

CERTIFIED SALARY SCHEDULE  
2018-2019  
School Year

Yrs.											
Exp.	Step	BA	BA + 10	BA + 20	BA + 30	BA + 45	MA	MA + 10	MA + 20	MA + 30	
0	1	\$31,516	\$31,860	\$32,201	\$32,543	\$32,886	\$33,286	\$33,628	\$33,970	\$34,313	
1	2	\$32,066	\$32,410	\$32,751	\$33,093	\$33,436	\$33,836	\$34,178	\$34,520	\$34,863	
2	3	\$32,616	\$32,960	\$33,301	\$33,643	\$33,986	\$34,386	\$34,728	\$35,070	\$35,413	
3	4	\$33,166	\$33,510	\$33,851	\$34,193	\$34,536	\$34,936	\$35,278	\$35,620	\$35,963	
4	5	\$33,716	\$34,060	\$34,401	\$34,743	\$35,086	\$35,486	\$35,828	\$36,170	\$36,513	
5	6	\$34,266	\$34,610	\$34,951	\$35,293	\$35,636	\$36,036	\$36,378	\$36,720	\$37,063	
6	7	\$34,816	\$35,160	\$35,501	\$35,843	\$36,186	\$36,586	\$36,928	\$37,270	\$37,613	
7	8	\$35,366	\$35,710	\$36,051	\$36,393	\$36,736	\$37,136	\$37,478	\$37,820	\$38,163	
8	9		\$36,260	\$36,601	\$36,943	\$37,286	\$37,686	\$38,028	\$38,370	\$38,713	
9	10		\$36,810	\$37,151	\$37,493	\$37,836	\$38,236	\$38,578	\$38,920	\$39,263	
10	11		\$37,360	\$37,701	\$38,043	\$38,386	\$38,786	\$39,128	\$39,470	\$39,813	
11	12			\$38,251	\$38,593	\$38,936	\$39,336	\$39,678	\$40,020	\$40,363	
12	13			\$38,801	\$39,143	\$39,486	\$39,886	\$40,228	\$40,570	\$40,913	
13	14			\$39,351	\$39,693	\$40,036	\$40,436	\$40,778	\$41,120	\$41,463	
14	15			\$39,901	\$40,243	\$40,586	\$40,986	\$41,328	\$41,670	\$42,013	
15	16			\$40,451	\$40,793	\$41,136	\$41,536	\$41,878	\$42,220	\$42,563	
16	17			\$41,001	\$41,343	\$41,686	\$42,086	\$42,428	\$42,770	\$43,113	
17	18				\$41,893	\$42,236	\$42,636	\$42,978	\$43,320	\$43,663	
18	19				\$42,443	\$42,786	\$43,186	\$43,528	\$43,870	\$44,213	
19	20				\$42,993	\$43,336	\$43,736	\$44,078	\$44,420	\$44,763	
20	21				\$43,543	\$43,886	\$44,286	\$44,628	\$44,970	\$45,313	
21	22				\$44,093	\$44,436	\$44,836	\$45,178	\$45,520	\$45,863	
22	23					\$44,986	\$45,386	\$45,728	\$46,070	\$46,413	
23	24					\$45,536	\$45,936	\$46,278	\$46,620	\$46,963	
24	25						\$46,486	\$46,828	\$47,170	\$47,513	
25	26						\$47,036	\$47,378	\$47,720	\$48,063	
26	27							\$48,270	\$48,613		
27	28									\$49,163	
28	29									\$49,713	
29	30									\$50,263	

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 \$550.00 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: May 1, 2018



**SALARY SCHEDULE FOR CLASSIFIED PERSONNEL**  
 July 1, 2018 - June 30, 2019 (12 Month Employees)  
 September 1, 2018 - August 31, 2019 (Less than 12 month Employees)

Steps	A	B	C	D	E
1	11.10	11.40	11.80	11.80	12.25
2	11.30	11.65	12.10	12.10	12.60
3	11.50	11.90	12.40	12.40	12.95
4	11.70	12.15	12.70	12.70	13.30
5	11.90	12.40	13.00	13.00	13.65
6	12.10	12.65	13.30	13.30	14.00
7	12.30	12.90	13.60	13.60	14.35
8	12.50	13.15	13.90	13.90	14.70
9	12.70	13.40	14.20	14.20	15.05
10	12.90	13.65	14.50	14.50	15.40
11	13.10	13.90	14.80	14.80	15.75
12	13.30	14.15	15.10	15.10	16.10
13	13.50	14.40	15.40	15.40	16.45
14	13.70	14.65	15.70	15.70	16.80
15	13.90	14.90	16.00	16.00	17.15
16	14.10	15.15	16.30	16.30	17.50
17	14.30	15.40	16.60	16.60	17.85
18	14.50	15.65	16.90	16.90	18.20
19	14.70	15.90	17.20	17.20	18.55
20	14.90	16.15	17.50	17.50	18.90
21	15.10	16.40	17.80	17.80	19.25
22	15.30	16.65	18.10	18.10	19.60
23	15.50	16.90	18.40	18.40	19.95
24	15.70	17.15	18.70	18.70	20.30
25	15.90	17.40	19.00	19.00	20.65

**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
	Preschool Aide	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	15.78/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	13.20/hour
	Bus Driver in Training/Bus Aide	1
Youth Center		
	Manager	7
	Tutor/Mentor	4

ADOPTED: MAY 1, 2018

**Support Staff Salary Agreements  
July 1, 2018 – June 30, 2019**

Transportation: **Starting Salary:**  
Mechanic/Transportation Director, Salaried Position \$25,000  
12 month position  
(Salary increases will be based on base and step increases of the classified salary schedule)

Business:  
Manager, Salaried Position \$40,000  
12 month position  
(Salary increases will be based on base and step increases of the classified salary schedule)

Technology:  
Director, Salaried Position \$40,000  
10 month position  
(Salary increases will be based on base and step increases of the classified salary schedule)

Support, Salaried Position \$35,000  
10 month position  
(Salary increases will be based on base and step increases of the classified salary schedule)

Health Care:  
School Nurse, Salaried Position \$45,000  
10 month position  
(Salary increases will be based on base and step increases of the classified salary schedule)

ADOPTED: May 1, 2018

**EXTRA-DUTY SALARY SCHEDULE – 2018-2019 SCHOOL YEAR**  
 (Stipend based on base salary of the 2018-2019 Certified Salary Schedule)

<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	10.0% - 3152	7.5% - 2364	4.5% - 1418	3.0% - 945
2	10.5% - 3309	8.0% - 2521	5.0% - 1576	3.5% - 1103
3	11.0% - 3467	8.5% - 2679	5.5% - 1733	4.0% - 1261
4	11.5% - 3624	9.0% - 2836	6.0% - 1891	4.5% - 1418
5	12.0% - 3782	9.5% - 2994	6.5% - 2049	5.0% - 1576
6	12.5% - 3940	10.0% - 3152	7.0% - 2206	5.5% - 1733
7	13.0% - 4097	10.5% - 3309	7.5% - 2364	6.0% - 1891
8	13.5% - 4255	11.0% - 3467	8.0% - 2521	6.5% - 2049
9	14.0% - 4412	11.5% - 3624	8.5% - 2679	7.0% - 2206
10	14.5% - 4570	12.0% - 3782	9.0% - 2836	7.5% - 2364
<b>EXTRA DUTY ASSIGNMENTS</b>				
High School Head Football			<b>A</b>	<b>B</b>
High School Head Basketball – Boys & Girls				<b>C</b>
High School Head Wrestling				<b>D</b>
High School Head Baseball				
High School Head Track				
High School Head Volleyball				
High School Head Softball				
High School Head Cross Country				
High School Head Cheerleading				
Jr High Athletic Director				
High School Annual/Journalism				
High School Assistant Football – 2				
High School Assistant Basketball – Boys & Girls				
High School Assistant Wrestling				
High School Assistant Baseball				
High School Assistant Track – 2				
High School Assistant Volleyball				
High School Assistant Softball				
High School Assistant Cross Country				
High School Assistant Cheerleading				
High School/Middle School Instrumental Music				
High School Student Council Sponsor				
High School Head Golf				
High School FBLA – 2				
High School FFA – 2				
High School CTE Coordinator				
High School Drama				
Middle School Head Football				
Middle School Head Volleyball				
Middle School Head Cross Country				
Middle School Head Basketball – Boys (2) & Girls (3)				
Middle School Head Wrestling				
Middle School Head Track				
High School Knowledge Bowl				
Middle School Assistant Football – 2				
Middle School Assistant Cross Country				
Middle School Assistant Wrestling				
Middle School Assistant Track – 2				
Middle School Student Council				
Middle School Mathcounts				
Intermediate School Student Council				
Intermediate School Choir				
WPS Storytellers – 2				
Middle School Destination Imagination				
Intermediate School Destination Imagination				
Gifted & Talented Building Coordinator – 2				
ELL District Coordinator				
High School Robotics				

Assignments Not Classified According to Schedule:

Junior Class Sponsor(s)	(1 sponsor)	\$ 750.00
	(2 sponsors)	\$ 375.00 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: May 1, 2018

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