

**WELD COUNTY SCHOOL DISTRICT RE-4
TEACHER AND SPECIAL SERVICE PROVIDER SALARY SCHEDULE
2018-2019**

Increments	3%					2.5%					
	2.25%	BA	BA/10	BA/20	BA/30	BA/50	BA/60	MA/20	MA/30	MA/40	PHD MA/50
0-1		37,230	38,347	39,497	40,682	41,903	42,950	44,024	45,125	46,253	47,409
2		38,068	39,210	40,386	41,598	42,846	43,917	45,015	46,140	47,293	48,476
3		38,924	40,092	41,295	42,534	43,810	44,905	46,027	47,178	48,358	49,566
4*		40,092	41,295	42,534	43,810	45,124	46,252	47,408	48,593	49,808	51,053
5		40,994	42,224	43,491	44,795	46,139	47,293	48,475	49,687	50,929	52,202
6		41,916	43,174	44,469	45,803	47,177	48,357	49,566	50,805	52,075	53,377
7		42,859	44,145	45,470	46,834	48,239	49,445	50,681	51,948	53,247	54,578
8		43,824	45,139	46,493	47,887	49,324	50,557	51,821	53,117	54,445	55,806
9**		45,686	47,057	48,469	49,923	51,420	52,706	54,024	55,374	56,758	58,177
10			48,116	49,559	51,046	52,577	53,892	55,239	56,620	58,036	59,486
11			49,198	50,674	52,194	53,760	55,104	56,482	57,894	59,341	60,825
12				51,814	53,369	54,970	56,344	57,753	59,197	60,677	62,193
13				52,980	54,570	56,207	57,612	59,052	60,529	62,042	63,593
14*				54,570	56,207	57,893	59,340	60,824	62,344	63,903	65,501
15					57,471	59,196	60,675	62,192	63,747	65,341	66,974
16					58,764	60,527	62,041	63,592	65,181	66,811	68,481
17						61,889	63,437	65,022	66,648	68,314	70,022
18						63,282	64,864	66,485	68,148	69,851	71,598
19***						65,813	67,458	69,145	70,873	72,645	74,461
20							68,976	70,701	72,468	74,280	76,137
21								72,291	74,099	75,951	77,850
22									75,766	77,660	79,602
23									77,471	79,407	81,393
24									79,214	81,194	83,224
25										83,021	85,096
26										84,889	87,011
27											88,969
28											90,971

- *At steps 4 and 14, schedule reflects 3% increase at these rows only.
- **At step 9, schedule reflects 4.25% increase at this row only.
- ***At step 19, schedule reflects 4% increase at this row only.
- Psychologist (EDS) initial placement will be no lower than MA40
- Teachers in the district must be recommended by the administration for advancement to the next step on the salary schedule based on satisfactory performance.
- Maximum experience for initial placement on the schedule is step 10, adjusted for the number of years existing staff did not move a step on the salary schedule.
- Teachers at the BA/60 level will need to show an additional 10 hours after their masters degree is conferred to move to the MA/20 column.
- All Teachers placed on the 0-1 step shall qualify to move to step 2 when a step is awarded.
- For work assigned outside of contracted hours, the established rate shall be BA step 0/185/8. This rate shall apply per period for teachers who cover another staff member's class during a planning period.
- ESY services shall be paid at the current contracted hourly rate, which is defined as current salary/185/8.
- Salary schedule is subject to annual review and approval by the Board of Education.
- Salary for certified interns shall be one half of regular placement on salary schedule.
- If the Board awards steps to employees, the employee must have worked at least 90 days or a semester in the previous year in order to be eligible for the step.
- The certified substitute rate is \$100 for a full day and \$50 for a half day. For retired teachers, the sub rate is \$120 for a full day and \$60 for a half day. Certified substitutes will receive \$20 hour for work during ESY.
- Steps are not equivalent to years of service.

**WELD COUNTY SCHOOL DISTRICT RE-4
CLASSIFIED SALARY SCHEDULE
2018-2019**

RANGE	POSITION	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
2	ASSISTANT COOK CASHIER DISTRICT MAIL PERSON PRINTER SEASONAL WORKER	11.10	13.54	15.98
3	INSTRUCTIONAL AIDE/SPECIAL EDUCATION AIDE I BUS MONITOR	11.76	14.34	16.92
4	MEDIA AIDE NUTRITION SERVICES ASSISTANT MANAGER	12.41	15.14	17.87
5	ADMINISTRATIVE CLERK DAY/NIGHT JANITOR HEALTH AIDE SPECIAL EDUCATION AIDE II, EXTENSIVE NEEDS INSTRUCTIONAL AIDE, PRESCHOOL NUTRITION SERVICES MANAGER - SINGLE SCHOOL	13.07	15.94	18.81
6	ATTENDANCE CLERK CAMPUS MONITOR NUTRITION SERVICES MANAGER, MULTI-SCHOOL RECEPTIONIST SCHOOL/DEPARTMENT SECRETARY WAREHOUSE/DELIVERY	13.73	16.74	19.75
7	GROUNDSMAN CLASSIFIED FOREIGN LANGUAGE INSTRUCTOR SECRETARY, TRANSPORTATION TRANSPORTATION UTILITY WORKER	14.42	17.58	20.74
8	ACCOUNTS PAYABLE CLERK ATHLETIC SECRETARY LEAD JANITOR NUTRITION SERVICES MANAGER, PRODUCTION/WAREHOUSE REGISTRAR	15.10	18.41	21.72
9	AUDITORIUM PRODUCTION TECHNICIAN BUS DRIVER	15.77	19.23	22.69
10	ACCOUNTING TECHNICIAN ADMINISTRATIVE SECRETARY DISTRICT MAINTENANCE PERSON HUMAN RESOURCE TECHNICIAN TRANSPORTATION DISPATCHER GROUNDS LEAD (OPERATIONS WORKER) SECRETARY, SPECIAL ED DEPARTMENT	16.48	20.10	23.72
11	TECHNOLOGY SUPPORT SPECIALIST MECHANIC HELPER TRANSPORTATION DRIVER/TRAINER	17.16	20.93	24.70
12	ACCOUNTING SPECIALIST I	17.85	21.77	25.69
13	CERTIFIED OCCUPATIONAL THERAPIST ASST SPEECH LANGUAGE PATHOLOGY ASSISTANT DISTRICT MAINTENANCE LEAD NIGHT JANITOR SUPERVISOR SWAP SPECIALIST	18.55	22.62	26.69
14	ASSESSMENT SPECIALIST	19.23	23.45	27.67
15	**NO POSITIONS**	19.91	24.28	28.65
16	COMPUTER TECHNICIAN	20.60	25.12	29.64
17	**NO POSITIONS**	21.29	25.96	30.63
18	**NO POSITIONS**	21.97	26.79	31.61
19	PAYROLL/BENEFITS COORDINATOR APPLICATION SPECIALIST BUS MECHANIC TELECOMMUNICATIONS TECHNICIAN	22.65	27.62	32.59

- Student employee rate is \$11.10 per hour
- Substitute rates: Bus Drivers - salary minimum Range 9
- Substitute rates: Special Ed Aide II, Health Aide and Preschool- salary minimum range 3; All Others minimum Range 2
All required training hours for certified and classified subs is paid at minimum of Range 2
- Bus driver activity rate is paid at driver's current hourly rate
- Bus drivers that perform CDL training will receive their hourly route rate
- Bus driver training rate is salary minimum for Range 2
- Maintenance hourly rate associated with building rentals on "hard to staff" days shall be double the employee regular hourly rate
- Maintenance Open/Close fee is \$43; \$86 for "hard to staff" days
- Bus mechanic shall receive a \$500 annual tool stipend. To qualify, employee must be employed in this position for a minimum of one year.
- If the Board awards steps to employees, the employee must have worked at least 90 days or a semester in previous year in order to be eligible for the step.
- Seasonal Grounds Equipment Operator position is Salary Range 4 (maximum salary is up to midpoint of range)

**WELD COUNTY SCHOOL DISTRICT RE-4
ADMINISTRATOR, PROFESSIONAL, TECHNICAL SALARY SCHEDULE
2018-2019**



RANGE	POSITION	DAYS	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
1	NO POSITIONS	260	43,749	53,352	62,955
2	SWAP COORDINATOR	215	48,484	59,127	69,770
3	EXECUTIVE ADMINISTRATIVE ASSISTANT	260	53,220	64,903	76,586
4	DIRECTOR OF NUTRITION SERVICES	210	57,958	70,680	83,402
	ASSISTANT MAINTENANCE DIRECTOR	260			
	OPERATIONS MANAGER, TRANSPORTATION	260			
5	NETWORK ADMINISTRATOR/SYSTEMS ANALYST	260	62,693	76,455	90,217
	SYSTEMS ADMINISTRATOR	260			
6	ASSISTANT PRINCIPAL, ELEMENTARY	205	67,428	82,229	97,030
	ENTERPRISE TECHNOLOGY MANAGER	260			
	DIRECTOR OF TRANSPORTATION	260			
7	AP MIDDLE SCHOOL/ATHLETIC DIRECTOR	210	72,164	88,005	103,846
	DIRECTOR OF OPERATIONS/MAINTENANCE	260			
	SPECIAL EDUCATION COORDINATOR	210			
8	AP HIGH SCHOOL/ATHLETIC/ACTIVITIES DIR	210	76,900	93,780	110,660
9	DIRECTOR OF BUSINESS/EMPLOYEE SERVICES	260	81,636	99,556	117,476
	PRINCIPAL, ELEMENTARY	220	83,534	101,871	120,208
10	PRINCIPAL, MIDDLE SCHOOL	225	88,335	107,726	127,117
11	DIRECTOR OF INSTRUCTION	260	91,106	111,105	131,104
	DIRECTOR OF SPECIAL PROGRAMS	260			
	DIRECTOR OF TECHNOLOGY	260			
12	NO POSITIONS	235	97,926	119,422	140,918
13	PRINCIPAL, HIGH SCHOOL	260	100,580	122,658	144,736

- > Head teachers in the elementary schools will be paid a stipend of 4% of the minimum salary for the elementary principal position.
- > Administrative TOSA in the elementary schools will be paid a stipend of 6% of the minimum salary for the elementary principal position.
- > Dean of Students/Administrative TOSA at the high school will be paid a stipend of 6% of the minimum salary for the high school principal position.
- > Dean of Students/Administrative TOSA at the middle school will be paid a stipend of 6% of the minimum salary for the middle school principal position.
- > Non-administrator Athletic Director at the middle school will be paid a stipend of 4% of the minimum salary for the middle school principal position.
- > If Director of Instruction position is filled with TOSA, a stipend of 8% of the minimum directory salary shall be paid.
- > For each administrator, the district will pay the cost of membership dues for CASE and the related national affiliate.
- > If the Board awards steps to employees, the employee must have worked at least 90 days or a semester in the previous year in order to be eligible for the step.

WELD COUNTY SCHOOL DISTRICT RE-4 FRINGE BENEFITS 2018/2019

BENEFIT TYPE	MONTHLY PREMIUM PPO IV	MONTHLY PREMIUM KAISER	DISTRICT SHARE***	EMPLOYEE SHARE PPO IV	EMPLOYEE SHARE KAISER
MANDATORY DEDUCTIONS					
Federal Income Tax and Colorado Income Tax	N/A		N/A	Tax Tables	
Medicare for employees hired after 3-1-86	N/A		1.45%	1.45%	
Public Employees Retirement Association (PERA)	N/A		Per PERA	Per PERA	
INSURANCE AVAILABLE					
Health Insurance through CEPT:					
Employee	\$ 665.00	\$ 694.00	\$ 665.00	\$ -	\$ 29.00
Employee + Spouse	\$ 1,279.00	\$ 1,332.00	\$ 665.00	\$ 614.00	\$ 667.00
Employee + Children	\$ 1,213.00	\$ 1,264.00	\$ 665.00	\$ 548.00	\$ 599.00
Family	\$ 1,534.00	\$ 1,597.00	\$ 665.00	\$ 869.00	\$ 932.00
Dental Insurance through CEPT:					
Employee	\$ 46.00	\$ 46.00	\$ 46.00	\$ -	\$ -
Employee + Spouse	\$ 92.00	\$ 92.00	\$ 46.00	\$ 46.00	\$ 46.00
Employee + Children	\$ 96.00	\$ 96.00	\$ 46.00	\$ 50.00	\$ 50.00
Family	\$ 161.00	\$ 161.00	\$ 46.00	\$ 115.00	\$ 115.00
Vision Insurance through CEPT:					
Employee	\$ 5.00	\$ 5.00	\$ 5.00	\$ -	\$ -
Employee + Spouse	\$ 11.00	\$ 11.00	\$ 5.00	\$ 6.00	\$ 6.00
Employee + Children	\$ 11.00	\$ 11.00	\$ 5.00	\$ 6.00	\$ 6.00
Family	\$ 17.00	\$ 17.00	\$ 5.00	\$ 12.00	\$ 12.00
Life Insurance through CEPT:					
Life Insurance for employee	\$ 2.80	\$ 2.80	\$ 2.80	\$ -	\$ -
Life Insurance for dependents	\$ 0.95	\$ 0.95	N/A	\$ 0.95	\$ 0.95
TOTAL HEALTH, DENTAL, VISION AND LIFE:					
Employee	\$ 718.80	\$ 747.80	\$ 718.80	\$ -	\$ 29.00
Employee + Spouse	\$ 1,385.75	\$ 1,438.75	\$ 718.80	\$ 666.95	\$ 719.95
Employee + Children	\$ 1,323.75	\$ 1,374.75	\$ 718.80	\$ 604.95	\$ 655.95
Family	\$ 1,715.75	\$ 1,778.75	\$ 718.80	\$ 996.95	\$ 1,059.95
Disability Insurance					
Maximum benefit of \$5000/month			Full Premium	N/A	
<p>Eligibility: Certified Staff - Benefits available if .5 FTE or more at a rate proportional to their contract Classified Staff - Benefits available if regularly employed for 30 or more hours per week *** Represents full time benefits Waiting period: 1st day of the month following 30 days of eligibility (hire date) Training days are not counted towards the 30 days waiting period</p>					
<p>NOTE: ALL ELIGIBLE EMPLOYEES ENROLLING 8/96 OR LATER MUST ENROLL IN HEALTH, DENTAL, VISION AND LIFE COVERAGES THROUGH CEPT AT A MINIMUM EMPLOYEE COVERAGE LEVEL.</p>					
OTHER BENEFITS AVAILABLE					
<ul style="list-style-type: none"> + Cafeteria plan (pre-tax/Section 125 plan) for excess medical, insurance and daycare + Sick leave per board policy + 4 personal days per year; if unused, is converted to sick leave at end of year + Vacation for 12 month employees: Vacation days are determined by placement on salary schedule at time of hire + Other leaves available according to district policy guidelines: Jury Duty, Bereavement, Professional, Worker's Compensation, Family and Medical Leave + Numerous tax-sheltered annuity plans available through payroll deduction + Direct deposit required for payroll 					