

Monte Vista School District

2019-20 Salary Schedule

With 2% Increase to Each Cell

Monte Vista School District
Teacher Salary Schedule
2019-2020

Steps	BA		BA+10		BA+20		BA+30		MA		MA+10		MA+20		MA+30		MA+4 5	Paid PERA Salary Benefit
	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	Paid PERA Salary Benefit	2019- 20 Salary	
1	34610	7060	35337	7209	36064	7357	36792	7506	37520	7654	38248	7803	38974	7951	39701	8099	40430	8248
2	35379	7217	36127	7370	36856	7519	37625	7676	38394	7832	39121	7981	39848	8129	40576	8278	41376	8441
3	36149	7374	36918	7531	37646	7680	38457	7845	39268	8011	39995	8159	40722	8307	41450	8456	42323	8634
4	36919	7531	37709	7693	38437	7841	39289	8015	40142	8189	40869	8337	41596	8486	42324	8634	43269	8827
5	37689	7689	38500	7854	39227	8002	40122	8185	41015	8367	41744	8516	42470	8664	43198	8812	44217	9020
6	38459	7846	39290	8015	40018	8164	40954	8355	41889	8545	42618	8694	43344	8842	44071	8990	45164	9213
7	39228	8003	40081	8177	40809	8325	41786	8524	42764	8724	43491	8872	44218	9020	44945	9169	46110	9406
8	39998	8160	40871	8338	41600	8486	42619	8694	43638	8902	44365	9050	45092	9199	45819	9347	47057	9600
9			41663	8499	42390	8648	43451	8864	44512	9080	45239	9229	45965	9377	46694	9526	48003	9793
10			42453	8660	43181	8809	44283	9034	45385	9259	46113	9407	46839	9555	47568	9704	48951	9986
11					43971	8970	45116	9204	46259	9437	46987	9585	47714	9734	48441	9882	49897	10179
12					44763	9132	45948	9373	47133	9615	47860	9763	48588	9912	49315	10060	50844	10372
13							46780	9543	48007	9793	48735	9942	49462	10090	50189	10239	51791	10565
14							47613	9713	48881	9972	49609	10120	50335	10268	51063	10417	52737	10758
15							48445	9883	49755	10150	50483	10299	51209	10447	51937	10595	53685	10952
16							49277	10053	50629	10328	51357	10477	52083	10625	52811	10773	54631	11145
17							50110	10222	51503	10507	52230	10655	52957	10803	53685	10952	55578	11338
18									52377	10685	53104	10833	53832	10982	54559	11130	56524	11531
19									53251	10863	53978	11012	54705	11160	55433	11308	57471	11724
20															56307	11487	58418	11917
21																	59365	12110

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 \$111/day.

Substitute teachers holding a 3 or 5 year authorization will be paid \$126/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: 05/09/2019

Monte Vista School District
Principal Salary Schedule
2019-2020

Steps	HS		MS		ELM/BSDC	
	2019-20	Paid PERA Salary Benefit	2019-20	Paid PERA Salary Benefit	2019-20	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: 05/09/2019

Monte Vista School District
Early Childhood Director Salary Schedule
2019-2020

Steps	2019-20	Paid PERA Salary Benefit
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: 05/09/2019

Monte Vista School District
Paraprofessional
2019-2020 Annual Wage Schedule
2% Increase to Each Cell

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	17,168	14.50	3502
2	17,541	14.82	3578
3	17,886	15.11	3649
4	18,239	15.40	3721
5	18,613	15.72	3797
6	18,947	16.00	3865
7	19,311	16.31	3939
8	19,665	16.61	4012
9	20,029	16.92	4086
10	20,402	17.23	4162
11	20,747	17.52	4232
12	21,100	17.82	4304
13	21,444	18.11	4375
14	21,808	18.42	4449
15	22,172	18.73	4523
16	22,517	19.02	4593
17	22,869	19.32	4665
18	23,233	19.62	4740
19	23,588	19.92	4812
20	23,951	20.23	4886

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 \$96.00/day.

Approved: 05/09/2019

Monte Vista School District
 Food Service Personnel
 2019-2020 Annual Wage Schedule
 2% Increase to Each Cell

Steps	2019-20	Paid PERA Salary Benefit
1	\$12.24	\$2.50
2	\$12.42	\$2.53
3	\$12.61	\$2.57
4	\$12.79	\$2.61
5	\$12.97	\$2.65
6	\$13.16	\$2.68
7	\$13.34	\$2.72
8	\$13.54	\$2.76
9	\$13.71	\$2.80
10	\$15.06	\$3.07
11	\$15.24	\$3.11
12	\$15.43	\$3.15
13	\$15.62	\$3.19
14	\$15.79	\$3.22
15	\$15.99	\$3.26
16	\$16.16	\$3.30
17	\$16.36	\$3.34
18	\$16.54	\$3.38
19	\$16.73	\$3.41
20	\$16.94	\$3.46

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: 05/09/2019

Monte Vista School District
 Maintenance and Custodial Personnel
 2019-2020 Annual Wage Schedule
 2% Increase to Each Cell

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	25,674	13.37	5237
2	26,160	13.63	5337
3	26,632	13.87	5433
4	27,104	14.12	5529
5	27,601	14.38	5631
6	28,088	14.63	5730
7	28,532	14.86	5821
8	29,031	15.12	5922
9	29,490	15.36	6016
10	29,948	15.60	6109
11	30,447	15.86	6211
12	30,893	16.09	6302
13	31,391	16.35	6404
14	31,850	16.59	6497
15	32,348	16.85	6599
16	32,820	17.09	6695
17	33,278	17.33	6789
18	33,763	17.58	6888
19	34,222	17.82	6981
20	34,708	18.08	7080

Maintenance employees (3) 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: 05/09/2019

Monte Vista School District
 Transportation Personnel
 2019-2020 Wage Schedule
 2% Increase to Each Cell

Daily Routes	Route Length (Daily route miles including AM runs, PM runs, and in-district runs)	Daily Amount
A	Under 20 miles	\$50.63
B	20-39 miles	\$53.12
C	40-59 miles	\$55.96
D	60-79 miles	\$58.45
E	80-99 miles	\$61.22
F	100+	\$63.72

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 at the current minimum wage hourly rate 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 at the current minimum wage hourly rate for non-drive time.

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

Approved: 05/09/2019

Monte Vista School District
 School Clerical Personnel
 2019-2020 Annual Wage Schedule
 2% Increase to Each Cell

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	19,073	14.72	3891
2	19,488	15.04	3976
3	19,871	15.33	4054
4	20,264	15.64	4134
5	20,679	15.96	4219
6	21,051	16.24	4294
7	21,455	16.55	4377
8	21,847	16.86	4457
9	22,252	17.17	4539
10	22,667	17.49	4624
11	23,049	17.78	4702
12	23,443	18.09	4782
13	23,825	18.38	4860
14	24,229	18.70	4943
15	24,634	19.01	5025
16	25,016	19.30	5103
17	25,409	19.61	5183
18	25,813	19.92	5266
19	26,207	20.22	5346
20	26,611	20.53	5429

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 \$96.00/day.

Approved: 05/09/2019

Monte Vista School District
 District Clerical/Bookkeeping Personnel
 2019-2020 Annual Wage Schedule
 2% Increase to each cell

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	25,942	15.44	5292
2	26,414	15.72	5388
3	26,846	15.98	5477
4	27,332	16.27	5576
5	27,803	16.55	5672
6	28,262	16.82	5765
7	28,734	17.10	5862
8	29,179	17.37	5953
9	29,638	17.64	6046
10	30,110	17.92	6142
11	30,569	18.20	6236
12	31,003	18.45	6325
13	31,474	18.73	6421
14	31,932	19.01	6514
15	32,404	19.29	6610
16	32,863	19.56	6704
17	33,309	19.83	6795
18	33,781	20.11	6891
19	34,226	20.37	6982
20	34,699	20.65	7079

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: 05/09/2019

Monte Vista School District
Maintenance Director
2019-2020 Annual Wage Schedule

Steps	2019-20	Paid PERA Salary Benefit
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: 05/09/2019

Monte Vista School District
Transportation Director
2019-2020 Annual Wage Schedule

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	45,300	23.59	9241
2	45,800	23.85	9343
3	46,300	24.11	9445
4	46,800	24.38	9547
5	47,300	24.64	9649
6	47,800	24.90	9751
7	48,300	25.16	9853
8	48,800	25.42	9955
9	49,300	25.68	10057
10	49,800	25.94	10159
11	50,300	26.20	10261
12	50,800	26.46	10363
13	51,300	26.72	10465
14	51,800	26.98	10567
15	52,300	27.24	10669
16	52,800	27.50	10771
17	53,300	27.76	10873
18	53,800	28.02	10975
19	54,300	28.28	11077
20	54,800	28.54	11179

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: 05/09/2019

Monte Vista School District
 District Accounting/Risk Manager, Executive Assistant for Special Projects,
 Payroll & Personnel Coordinator, and District Technology Specialist
 2019-2020 Annual Wage Schedule
 2% Increase to Each Cell

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	37,548	22.35	7660
2	38,125	22.69	7778
3	38,689	23.03	7893
4	39,265	23.37	8010
5	39,829	23.71	8125
6	40,406	24.05	8243
7	40,983	24.39	8361
8	41,547	24.73	8476
9	42,123	25.07	8593
10	42,687	25.41	8708
11	43,263	25.75	8826
12	43,826	26.09	8941
13	44,405	26.43	9059
14	44,967	26.77	9173
15	45,544	27.11	9291
16	46,108	27.45	9406
17	46,684	27.79	9524
18	47,248	28.12	9639
19	47,825	28.47	9756
20	48,389	28.80	9871

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: 05/09/2019

Monte Vista School District
Food Service Director
2019-2020 Annual Wage Schedule

Steps	2019-20	Paid PERA Salary Benefit
1	33,700	6791
2	34,100	6871
3	34,500	6952
4	34,900	7032
5	35,300	7113
6	35,700	7194
7	36,100	7274
8	36,500	7355
9	36,900	7435
10	37,300	7516
11	37,700	7597
12	38,100	7677
13	38,500	7758
14	38,900	7838
15	39,300	7919
16	39,700	8000
17	40,100	8080
18	40,500	8161
19	40,900	8241
20	41,300	8322

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: 05/09/2019

Monte Vista School District
 Vehicle Technician Helper
 2019-2020 Annual Wage Schedule
 2% Increase to Each Cell

Steps	2019-20	Hourly Rate	Paid PERA Salary Benefit
1	28,224	16.04	5758
2	28,710	16.31	5857
3	29,182	16.58	5953
4	29,654	16.85	6049
5	30,151	17.13	6151
6	30,638	17.41	6250
7	31,082	17.66	6341
8	31,581	17.94	6443
9	32,040	18.20	6536
10	32,498	18.46	6630
11	32,997	18.75	6731
12	33,443	19.00	6822
13	33,941	19.28	6924
14	34,400	19.55	7018
15	34,897	19.83	7119
16	35,370	20.10	7215
17	35,828	20.36	7309
18	36,313	20.63	7408
19	36,772	20.89	7501
20	37,258	21.17	7601

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: 05/09/2019

Monte Vista School District 2019/2020 Extra Duty Salary Schedule

% of Base	0.21	0.14	0.115	0.09	0.07	0.06
STEP	*Section 1	*Section 2	Section 3	Section 4	Section 5	Section 6
zero-one	6300	4200	3980	3115	2423	2077
two-three	6640	4427	4195	3283	2554	2189
four-five	6980	4654	4410	3451	2684	2301
six-seven	7321	4880	4625	3620	2815	2413
eight-nine	7661	5107	4840	3788	2946	2525
ten+	8001	5334	5055	3956	3077	2637
*will not change with increases to Teacher Salary Schedule Base						
% of Base	0.043	0.038	0.03	0.023	0.015	0.01
STEP	Section 7	Section 8	Section 9	Section10	Section11	Section12
zero-one	1488	1315	1038	796	519	346
two-three	1569	1386	1094	839	547	365
four-five	1649	1457	1150	882	575	383
six-seven	1729	1528	1207	925	603	402
eight-nine	1810	1599	1263	968	631	421
ten+	1890	1670	1319	1011	659	440

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, STEM/Robotics Coordinator
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, Success Academy Coordinator, MS History Day Sponsor, HS History Day Sponsor, Skills USA Sponsor, MS Justice League Sponsor

Ticket Takers = Current Minimum Wage

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)
- 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: 05/09/2019

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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