

*Monte Vista School District*

***2018-2019 Salary Schedule***

*With 4.5% Increase to Each Lane*

Monte Vista School District  
Teacher Salary Schedule  
2018-2019  
4.5% Increase to Each Lane

Steps	BA		BA+10		BA+20		BA+30		MA		MA+10		MA+20		MA+30		MA+45	
	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit	2018-19 Salary	Paid PERA Salary Benefit
1	33931	6837	34644	6981	35357	7124	36071	7268	36784	7412	37498	7556	38210	7699	38923	7843	39637	7987
2	34685	6989	35419	7137	36133	7281	36887	7433	37641	7585	38354	7728	39067	7872	39780	8016	40565	8174
3	35440	7141	36194	7293	36908	7437	37703	7597	38498	7757	39211	7901	39924	8045	40637	8188	41493	8361
4	36195	7293	36970	7449	37683	7593	38519	7762	39355	7930	40068	8074	40780	8217	41494	8361	42421	8548
5	36950	7445	37745	7606	38458	7749	39335	7926	40211	8103	40925	8246	41637	8390	42351	8534	43350	8735
6	37705	7598	38520	7762	39233	7905	40151	8090	41068	8275	41782	8419	42494	8563	43207	8706	44278	8922
7	38459	7749	39295	7918	40009	8062	40967	8255	41925	8448	42638	8592	43351	8735	44064	8879	45206	9109
8	39214	7902	40070	8074	40784	8218	41783	8419	42782	8621	43495	8764	44208	8908	44921	9052	46134	9296
9			40846	8230	41559	8374	42599	8584	43639	8793	44352	8937	45064	9080	45778	9224	47062	9483
10			41621	8387	42334	8530	43415	8748	44495	8966	45209	9110	45921	9253	46635	9397	47991	9670
11					43109	8686	44231	8913	45352	9138	46066	9282	46778	9426	47491	9569	48919	9857
12					43885	8843	45047	9077	46209	9311	46922	9455	47635	9598	48348	9742	49847	10044
13							45863	9241	47066	9484	47779	9627	48492	9771	49205	9915	50775	10231
14							46679	9406	47923	9656	48636	9800	49348	9944	50062	10087	51703	10418
15							47495	9570	48779	9829	49493	9973	50205	10116	50919	10260	52632	10605
16							48311	9735	49636	10002	50350	10146	51062	10289	51775	10433	53560	10792
17							49127	9899	50493	10174	51206	10318	51919	10462	52632	10605	54488	10979
18									51350	10347	52063	10491	52776	10634	53489	10778	55416	11166
19									52207	10520	52920	10663	53632	10807	54346	10951	56344	11353
20															55203	11123	57273	11541
21																	58201	11728

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 eleven (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 \$104/day.

Substitute teachers holding a 3 or 5 year authorization will be paid \$119/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.

Monte Vista School District  
Principal Salary Schedule  
2018-2019  
4.5% Increase to Each Lane

Steps	HS		MS		ELM/BSDC	
	2018-19	Paid PERA Salary Benefit	2018-19	Paid PERA Salary Benefit	2018-19	Paid PERA Salary Benefit
0	81566	16436	77839	15685	74110	14933
1	82731	16670	79005	15920	75275	15168
2	83897	16905	80171	16154	76442	15403
3	85062	17140	81337	16389	77607	15638
4	86229	17375	82502	16624	78774	15873
5	87394	17610	84833	16859	79940	16108
6	88562	17845	86000	17094	81106	16343
7	89726	18080	87164	17329	82271	16578
8	90891	18315	88329	17564	83435	16812
9	92056	18549	89494	17798	84600	17047
10	93221	18784	89494	18033	85765	17282

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: 05/23/18

Monte Vista School District  
 Early Childhood Director Salary Schedule  
 2018-2019  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
0	64,220	12940
1	65,311	13160
2	66,403	13380
3	67,494	13600
4	68,586	13820
5	69,677	14040
6	70,768	14260
7	71,860	14480
8	72,951	14700
9	74,043	14920
10	75,134	15140

Years Outside Experience:

1-2 Step1  
 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: 05/23/2018

Monte Vista School District  
Paraprofessional  
2018-2019 Annual Wage Schedule  
4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	16,831	3391
2	17,197	3465
3	17,535	3533
4	17,881	3603
5	18,248	3677
6	18,575	3743
7	18,932	3815
8	19,279	3885
9	19,636	3957
10	20,002	4030
11	20,340	4099
12	20,686	4168
13	21,024	4236
14	21,380	4308
15	21,737	4380
16	22,075	4448
17	22,421	4518
18	22,777	4590
19	23,125	4660
20	23,481	4731

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 \$89.00/day.

Approved: 05/23/2018

Monte Vista School District  
 Food Service Personnel  
 2018-2019 Annual Wage Schedule  
 Minimum Wage Increase to Base

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	\$12.00	\$2.42
2	\$12.18	\$2.45
3	\$12.36	\$2.49
4	\$12.54	\$2.53
5	\$12.72	\$2.56
6	\$12.90	\$2.60
7	\$13.08	\$2.64
8	\$13.27	\$2.67
9	\$13.44	\$2.71
10	\$14.76	\$2.97
11	\$14.94	\$3.01
12	\$15.13	\$3.05
13	\$15.31	\$3.08
14	\$15.48	\$3.12
15	\$15.68	\$3.16
16	\$15.84	\$3.19
17	\$16.04	\$3.23
18	\$16.22	\$3.27
19	\$16.40	\$3.30
20	\$16.61	\$3.35

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: 05/23/2018

Monte Vista School District  
 Maintenance and Custodial Personnel  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	25,171	5072
2	25,647	5168
3	26,110	5261
4	26,573	5354
5	27,060	5453
6	27,537	5549
7	27,973	5637
8	28,462	5735
9	28,912	5826
10	29,361	5916
11	29,850	6015
12	30,287	6103
13	30,775	6201
14	31,225	6292
15	31,714	6390
16	32,176	6483
17	32,625	6574
18	33,101	6670
19	33,551	6761
20	34,027	6856

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: 05/23/2018

Monte Vista School District  
 Transportation Personnel  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

Daily Routes	Route Length (Daily route miles including AM runs, PM runs, and in-district runs)	Daily Amount
A	Under 20 miles	\$49.64
B	20-39 miles	\$52.08
C	40-59 miles	\$54.86
D	60-79 miles	\$57.30
E	80-99 miles	\$60.02
F	100+	\$62.47

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 \$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 \$12.00 per hour for driving time [as established by the transportation director for each trip location] 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: 05/23/2018



Monte Vista School District  
 School Clerical Personnel  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	18,699	3768
2	19,106	3850
3	19,481	3925
4	19,867	4003
5	20,274	4085
6	20,638	4159
7	21,034	4238
8	21,419	4316
9	21,816	4396
10	22,223	4478
11	22,597	4553
12	22,983	4631
13	23,358	4707
14	23,754	4786
15	24,151	4866
16	24,525	4942
17	24,911	5020
18	25,307	5099
19	25,693	5177
20	26,089	5257

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 \$89.00/day.

Approved: 05/23/2018

Monte Vista School District  
 District Clerical/Bookkeeping Personnel  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	25,433	5125
2	25,896	5218
3	26,320	5303
4	26,796	5399
5	27,258	5492
6	27,708	5583
7	28,171	5676
8	28,607	5764
9	29,057	5855
10	29,520	5948
11	29,970	6039
12	30,395	6125
13	30,857	6218
14	31,306	6308
15	31,769	6401
16	32,219	6492
17	32,656	6580
18	33,119	6673
19	33,555	6761
20	34,019	6855

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: 05/23/2018

Monte Vista School District  
Maintenance Director  
2018/2019 Annual Wage Schedule  
4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	45,608	9190
2	46,327	9335
3	47,060	9483
4	47,793	9630
5	48,538	9780
6	49,257	9925
7	49,990	10073
8	50,735	10223
9	51,455	10368
10	52,188	10516
11	52,920	10663
12	53,653	10811
13	54,386	10959
14	55,118	11106
15	55,851	11254
16	56,583	11401
17	57,315	11549
18	58,049	11697
19	58,768	11842
20	59,513	11992

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: 05/23/2018

Monte Vista School District  
 Transportation Director  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	45,300	9128
2	45,763	9221
3	46,225	9314
4	46,714	9413
5	47,151	9501
6	47,639	9599
7	48,102	9693
8	48,577	9788
9	49,053	9884
10	49,490	9972
11	49,965	10068
12	50,415	10159
13	50,891	10255
14	51,366	10350
15	51,816	10441
16	52,279	10534
17	52,754	10630
18	53,217	10723
19	53,679	10816
20	54,129	10907

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: 05/23/2018

Monte Vista School District  
 District Accounting/Risk Manager, Executive Assistant for Special Projects,  
 Payroll & Personnel Coordinator, and District Technology Specialist  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	36,812	7418
2	37,377	7531
3	37,930	7643
4	38,495	7757
5	39,048	7868
6	39,614	7982
7	40,179	8096
8	40,732	8207
9	41,297	8321
10	41,850	8433
11	42,415	8547
12	42,967	8658
13	43,534	8772
14	44,085	8883
15	44,651	8997
16	45,204	9109
17	45,769	9222
18	46,322	9334
19	46,887	9448
20	47,440	9559

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: 05/23/2018

Monte Vista School District  
 Food Service Director  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	26,607	5361
2	26,876	5416
3	27,165	5474
4	27,464	5534
5	27,732	5588
6	28,011	5644
7	28,299	5702
8	28,579	5759
9	28,857	5815
10	29,156	5875
11	29,436	5931
12	29,714	5987
13	29,992	6043
14	30,270	6099
15	30,560	6158
16	30,860	6218
17	31,127	6272
18	31,428	6333
19	31,695	6387
20	31,984	6445

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: 05/23/2018

Monte Vista School District  
 Vehicle Technician Helper  
 2018-2019 Annual Wage Schedule  
 4.5% Increase to Lane

<b>Steps</b>	<b>2018-19</b>	<b>Paid PERA Salary Benefit</b>
1	27,671	5576
2	28,147	5672
3	28,610	5765
4	29,073	5858
5	29,560	5956
6	30,037	6052
7	30,473	6140
8	30,962	6239
9	31,412	6330
10	31,861	6420
11	32,350	6519
12	32,787	6607
13	33,275	6705
14	33,725	6796
15	34,213	6894
16	34,676	6987
17	35,125	7078
18	35,601	7174
19	36,051	7264
20	36,527	7360

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: 05/23/2018

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

	0.21	0.14	0.115	0.09	0.07	0.06
	*Section 1	*Section 2	Section 3	Section 4	Section 5	Section 6
	6,300	4,200	3,734	2,922	2,273	1,948
	6,640	4,427	3,913	3,062	2,382	2,042
	6,980	4,654	4,092	3,202	2,491	2,136
	7,320	4,881	4,271	3,342	2,600	2,230
	7,660	5,108	4,450	3,482	2,709	2,324
	8,000	5,335	4,629	3,622	2,818	2,418

Range with increases to Teacher Salary Schedule Base

	0.043	0.038	0.03	0.023	0.015	0.01
	Section 7	Section 8	Section 9	Section 10	Section 11	Section 12
	1,396	1,234	974	747	487	325
	1,463	1,293	1,021	783	511	341
	1,530	1,352	1,068	819	535	357
	1,597	1,411	1,115	855	559	373
	1,664	1,470	1,162	891	583	389
	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, <b>STEM/Robotics Coordinator</b>
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, <b>Success Academy Coordinator</b>

Ticket Takers = \$10.20/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.)
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