

*Monte Vista School District*

*2017-2018 Salary Schedule  
With 2% Increase to Each Cell*

Monte Vista School District  
 Teacher Salary Schedule  
 2017-2018

Steps	BA		BA+10		BA+20		BA+30		MA		MA+10		MA+20		MA+30		MA+45	
	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit
1	32470	6543	33152	6680	33834	6818	34518	6955	35200	7093	35883	7230	36565	7368	37247	7505	37930	7643
2	33224	6695	33927	6836	34610	6974	35334	7120	36057	7265	36739	7403	37422	7541	38104	7678	38858	7830
3	33979	6847	34702	6992	35385	7130	36150	7284	36914	7438	37596	7576	38279	7713	38961	7851	39786	8017
4	34734	6999	35478	7149	36160	7286	36966	7449	37771	7611	38453	7748	39135	7886	39818	8023	40714	8204
5	35489	7151	36253	7305	36935	7442	37782	7613	38627	7783	39310	7921	39992	8058	40675	8196	41643	8391
6	36244	7303	37028	7461	37710	7599	38598	7777	39484	7956	40167	8094	40849	8231	41531	8368	42571	8578
7	36998	6543	37803	7617	38486	7755	39414	7942	40341	8129	41023	8266	41706	8404	42388	8541	43499	8765
8	37753	6543	38578	7773	39261	7911	40230	8106	41198	8301	41880	8439	42563	8576	43245	8714	44427	8952
9			39354	7930	40036	8067	41046	8271	42055	8474	42737	8612	43419	8749	44102	8887	45355	9139
10			40129	8086	40811	8223	41862	8435	42911	8647	43594	8784	44276	8922	44959	9059	46284	9326
11					41586	8380	42678	8600	43768	8819	44451	8957	45133	9094	45815	9232	47212	9513
12					42362	8536	43494	8764	44625	8992	45307	9129	45990	9267	46672	9404	48140	9700
13							44310	8928	45482	9165	46164	9302	46847	9440	47529	9577	49068	9887
14							45126	9093	46339	9337	47021	9475	47703	9612	48386	9750	49996	10074
15							45942	9257	47195	9510	47878	9647	48560	9785	49243	9922	50925	10261
16							46758	9422	48052	9682	48735	9820	49417	9958	50099	10095	51853	10448
17							47574	9586	48909	9855	49591	9993	50274	10130	50956	10268	52781	10635
18									49766	10028	50448	10165	51131	10303	51813	10440	53709	10822
19									50623	10201	51305	10338	51987	10475	52670	10613	54637	11009
20															53527	10786	55566	11197
21																	56494	11384

Board policy GCBA applies.

Teachers entering the district will be granted one step on the salary schedule for each full year taught in a state accredited school outside this district, to a maximum of nine (11) years credit. More than one half of the consecutive contract days during a given school year shall constitute a full year for credit.

Initial placement on the salary schedule shall be determined by the highest degree earned and additional hours beyond the degree as verified by official college transcripts. Teachers must inform the superintendent at the time of hiring of all credits applicable to salary schedule placement.

Following the teacher's initial salary schedule placement, additional hours counted toward advancement on the salary schedule must relate to the teacher's job requirements and must be earned at accredited colleges or universities.

The district will grant continuing ed inservice credit for attendance at district trainings and serving on district or school committees beyond the scheduled day. Committee service must be approved and documented by the committee chairperson. Fifteen clock hours shall equal one credit hour.

Substitute teachers holding a 1-year authorization (Type V) will be paid \$97/day.

Substitute teachers holding a 3 or 5 year authorization will be paid \$112/day.

Substitute teachers will be expected to report at the regular time and stay on site the entire school day. Substitutes may be asked to assist in other classrooms or perform supervision duties during the plan time allotted to the regular classroom teacher. Substitutes may be assigned supervision duties during the school day by the principal.

Approved: 5/11/17

Monte Vista School District  
Principal Salary Schedule  
2017-2018

Steps	HS		MS		ELM/BSDC	
	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit	2017-18 Salary	Paid PERA Salary Benefit
0	78054	15728	74487	15009	70919	14290
1	79219	15963	75653	15244	72084	14525
2	80385	16198	76819	15479	73251	14760
3	81550	16432	77985	15714	74416	14995
4	82717	16667	79150	15949	75583	15230
5	83882	16902	80316	16184	76749	15465
6	85050	17138	81481	16418	77915	15700
7	86214	17372	82648	16654	79080	15935
8	87379	17607	83812	16888	80244	16169
9	88544	17842	84977	17123	81409	16404
10	89709	18076	86142	17358	82574	16639

Years Outside Experience:

- 1 – 2 Step 1
- 3 – 4 Step 2
- 5+ Step 3

Step increases take effect August 1.

The salary differences between high school, middle school, and elementary are intended to compensate for the differences in time required at each level for extracurricular supervision. All principals devote a staggering amount of time in morning and evening meetings with parents, class and school presentations and the many committees required to administer a school. However, extracurricular supervision adds to this burden.

The above salary schedule is intended for general guidance only. Salary increases for school administrators are awarded solely at the discretion of the Board of Education

Approved: 5/11/17

Monte Vista School District  
Early Childhood Director Salary Schedule  
2017-2018

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
0	61,455	12383
1	62,546	12603
2	63,638	12823
3	64,729	13043
4	65,821	13263
5	66,912	13483
6	68,003	13703
7	69,095	13923
8	70,186	14142
9	71,278	14363
10	72,369	14582

Years Outside Experience:

1-2 Step 1  
3-4 Step 2  
5+ Step 3

Step increases take effect August 1.

The above salary schedule is intended for general guidance only. Salary increases for school administrators are awarded solely at the discretion of the Board of Education

Approved: 5/11/17

Monte Vista School District  
Paraprofessional  
2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	16,106	3245
2	16,472	3319
3	16,810	3387
4	17,156	3457
5	17,523	3531
6	17,850	3597
7	18,207	3669
8	18,554	3739
9	18,911	3811
10	19,277	3884
11	19,615	3952
12	19,961	4022
13	20,299	4090
14	20,655	4162
15	21,012	4234
16	21,350	4302
17	21,696	4372
18	22,052	4443
19	22,400	4514
20	22,756	4585

Director Qualified Preschool Paraprofessional may receive an additional \$4,500 per year at the discretion of the Superintendent and the Principal.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Paraprofessionals will work student days plus 2 days at the start of the school year; 8 hours per day.

An additional \$639 shall be paid annually to those paraprofessionals who have earned 30 or more semester hours of credit at a college or university.

Substitute staff hired on a daily basis for this position will be paid \$82.00/day.

Approved: 5/11/17

Monte Vista School District  
Food Service Personnel  
2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	\$10.51	\$2.12
2	\$10.69	\$2.15
3	\$10.87	\$2.19
4	\$11.05	\$2.23
5	\$11.23	\$2.26
6	\$11.41	\$2.30
7	\$11.59	\$2.34
8	\$11.78	\$2.37
9	\$11.95	\$2.41
10	\$13.27	\$2.67
11	\$13.45	\$2.71
12	\$13.64	\$2.75
13	\$13.82	\$2.78
14	\$13.99	\$2.82
15	\$14.19	\$2.86
16	\$14.35	\$2.89
17	\$14.55	\$2.93
18	\$14.73	\$2.97
19	\$14.91	\$3.00
20	\$15.12	\$3.05

The Assistant Food Service Director shall receive an additional \$1,620 per year and the Kitchen Supervisor will receive an additional \$1,266 per year.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Substitute help shall be paid at current minimum wage rate.

A maximum amount of \$80.00 per examination will be paid by the district toward any required physical examinations.

Approved: 5/11/17

Monte Vista School District  
Maintenance and Custodial Personnel  
2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	24,087	4854
2	24,563	4949
3	25,026	5043
4	25,489	5136
5	25,976	5234
6	26,453	5330
7	26,889	5418
8	27,378	5517
9	27,828	5607
10	28,277	5698
11	28,766	5796
12	29,203	5884
13	29,691	5983
14	30,141	6073
15	30,630	6172
16	31,092	6265
17	31,541	6356
18	32,017	6451
19	32,467	6542
20	32,943	6638

Maintenance and clerical employees (4) shall be paid an additional amount of \$2,232 annually. Crew leaders and groundskeepers (in season) may be paid an additional \$103 per month at the discretion of the maintenance director.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Substitute help shall be paid at the current minimum wage rate.

The schedule is based upon 160 working hours per month.

The maintenance and custodial staff work 12 months and receive vacations and holidays in accordance with Board Policy GDD.

Approved: 5/11/17



Monte Vista School District  
 Transportation Personnel  
 2017-2018 Annual Wage Schedule

Daily Routes	Route Length (Daily route miles including AM runs, PM runs, and in-district runs)	Daily Amount
A	Under 20 miles	\$47.50
B	20-39 miles	\$49.94
C	40-59 miles	\$52.72
D	60-79 miles	\$55.16
E	80-99 miles	\$57.88
F	100+	\$60.33

An additional \$76.40 per year will be paid for each year of service completed with the Monte Vista Public Schools as a school bus driver for a maximum of 20 years.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

"Over the mountain" activity drivers shall be paid at the rate of \$11.50 per hour for the duration of the trip for the 2016-17 school year and then increase to \$13.00 per hour beginning with the 2017-18 school year and thereafter. For trips requiring overnight stay, the driver will be paid \$9.50 per hour for all non-drive time and upon retiring to their room for the night [the time to be agreed upon by the transportation and activities directors prior to the start of the trip], then the driver will be paid at a flat fee of \$75 while at rest.

"In Valley" activity drivers shall be paid at a rate of \$10.50 per hour for driving time [as established by the transportation director for each trip location] and \$9.50 for "non-drive time" for the 2016-17 school year and then increase to \$12.00 drive time and \$10.50 for non-drive time beginning with the 2017-18 school year and thereafter.

A maximum amount of \$95.00 per examination will be paid by the district toward any required physical examinations.

Approved: 5/11/17

Monte Vista School District  
 School Clerical Personnel  
 2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	17,894	3606
2	18,301	3688
3	18,676	3763
4	19,062	3841
5	19,469	3923
6	19,833	3996
7	20,229	4076
8	20,614	4154
9	21,011	4234
10	21,418	4316
11	21,792	4391
12	22,178	4469
13	22,553	4544
14	22,949	4624
15	23,346	4704
16	23,720	4780
17	24,106	4857
18	24,502	4937
19	24,888	5015
20	25,284	5095

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

School secretaries will work student days plus 8 days before the start of the school year and 8 days after the end of the school year. Secretaries will work 8 hours per day.

Substitute staff hired on a daily basis for this position will be paid \$82.00/day.

Approved: 5/11/17

Monte Vista School District  
 District Clerical/Bookkeeping Personnel  
 2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	24,338	4904
2	24,801	4997
3	25,225	5083
4	25,701	5179
5	26,163	5272
6	26,613	5363
7	27,076	5456
8	27,512	5544
9	27,962	5634
10	28,425	5728
11	28,875	5818
12	29,300	5904
13	29,762	5997
14	30,211	6088
15	30,674	6181
16	31,124	6271
17	31,561	6360
18	32,024	6453
19	32,460	6541
20	32,924	6634

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The schedule is based upon 140 working hours per month.

District clerical personnel work 12 months and receive vacations and holidays in accordance with Board Policy GDD.

Approved: 5/11/17

Monte Vista School District  
Maintenance Director  
2017/2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	43,644	8794
2	44,363	8939
3	45,096	9087
4	45,829	9235
5	46,574	9385
6	47,293	9530
7	48,026	9677
8	48,771	9827
9	49,491	9972
10	50,224	10120
11	50,956	10268
12	51,689	10415
13	52,422	10563
14	53,154	10711
15	53,887	10858
16	54,619	11006
17	55,351	11153
18	56,085	11301
19	56,804	11446
20	57,549	11596

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The district maintenance director works 12 months and receives vacations and holidays in accordance with Board Policy GDD.

The maintenance director position is supervisory/salaried and exempt from overtime.

Approved: 5/11/17

Monte Vista School District  
 Transportation Director  
 2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	43,349	8735
2	43,812	8828
3	44,274	8921
4	44,763	9020
5	45,200	9108
6	45,688	9206
7	46,151	9299
8	46,626	9395
9	47,102	9491
10	47,539	9579
11	48,014	9675
12	48,464	9765
13	48,940	9861
14	49,415	9957
15	49,865	10048
16	50,328	10141
17	50,803	10237
18	51,266	10330
19	51,728	10423
20	52,178	10514

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The district transportation director works 12 months and receives vacations and holidays in accordance with Board Policy GDD.

The transportation director position is supervisory/salaried and exempt from overtime.

Approved: 5/11/17

Monte Vista School District  
 District Accounting/Risk Manager, Executive Assistant for Special Projects,  
 Payroll & Personnel Coordinator, and District Technology Specialist  
 2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	35,227	7098
2	35,792	7212
3	36,345	7324
4	36,910	7437
5	37,463	7549
6	38,029	7663
7	38,594	7777
8	39,147	7888
9	39,712	8002
10	40,265	8113
11	40,830	8227
12	41,382	8338
13	41,949	8453
14	42,500	8564
15	43,066	8678
16	43,619	8789
17	44,184	8903
18	44,737	9015
19	45,302	9128
20	45,855	9240

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The schedule is based upon 140 working hours per month.

District personnel work 12 months and receive vacations and holidays in accordance with Board Policy GDD.

Accounting/risk manager, executive assistant for special projects, and technology specialist are supervisory/salaried positions and exempt from overtime.

Approved: 5/11/17

File: GDBA-E-9

Monte Vista School District  
 Food Service Director  
 2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	25,461	5130
2	25,730	5185
3	26,019	5243
4	26,318	5303
5	26,586	5357
6	26,865	5413
7	27,153	5471
8	27,433	5528
9	27,711	5584
10	28,010	5644
11	28,290	5700
12	28,568	5756
13	28,846	5812
14	29,124	5868
15	29,414	5927
16	29,714	5987
17	29,981	6041
18	30,282	6102
19	30,549	6156
20	30,838	6214

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience and education relating to the Food Service Director's job requirements may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The Food Service Director works 10 months.

Food Service Director is a supervisory/salaried position and exempt from overtime.

Approved: 5/11/17

Monte Vista School District  
Vehicle Technician Helper  
2017-2018 Annual Wage Schedule

<b>Steps</b>	<b>2017-18 Salary</b>	<b>Paid PERA Salary Benefit</b>
1	26,479	5336
2	26,955	5431
3	27,418	5525
4	27,881	5618
5	28,368	5716
6	28,845	5812
7	29,281	5900
8	29,770	5999
9	30,220	6089
10	30,669	6180
11	31,158	6278
12	31,595	6366
13	32,083	6465
14	32,533	6555
15	33,021	6654
16	33,484	6747
17	33,933	6837
18	34,409	6933
19	34,859	7024
20	35,335	7120

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Substitute help shall be paid at the rate of the current minimum wage.

The schedule is based upon 160 working hours per month.

The Vehicle Technician Helper works 11 months.

Approved: 5/11/17



**Monte Vista School District  
2017/2018 Extra Duty Salary Schedule**

% of Base STEP	0.21 *Section 1	0.14 *Section 2	0.115 Section 3	0.09 Section 4	0.07 Section 5	0.06 Section 6
zero-one	6,300	4,200	3,734	2,922	2,273	1,948
two-three	6,640	4,427	3,913	3,062	2,382	2,042
four-five	6,980	4,654	4,092	3,202	2,491	2,136
six-seven	7,320	4,881	4,271	3,342	2,600	2,230
eight-nine	7,660	5,108	4,450	3,482	2,709	2,324
ten+	8,000	5,335	4,629	3,622	2,818	2,418

\* will not change with increases to Teacher Salary Schedule Base

% of Base STEP	0.043 Section 7	0.038 Section 8	0.03 Section 9	0.023 Section10	0.015 Section11	0.01 Section12
zero-one	1,396	1,234	974	747	487	325
two-three	1,463	1,293	1,021	783	511	341
four-five	1,530	1,352	1,068	819	535	357
six-seven	1,597	1,411	1,115	855	559	373
eight-nine	1,664	1,470	1,162	891	583	389
ten+	1,731	1,529	1,209	927	607	405

Section 1	HS Athletic Director
Section 2	MS Athletic Director
Section 3	HS Band
Section 4	HS Head Baseball/Basketball/Football/Volleyball/Wrestling/Track/Cheer, MS Band
Section 5	HS/MS Summer Band, HS Drama
Section 6	HS Asst. Baseball/Basketball/Football/Volleyball/Wrestling/Track, HS Yearbook, HS Student Council, HS Head Golf, MS/HS Science Fair, Junior Class Sponsor
Section 7	MS Sports, HS Flag Coach, Elementary Choir
Section 8	Head FBLA, HS Knowledge Bowl, MS Knowledge Bowl, Spanish Club,
Section 9	MS Student Council, MS Yearbook
Section 10	HS Asst. FBLA, MS Flag Coach, NHS
Section 11	HS Key Club, HS Peer Mediator (1), Sophomore Class Sponsor, Senior Class Sponsor, Elementary Science Fair
Section 12	MESA Science Sponsor, BME Yearbook, Marsh Yearbook, BME Student Council (2), Asst. Peer Mediator (1), Freshman Class Sponsor, Spelling Bee

Ticket Takers = \$8.50/hr

**Notes:**

- Will grant up to five years of outside coaching/sponsor experience.
- Will pay \$200/week for head coaches and \$150/week for assistant coaches whose teams advance to the competitions indicated below:
  - Volleyball – regionals and state (potential for 13 week season and 2 weeks extra pay)
  - Football – preliminary round at 50% of weekly stipend, quarters, semis, and finals (potential for 15 week season and 4 weeks extra pay)
  - Basketball – regionals and state (potential for 16 week season and 2 weeks extra pay)
  - Baseball – regionals and state (potential for 13 week season and 2 weeks extra pay)
- Will pay \$100/week for head football coaches and \$75/week for assistant football coaches for preliminary round.
- All sponsors (excluding coaches) with extra duty contracts that require extended supervision of students beyond the normal season or normal school calendar year will receive additional compensation. Payment will be \$35 per day for the head sponsor

and \$25 per day for the assistant sponsors of any club or for the designated sponsors of school-sponsored activities. Prior approval for such extended supervision of students must be made by the building principal who will then submit a formal request to the Board of Education for compensation for the sponsor. Such compensation will be administered following the "extended supervision" activity as per district procedures.

- The district will employ needed percussion help but will be reimbursed by the Band Parent Organization.

Approved: 5/19/16

Line 1 = % of base x current base  
Line 2 = Line 1 + .054 (line 1)  
Line 3 = Line 2 + .054 (line 1) & etc.  
(Change base amount in C9, D9, etc., and then click. Values will change downward.)