

Administration Salary Schedule
2015-2016

Experience	Step	RFHS	Elem	RFHS Asst.
		Principal	Principal	Principal
0	1	62528	57170	55716
1	2	63528	58170	56716
2	3	64528	59170	57716
3	4	65528	60170	58716
4	5	66528	61170	59716
5	6	67528	62170	60716
6	7	68528	63170	61716
7	8	69528	64170	62716
8	9	70528	65170	63716
9	10	71528	66170	64716
10	11	72528	67170	65716
11	12	73528	68170	66716
12	13	74528	69170	67716
13	14	75528	70170	68716
14	15	76528	71170	69716
ADOPTED: APRIL 7, 2015				

CERTIFIED SALARY SCHEDULE
2015-2016
School Year

Yrs.	Exp.	Step	BA	BA + 10	BA + 20	BA + 30	BA + 45	MA	MA + 10	MA + 20	MA + 30
0	1		\$30,016	\$30,360	\$30,701	\$31,043	\$31,386	\$31,786	\$32,128	\$32,470	\$32,813
1	2		\$30,531	\$30,875	\$31,216	\$31,558	\$31,901	\$32,301	\$32,643	\$32,985	\$33,328
2	3		\$31,046	\$31,390	\$31,731	\$32,073	\$32,416	\$32,816	\$33,158	\$33,500	\$33,843
3	4		\$31,561	\$31,905	\$32,246	\$32,588	\$32,931	\$33,331	\$33,673	\$34,015	\$34,358
4	5		\$32,076	\$32,420	\$32,761	\$33,103	\$33,446	\$33,846	\$34,188	\$34,530	\$34,873
5	6		\$32,591	\$32,935	\$33,276	\$33,618	\$33,961	\$34,361	\$34,703	\$35,045	\$35,388
6	7		\$33,106	\$33,450	\$33,791	\$34,133	\$34,476	\$34,876	\$35,218	\$35,560	\$35,903
7	8		\$33,621	\$33,965	\$34,306	\$34,648	\$34,991	\$35,391	\$35,733	\$36,075	\$36,418
8	9			\$34,480	\$34,821	\$35,163	\$35,506	\$35,906	\$36,248	\$36,590	\$36,933
9	10			\$34,995	\$35,336	\$35,678	\$36,021	\$36,421	\$36,763	\$37,105	\$37,448
10	11			\$35,510	\$35,851	\$36,193	\$36,536	\$36,936	\$37,278	\$37,620	\$37,963
11	12				\$36,366	\$36,708	\$37,051	\$37,451	\$37,793	\$38,135	\$38,478
12	13				\$36,881	\$37,223	\$37,566	\$37,966	\$38,308	\$38,650	\$38,993
13	14				\$37,396	\$37,738	\$38,081	\$38,481	\$38,823	\$39,165	\$39,508
14	15				\$37,911	\$38,253	\$38,596	\$38,996	\$39,338	\$39,680	\$40,023
15	16				\$38,426	\$38,768	\$39,111	\$39,511	\$39,853	\$40,195	\$40,538
16	17				\$38,941	\$39,283	\$39,626	\$40,026	\$40,368	\$40,710	\$41,053
17	18					\$39,798	\$40,141	\$40,541	\$40,883	\$41,225	\$41,568
18	19					\$40,313	\$40,656	\$41,056	\$41,398	\$41,740	\$42,083
19	20					\$40,828	\$41,171	\$41,571	\$41,913	\$42,255	\$42,598
20	21					\$41,343	\$41,686	\$42,086	\$42,428	\$42,770	\$43,113
21	22					\$41,858	\$42,201	\$42,601	\$42,943	\$43,285	\$43,628
22	23						\$42,716	\$43,116	\$43,458	\$43,800	\$44,143
23	24						\$43,231	\$43,631	\$43,973	\$44,315	\$44,658
24	25							\$44,146	\$44,488	\$44,830	\$45,173
25	26							\$44,661	\$45,003	\$45,345	\$45,688
26	27									\$45,860	\$46,203
27	28										\$46,718
28	29										\$47,233
29	30										\$47,748

Credit to be applied to the schedules MA+10 semester hours and above must be in the field of education. Undergraduate credit in the teaching field or in a desired teaching field may be counted for horizontal movement.

A teacher who has been frozen at the bottom of a schedule for a period of years and who then completes the required hours to move horizontally will move across the schedule and down one step following completion of the required work and the application.

A teacher, after 24 years of service with the Rocky Ford School District, will be given an additional \$515.00 per year for each additional year worked beyond the steps of the BA+45 column, the MA column, the MA+10 column, the MA+20 column, or the MA+30 column.

ADOPTED: April 7, 2015

SALARY SCHEDULE FOR CLASSIFIED PERSONNEL
 July 1, 2015 - June 30, 2016 (12 Month Employees)
 September 1, 2015 - August 31, 2016 (Less than 12 month Employees)

Steps	A	B	C	D	E
1	8.75	9.06	9.51	9.51	9.95
2	8.95	9.31	9.81	9.81	10.30
3	9.15	9.56	10.11	10.11	10.65
4	9.35	9.81	10.41	10.41	11.00
5	9.55	10.06	10.71	10.71	11.35
6	9.75	10.31	11.01	11.01	11.70
7	9.95	10.56	11.31	11.31	12.05
8	10.15	10.81	11.61	11.61	12.40
9	10.35	11.06	11.91	11.91	12.75
10	10.55	11.31	12.21	12.21	13.10
11	10.75	11.56	12.51	12.51	13.45
12	10.95	11.81	12.81	12.81	13.80
13	11.15	12.06	13.11	13.11	14.15
14	11.35	12.31	13.41	13.41	14.50
15	11.55	12.56	13.71	13.71	14.85
16	11.75	12.81	14.01	14.01	15.20
17	11.95	13.06	14.31	14.31	15.55
18	12.15	13.31	14.61	14.61	15.90
19	12.35	13.56	14.91	14.91	16.25
20	12.55	13.81	15.21	15.21	16.60
21	12.75	14.06	15.51	15.51	16.95
22	12.95	14.31	15.81	15.81	17.30
23	13.15	14.56	16.11	16.11	17.65
24	13.35	14.81	16.41	16.41	18.00
25	13.55	15.06	16.71	16.71	18.35

EXPERIENCE CREDIT: Credit may be given for outside experience up to 4 years. Transcripts or Certificates of Passed Assessment must be received in Central Office by September 1 of each year to move columns.

COLUMN A: Regular Rate of Pay (No Associate Degree, Not Highly Qualified or Bilingual)

COLUMN B: Highly Qualified (As defined by the NCLB Guidelines) or Tested Bilingual

COLUMN C: Associate Degree

COLUMN D: Highly Qualified (As defined by NCLB Guidelines) and Tested Bilingual

COLUMN E: Associate Degree and Tested Bilingual

EMPLOYEES EXPERIENCE THAT EXCEEDS STEP 25 WILL BE RECEIVE A PERCENTAGE COST OF LIVING RAISE GIVEN ANNUALLY BY THE BOARD OF EDUCATION AND

THE FOLLOWING STEP RAISES:

COLUMN A - .20/hr.

COLUMN B - .25/hr.

COLUMN C or D - .30/hr.

COLUMN E - .35/hr.

Classified Personnel Salary Range

		Entry Level
District	Financial Secretary	7
	Superintendent's Secretary	15
Schools	Building Secretary	7
	Computer Aide	4
	Guidance Secretary	4
	Library – Media Aide	4
	Instructional Aide	1
	Intensive Health Aide	1
	Nurse's Aide	4
Maintenance	Custodian	1
	Custodian Leadman	15
	Helper	1
Transportation		
	Route Driver, Full-time Custodian with Fringe Benefits Paid at time and a half of regular salary	
	Route Driver, Part-time without Fringe Benefits	13.23/hour
	Trip Driver, Full-time Custodian with Fringe Benefits Paid at time and a half of regular salary	
	Trip Driver, Part-time without Fringe Benefits	10.65/hour
	Bus Driver in Training/Bus Aide	1
Food Service		
	Manager	8
	Worker	1
Youth Center		
	Manager	7
	Tutor/Mentor	4

ADOPTED: April 7, 2015

EXTRA-DUTY SALARY SCHEDULE – 2015-2016 SCHOOL YEAR
 (Stipend based on base salary of the 2015-2016 Certified Salary Schedule)

Step	A	B	C	D					
1	10.0% - 3002	7.5% - 2251	4.5% - 1351	3.0% - 900					
2	10.5% - 3152	8.0% - 2401	5.0% - 1501	3.5% - 1051					
3	11.0% - 3302	8.5% - 2551	5.5% - 1651	4.0% - 1201					
4	11.5% - 3452	9.0% - 2701	6.0% - 1801	4.5% - 1351					
5	12.0% - 3602	9.5% - 2852	6.5% - 1951	5.0% - 1501					
6	12.5% - 3752	10.0% - 3002	7.0% - 2101	5.5% - 1651					
7	13.0% - 3902	10.5% - 3152	7.5% - 2251	6.0% - 1801					
8	13.5% - 4052	11.0% - 3302	8.0% - 2401	6.5% - 1951					
9	14.0% - 4202	11.5% - 3452	8.5% - 2551	7.0% - 2101					
10	14.5% - 4352	12.0% - 3602	9.0% - 2701	7.5% - 2251					
EXTRA DUTY ASSIGNMENTS					A	B	C	D	
High School Head Football					X				
High School Head Basketball – Boys & Girls					X				
High School Head Wrestling					X				
High School Head Baseball					X				
High School Head Track					X				
High School Head Volleyball					X				
High School Head Softball					X				
High School Head Cross Country					X				
Jr High Athletic Director					X				
High School Annual/Journalism						X			
High School Assistant Football – 2						X			
High School Assistant Basketball – Boys & Girls						X			
High School Assistant Wrestling						X			
High School Assistant Baseball						X			
High School Assistant Track – 2						X			
High School Assistant Volleyball						X			
High School/Middle School Instrumental Music							X		
High School Knowledge Bowl								X	
High School Assistant Softball						X			
High School Assistant Cross Country						X			
High School Student Council Sponsor							X		
High School Cheerleader Sponsor					X				
High School Golf							X		
High School FBLA							X		
High School Vocational Director							X		
High School Drama							X		
Middle School Head Football							X		
Middle School Head Volleyball							X		
Middle School Head Cross Country							X		
Middle School Head Basketball – Boys & Girls							X		
Middle School Head Wrestling							X		
Middle School Head Track							X		
Middle School Assistant Football – 2								X	
Middle School Assistant Cross Country								X	
Middle School Assistant Wrestling								X	
Middle School Assistant Track – 2								X	
Middle School Student Council							X		
Middle School Mathcounts							X		
Intermediate School Student Council								X	
WPS Storytellers – 2							X		
Middle School Destination Imagination								X	
Intermediate School Destination Imagination								X	
Gifted & Talented Building Coordinator – 2								X	
ESL District Coordinator								X	
Preschool Director								X	
Medicaid Coordinator								X	

Assignments Not Classified According to Schedule:

Junior Class Sponsor(s)	(1 sponsor)	\$ 300.00
	(2 sponsors)	\$ 150.00 each
RFHS Concession Stand Operator		40% of net sales
504 Officer		\$ 500.00

IMPLEMENTATION:

1. Salary Schedule took effect for the 2001-2002 school year. Continuing coaches/sponsors were placed on the salary schedule so as to receive equitable pay as received during the 2000-2001 school year. The employees will be frozen at the equitable step until they complete the years of service then move down to next step.
2. Persons hired to RFHS head coaching positions are allowed a maximum of six years experience for out-of-district high school level head coaching experience in the same sport as they are now assigned in R 2. Persons hired to RFHS assistant coaching positions will receive one year's experience for every two years as a high school level coach. Persons are allowed a maximum of six years of out-of-district high school level coaching experience (which would count as three years) in the same sport as they are now assigned in R2.
3. When moved to a head coach position at RFHS, an assistant coach from RFHS or a middle school coach from JMS will receive one year's experience for every two years as a coach.
4. RFHS Athletic Director will conduct a mandatory athletic meeting for all high school and middle school coaches at the first of the school year. RFHS head coaches are encouraged to conduct one inservice clinic for next level coaches each year. The Athletic Director must approve plans for the clinics.
5. When a vacant position is filled, persons interested in academic extra curricular sponsorship will be required to establish their plan of action of the program with administration.

** Vocational Club Sponsorships – Criteria for determining number of sponsors required to maintain quality vocational student organizations. Criteria will not restrict principal/sponsor from agreeing on a plan for shared sponsorship.

1. The vocational organization must include the following activities:
 - a. Moneymaking projects which are used by the membership to further the leadership, service and social activities of the membership.
 - b. Participation in local, district and state conferences.
 - c. Participation in the activities of the school.
 - d. Planned social/recreational activities for the membership.
2. The extent to which sponsorship requires time outside of regular school day, weekends and school year will be a factor in determining number of sponsors.
3. All sponsors must agree to be available to accompany students to out-of-town and overnight trips for conferences and approved social activities.
4. All sponsors must agree to assist in preparation of students for competition in district and state competition outside of the regular school hours.

ADOPTED: April 7, 2015

Rocky Ford School District No. R 2, Rocky Ford, Colorado

Preschool Staff Salary Agreements
July 1, 2015 – June 30, 2016
(Applies to personnel with hire dates prior to August 2008)

Preschool:	Starting Salary:
Director/Teacher (Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary)	\$20,000
Aide (Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary)	\$15,000

ADOPTED: April 7, 2015

**Support Staff Salary Agreements
July 1, 2015 – June 30, 2016**

Transportation:	Starting Salary:
Mechanic/Transportation Director, Salaried Position	\$25,000
12 month position	
(Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary)	
Business:	
Manager, Salaried Position	\$40,000
12 month position	
(Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary)	
Technology:	
Director, Salaried Position	\$40,000
10 month position	
(Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary)	
Support, Salaried Position	\$35,000
10 month position	
(Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary.)	
Health Care:	
Nurse, Salaried Position	\$25,000
9 month position	
(Salary will include a \$515.00 increase per year, plus the negotiated agreement applied against the original salary)	

ADOPTED: April 7, 2015