

Monte Vista School District

2024-2025 Salary Schedules

Monte Vista School District
Teacher Salary Schedule
2024-2025

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
Steps	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary
1	41136	42001	42864	43729	44593	45459	46322	47187	48054
2	42051	42939	43805	44721	45633	46497	47362	48228	49178
3	42964	43878	44744	45708	46671	47536	48400	49266	50302
4	43879	44819	45685	46698	47712	48574	49439	50303	51427
5	44795	45759	46623	47686	48749	49616	50477	51343	52553
6	45711	46699	47563	48675	49788	50653	51516	52380	53680
7	46625	47639	48504	49665	50827	51692	52554	53419	54805
8	47540	48578	49445	50654	51866	52730	53595	54458	55930
9	48455	49519	50383	51644	52904	53769	54632	55499	57054
10	49369	50457	51323	52633	53943	54808	55672	56537	58181
11	50284	51397	52262	53622	54981	55847	56710	57575	59306
12	51199	52335	53203	54611	56021	56883	57749	58613	60431
13			54142	55600	57059	57924	58788	59653	61557
14			55081	56590	58098	58963	59826	60691	62681
15				57579	59137	60003	60864	61730	63807
16				58568	60176	61041	61905	62768	64932
17				59558	61214	62079	62942	63807	66058
18				60548	62254	63117	63983	64847	67181
19				61539	63291	64156	65020	65886	68306
20					64328	65193	66057	66924	69432
21					65366	66231	67095	67961	70559
22								68998	71683
23									72808

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 \$135/day.

Substitute teachers holding a 3 or 5 year authorization will be paid \$150/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: 05/13/2024

Monte Vista School District
Principal Salary Schedule
2024-2025

	HS	MS	ELEM/BSDC
Steps	2024-25 Salary	2024-25 Salary	2024-25 Salary
0	96945	92516	88083
1	98182	93753	89320
2	99419	94990	90558
3	100655	96228	91794
4	101894	97464	93032
5	103130	98701	94270
6	104369	99940	95508
7	105605	101176	96743
8	106841	102413	97979
9	108077	103650	99215
10	109313	104888	100452

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 to 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: 05/13/2024

Monte Vista School District
Early Childhood Director Salary Schedule
2024-2025

Steps	2024-2025
0	76,329
1	77,486
2	78,646
3	79,804
4	80,963
5	82,120
6	83,278
7	84,437
8	85,594
9	86,753
10	87,912

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: 05/13/2024

Monte Vista School District
Paraprofessional
2024-2025 Annual Wage Schedule

Steps	Salary
1	21,010
2	21,409
3	21,778
4	22,157
5	22,558
6	22,915
7	23,304
8	23,685
9	24,074
10	24,474
11	24,843
12	25,221
13	25,590
14	25,979
15	26,370
16	26,740
17	27,117
18	27,506
19	27,887
20	28,275

Director Qualified Preschool Paraprofessional may receive an additional \$5,244 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 \$774 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 \$120.00/day.

Approved: 05/13/2024

Monte Vista School District
Food Service Personnel
2024-2025 Annual Wage Schedule

Steps	Salary
1	\$14.92
2	\$15.04
3	\$15.23
4	\$15.42
5	\$15.62
6	\$15.82
7	\$16.01
8	\$16.22
9	\$16.40
10	\$17.83
11	\$18.02
12	\$18.23
13	\$18.42
14	\$18.61
15	\$18.82
16	\$19.00
17	\$19.21
18	\$19.40
19	\$19.61
20	\$19.83

The Assistant Food Service Director shall receive an additional \$2,052 per year and the Kitchen Supervisor will receive an additional \$1,603 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 the current minimum wage rate.

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

Approved: 05/13/2024

Monte Vista School District
Maintenance and Custodial Personnel
2024-2025 Annual Wage Schedule

Steps	Salary
1	31,113
2	31,628
3	32,129
4	32,630
5	33,157
6	33,674
7	34,144
8	34,674
9	35,161
10	35,647
11	36,176
12	36,650
13	37,178
14	37,664
15	38,193
16	38,694
17	39,179
18	39,694
19	40,181
20	40,696

Maintenance employees (3) shall be paid an additional amount of \$2,704 annually. Crew leaders and groundskeepers (in season) may be paid an additional \$124 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 annual salary is paid over 12 months in equal installments. Maintenance/Custodial employees operate on a 40-hour work week.

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

Approved: 05/13/2024

Monte Vista School District
Transportation Personnel
2024-2025 Wage Schedule

Daily Routes	Route Length (Daily route miles including AM runs, PM runs, and in-district runs)	Daily Amount
A	Under 20 miles	\$61.37
B	20-39 miles	\$64.38
C	40-59 miles	\$67.83
D	60-79 miles	\$70.85
E	80-99 miles	\$74.21
F	100+	\$77.23

An additional \$92.60 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 the current minimum hourly wage plus \$3.36 per hour. 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 the current minimum hourly wage plus \$1.68 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: 05/13/2024

Monte Vista School District
School Clerical Personnel
2024-2025 Annual Wage Schedule

Steps	Salary
1	23,114
2	23,554
3	23,960
4	24,378
5	24,817
6	25,212
7	25,640
8	26,056
9	26,486
10	26,926
11	27,331
12	27,750
13	28,155
14	28,583
15	29,012
16	29,418
17	29,835
18	30,264
19	30,681
20	31,110

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 \$120.00/day.

Approved: 05/13/2024

Monte Vista School District
District Clerical/Bookkeeping Personnel
2024-2025 Annual Wage Schedule

Steps	2024-25
1	33,723
2	34,223
3	34,681
4	35,197
5	35,696
6	36,183
7	36,684
8	37,156
9	37,643
10	38,143
11	38,631
12	39,091
13	39,591
14	40,076
15	40,577
16	41,065
17	41,537
18	42,038
19	42,510
20	43,012

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 annual salary is paid over 12 months in equal installments. District Clerical/Bookkeeping Personnel operate on a 35-hour work week.

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

Approved: 05/13/2024

Monte Vista School District
Maintenance/Transportation Director
2024-2025 Annual Wage Schedule

Steps	Salary
0	77,826
1	78,982
2	80,141
3	81,299
4	82,457
5	83,614
6	84,772
7	85,930
8	87,087
9	88,246
10	89,403

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/Transportation Director works 12 months and receives vacations and holidays in accordance with Board Policy GDD.

The Maintenance/Transportation Director is supervisory/salaried and exempt from overtime.

Approved: 05/13/2024

Monte Vista School District
Maintenance Director
2024-2025 Annual Wage Schedule

Steps	Salary
1	55,069
2	55,832
3	56,609
4	57,387
5	58,178
6	58,940
7	59,718
8	60,507
9	61,271
10	62,050
11	62,826
12	63,603
13	64,380
14	65,157
15	65,935
16	66,711
17	67,488
18	68,266
19	69,029
20	69,820

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: 05/13/2024

Monte Vista School District
Transportation Director
2024-2025 Annual Wage Schedule

Steps	Salary
1	54,896
2	55,427
3	55,957
4	56,487
5	57,018
6	57,548
7	58,079
8	58,609
9	59,139
10	59,670
11	60,200
12	60,731
13	61,261
14	61,791
15	62,322
16	62,852
17	63,383
18	63,913
19	64,443
20	64,974

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: 05/13/2024

Monte Vista School District
District Accounting/Risk Manager
2024-2025 Annual Wage Schedule

Steps	Salary
1	51,215
2	51,827
3	52,426
4	53,037
5	53,634
6	54,246
7	54,858
8	55,457
9	56,068
10	56,666
11	57,278
12	57,875
13	58,489
14	59,085
15	59,697
16	60,295
17	60,906
18	61,505
19	62,117
20	62,716

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 annual salary is paid over 12 months in equal installments. The District Accounting/Risk Manager position operates on a 35-hour work week.

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

Accounting/risk manager is a supervisory/salaried position and exempt from overtime.

Approved: 05/13/2024

Monte Vista School District
Executive Assistant for Special Projects,
2024-2025 Annual Wage Schedule

Steps	Salary
1	50,073
2	50,685
3	51,284
4	51,895
5	52,492
6	53,104
7	53,716
8	54,315
9	54,926
10	55,524
11	56,136
12	56,733
13	57,347
14	57,943
15	58,555
16	59,153
17	59,764
18	60,363
19	60,975
20	61,574

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 annual salary is paid over 12 months in equal installments. The Executive Assistant for Special Projects position operates on a 35-hour work week.

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

Executive assistant for special projects is a supervisory/salaried position and exempt from overtime.

Approved: 05/13/2024

Monte Vista School District
Payroll & Personnel Coordinator
2024-2025 Annual Wage Schedule

Steps	Salary
1	50,073
2	50,685
3	51,284
4	51,895
5	52,492
6	53,104
7	53,716
8	54,315
9	54,926
10	55,524
11	56,136
12	56,733
13	57,347
14	57,943
15	58,555
16	59,153
17	59,794
18	60,363
19	60,975
20	61,574

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 annual salary is paid over 12 months in equal installments. The Payroll & Personnel Coordinator position operates on a 35-hour work week.

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

Approved: 05/13/2024

Monte Vista School District
District Technology Specialist
2024-2025 Annual Wage Schedule

Steps	Salary
1	45,503
2	46,115
3	46,714
4	47,325
5	47,922
6	48,534
7	49,146
8	49,745
9	50,356
10	50,954
11	51,566
12	52,163
13	52,777
14	53,373
15	53,985
16	54,583
17	55,194
18	55,793
19	56,405
20	57,004

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 annual salary is paid over 12 months in equal installments. The District Technology Specialist position operates on a 35-hour work week.

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

Technology specialist is a supervisory/salaried position and exempt from overtime.

Approved: 05/13/2024

Monte Vista School District
Food Service Director
2024-2025 Annual Wage Schedule

Steps	Salary
1	40,840
2	41,264
3	41,689
4	42,113
5	42,537
6	42,962
7	43,386
8	43,810
9	44,235
10	44,659
11	45,083
12	45,507
13	45,932
14	46,356
15	46,780
16	47,205
17	47,629
18	48,053
19	48,478
20	48,902

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 for 10 months.

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

Approved: 05/13/2024

Monte Vista School District
Maintenance/Vehicle Technicians
2024-2025 Annual Wage Schedule

Steps	Salary
1	37,312
2	37,874
3	38,421
4	38,968
5	39,543
6	40,107
7	40,620
8	41,198
9	41,729
10	42,259
11	42,837
12	43,353
13	43,929
14	44,460
15	45,035
16	45,583
17	46,112
18	46,674
19	47,205
20	47,767

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 annual salary is paid over 12 months in equal installments. The Maintenance/Vehicle Technician positions operate on a 40-hour work week.

The Maintenance/Vehicle Technicians work 12 months.

Approved: 05/13/2024

Monte Vista School District 2024-2025 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		8639	5759	4731	3702	2880	2468
two-three		9105	6070	4986	3902	3035	2601
four-five		9572	6381	5242	4102	3191	2735
six-seven		10038	6692	5497	4302	3346	2868
eight-nine		10504	7003	5752	4502	3501	3001
ten+		10971	7314	6008	4702	3657	3135
% 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		1769	1563	1234	946	617	411
two-three		1864	1648	1301	997	650	434
four-five		1960	1732	1367	1048	684	456
six-seven		2055	1816	1434	1099	717	478
eight-nine		2151	1901	1501	1150	750	500
ten+		2246	1985	1567	1202	784	522

Section 1	HS Athletic Director
Section 2	MS Athletic Director
Section 3	HS Band
Section 4	HS Head Baseball/Basketball/Cross Country/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 Head Golf, HS Junior Class Sponsor, HS Student Council, HS Yearbook, MS/HS Science Fair, MS Asst Band, HS FFA, Summer Coaches, Summer Fitness Coordinator (Boys & Girls), Summer Science Research Instructor
Section 7	HS Flag Coach, HS Asst Marching Band Coordinator, MS Sports, HS & MS Summer Band Assistant
Section 8	HS Head FBLA, HS FFA, HS History Fair, HS Knowledge Bowl, HS STEM/Robotics, MS Knowledge Bowl,
Section 9	BME Science Fair, HS Asst Student Council, HS Skills USA, MS Student Council, MS Yearbook
Section 10	HS Asst. FBLA, HS National Honor Society, MS Flag Coach, MS History Fair, Drum Coach/Technician
Section 11	HS Key Club, HS Peer Mediator (1), HS Sophomore Class, HS Senior Class
Section 12	BME Student Council (2), BME Yearbook, HS Asst. Peer Mediator (1), HS Freshman Class, Marsh Yearbook, MESA Science, MS Justice League

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.
- RETIRED POSITIONS that will need to be approved by 3 x 3 to be reinstated at level in which they were retired:
 - Step 7 – Elementary Choir; Step 8 – Spanish Club; Step 12 – Spelling Bee, Success Academy Coordinator

Approved: 05/13/2024

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.)