensed Salary Schedule 2018-9 (#183 days) includes Bachelor and Master Degrees*

^ACA offers teachers a Flex Benefit of \$1200 per year

***Teacher Agreements at 185 days*

Administration:

Commensurate with: middle third of the job appropriate range*^

**JeffCo Administrative Professional/Technical Salary Schedule, 2018/19*

ACA is a Pre-K through 12 school with no district equivalent scale

*District range used: Elementary Salary Minimum – Middle School Salary Maximum
and High School Salary Minimum ^Salary range for ACA administration calculation includes
ACA Flex Benefits*

Notice: ACA job functions and days of service do not mirror JeffCo R-1. Additionally, ACA Flex Benefits are not reduced as per district protocol. As a result, the Salary Schedule Equivalents depicted in this information have been adjusted to equate district protocol to ACA protocol as much as possible.

