

CERTIFIED SALARY SCHEDULE
2023-2024
School Year

Yrs. Exp.	Step	BA	BA + 10	BA + 20	BA + 30	BA + 45	MA	MA + 10	MA + 20	MA + 30
0	1	\$40,000	\$40,350	\$40,700	\$41,050	\$41,400	\$43,000	\$43,350	\$43,700	\$44,050
1	2	\$40,550	\$40,900	\$41,250	\$41,600	\$41,950	\$43,550	\$43,900	\$44,250	\$44,600
2	3	\$41,100	\$41,450	\$41,800	\$42,150	\$42,500	\$44,100	\$44,450	\$44,800	\$45,150
3	4	\$41,650	\$42,000	\$42,350	\$42,700	\$43,050	\$44,650	\$45,000	\$45,350	\$45,700
4	5	\$42,200	\$42,550	\$42,900	\$43,250	\$43,600	\$45,200	\$45,550	\$45,900	\$46,250
5	6	\$42,750	\$43,100	\$43,450	\$43,800	\$44,150	\$45,750	\$46,100	\$46,450	\$46,800
6	7	\$43,300	\$43,650	\$44,000	\$44,350	\$44,700	\$46,300	\$46,650	\$47,000	\$47,350
7	8	\$43,850	\$44,200	\$44,550	\$44,900	\$45,250	\$46,850	\$47,200	\$47,550	\$47,900
8	9		\$44,750	\$45,100	\$45,450	\$45,800	\$47,400	\$47,750	\$48,100	\$48,450
9	10		\$45,300	\$45,650	\$46,000	\$46,350	\$47,950	\$48,300	\$48,650	\$49,000
10	11		\$45,850	\$46,200	\$46,550	\$46,900	\$48,500	\$48,850	\$49,200	\$49,550
11	12			\$46,750	\$47,100	\$47,450	\$49,050	\$49,400	\$49,750	\$50,100
12	13			\$47,300	\$47,650	\$48,000	\$49,600	\$49,950	\$50,300	\$50,650
13	14			\$47,850	\$48,200	\$48,550	\$50,150	\$50,500	\$50,850	\$51,200
14	15			\$48,400	\$48,750	\$49,100	\$50,700	\$51,050	\$51,400	\$51,750
15	16			\$48,950	\$49,300	\$49,650	\$51,250	\$51,600	\$51,950	\$52,300
16	17			\$49,500	\$49,850	\$50,200	\$51,800	\$52,150	\$52,500	\$52,850
17	18				\$50,400	\$50,750	\$52,350	\$52,700	\$53,050	\$53,400
18	19				\$50,950	\$51,300	\$52,900	\$53,250	\$53,600	\$53,950
19	20				\$51,500	\$51,850	\$53,450	\$53,800	\$54,150	\$54,500
20	21				\$52,050	\$52,400	\$54,000	\$54,350	\$54,700	\$55,050
21	22				\$52,600	\$52,950	\$54,550	\$54,900	\$55,250	\$55,600
22	23					\$53,500	\$55,100	\$55,450	\$55,800	\$56,150
23	24					\$54,050	\$55,650	\$56,000	\$56,350	\$56,700
24	25						\$56,200	\$56,550	\$56,900	\$57,250
25	26						\$56,750	\$57,100	\$57,450	\$57,800
26	27								\$58,000	\$58,350
27	28									\$58,900
28	29									\$59,450
29	30									\$60,000

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.

A teacher who has gained National Board Certification will be given an additional \$1000.00 per year on their contract.

Teachers on Special Assignment will be placed on the salary schedule according to degree and experience. A teacher assigned to the WPS/JIS Dean position will be given an additional stipend of \$5000.00.

ADOPTED: MAY 2, 2023

Administration Salary Schedule
2023-24

Experience	Step	RFJSHS	Elem	RFJSHS	Elem
		Principal	Principal	Asst. Principal	Asst Principal
0	1	73600	71600	66600	64600
1	2	74600	72600	67600	65600
2	3	75600	73600	68600	66600
3	4	76600	74600	69600	67600
4	5	77600	75600	70600	68600
5	6	78600	76600	71600	69600
6	7	79600	77600	72600	70600
7	8	80600	78600	73600	71600
8	9	81600	79600	74600	72600
9	10	82600	80600	75600	73600
10	11	83600	81600	76600	74600
11	12	84600	82600	77600	75600
12	13	85600	83600	78600	76600
13	14	86600	84600	79600	77600
14	15	87600	85600	80600	78600
15	16	88600	86600	81600	79600
16	17	89600	87600	82600	80600
17	18	90600	88600	83600	81600
18	19	91600	89600	84600	82600
19	20	92600	90600	85600	83600
ADOPTED: MAY 2, 2023					

SALARY SCHEDULE FOR CLASSIFIED PERSONNEL

July 1, 2023 - June 30, 2024 (12 Month Employees)

September 1, 2023 - August 31, 2024 (Less than 12 month Employees)

Steps	A	B	C	D	E
1	15.00	15.30	15.70	15.70	16.15
2	15.20	15.55	16.00	16.00	16.50
3	15.40	15.80	16.30	16.30	16.85
4	15.60	16.05	16.60	16.60	17.20
5	15.80	16.30	16.90	16.90	17.55
6	16.00	16.55	17.20	17.20	17.90
7	16.20	16.80	17.50	17.50	18.25
8	16.40	17.05	17.80	17.80	18.60
9	16.60	17.30	18.10	18.10	18.95
10	16.80	17.55	18.40	18.40	19.30
11	17.00	17.80	18.70	18.70	19.65
12	17.20	18.05	19.00	19.00	20.00
13	17.40	18.30	19.30	19.30	20.35
14	17.60	18.55	19.60	19.60	20.70
15	17.80	18.80	19.90	19.90	21.05
16	18.00	19.05	20.20	20.20	21.40
17	18.20	19.30	20.50	20.50	21.75
18	18.40	19.55	20.80	20.80	22.10
19	18.60	19.80	21.10	21.10	22.45
20	18.80	20.05	21.40	21.40	22.80
21	19.00	20.30	21.70	21.70	23.15
22	19.20	20.55	22.00	22.00	23.50
23	19.40	20.80	22.30	22.30	23.85
24	19.60	21.05	22.60	22.60	24.20
25	19.80	21.30	22.90	22.90	24.55

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 (48 College Credits) or Tested Bilingual

COLUMN C:

Associate Degree

COLUMN D:

Highly Qualified (48 College Credits) 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	12
	Superintendent's Secretary	15
	Truancy Officer	7
Schools	Primary/Intermediate Building Secretary/RFJSHS Attendance Secretary	7
	RFJSHS Building Secretary/Registrar	10
	Computer Lab Aide	4
	Library – Media Aide	4
	Instructional Aide	1
	Intensive Health Aide	1
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	20.08/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	17.50/hour
	Bus Driver in Training/Bus Aide	1

ADOPTED: May 2, 2023

Support Staff Salary Agreements
July 1, 2023 – June 30, 2024

Transportation:

Starting Salary:

Mechanic/Transportation Director, Salaried Position

\$45,000

12 month position

(Salary increases will be based on base and step increases of the classified salary schedule)

Business:

Manager, Salaried Position

\$55,000

12 month position

(Salary increases will be based on base and step increases of the classified salary schedule)

Technology:

Director, Salaried Position

\$55,000

12 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 2, 2023

(Stipend based on base salary of the 2023-2024 Certified Salary Schedule)

Step	A	B	C	D		
1	10.0% - 4000	7.5% - 3000	4.5% - 1800	3.0% - 1200		
2	10.5% - 4200	8.0% - 3200	5.0% - 2000	3.5% - 1400		
3	11.0% - 4400	8.5% - 3400	5.5% - 2200	4.0% - 1600		
4	11.5% - 4600	9.0% - 3600	6.0% - 2400	4.5% - 1800		
5	12.0% - 4800	9.5% - 3800	6.5% - 2600	5.0% - 2000		
6	12.5% - 5000	10.0% - 4000	7.0% - 2800	5.5% - 2200		
7	13.0% - 5200	10.5% - 4200	7.5% - 3000	6.0% - 2400		
8	13.5% - 5400	11.0% - 4400	8.0% - 3200	6.5% - 2600		
9	14.0% - 5600	11.5% - 4600	8.5% - 3400	7.0% - 2800		
10	14.5% - 5800	12.0% - 4800	9.0% - 3600	7.5% - 3000		
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			
High School Head Cheerleading			X			
High School Head Golf – Boys & Girls			X			
Jr High Athletic Director			X			
High School/Middle School Marching & Pep Band			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 Assistant Softball				X		
High School Assistant Cross Country				X		
High School Assistant Cheerleading				X		
High School Assistant Marching Band Percussion/Color Guard (2)				X		
High School Student Council Sponsor					X	
High School FBLA (2)					X	
High School FFA – (2)					X	
High School CTE Coordinator					X	
High School Drama					X	
High School Robotics					X	
High School Science Olympiad					X	
Jr High School Head Football					X	
Jr High School Head Volleyball					X	
Jr High School Head Cross Country					X	
Jr High School Head Basketball – Boys (2) & Girls (2)					X	
Jr High School Head Wrestling					X	
Jr High School Head Track					X	
Jr High School Head Baseball					X	
Jr High School Student Council					X	
Mathcounts					X	
WPS Storytellers – (2)					X	
High School Knowledge Bowl						X
Jr High School Assistant Football – (2)						X
Jr High School Assistant Cross Country						X
Jr High School Assistant Wrestling						X
Jr High School Assistant Track – (2)						X
Jr High School Assistant Baseball						X
Elementary School Student Council						X
High School/Jr High School Destination Imagination						X
Intermediate School Destination Imagination						X
Gifted & Talented Building Coordinator – (2)						X
ELL District Coordinator						X

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
Concurrent Teacher		\$10.00 per credit hour
Concurrent Counselor		\$ 3.00 per credit hour

IMPLEMENTATION:

1. 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.
2. When moved to a head coach position at RFHS, an assistant coach from RFHS or a middle school coach will receive one year's experience for every two years as a coach.
3. 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.
4. 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 2, 2023

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