

Monte Vista School District

2023-2024 Salary Schedules

Monte Vista School District
Teacher Salary Schedule
2023-2024

	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	40329	41177	42024	42872	43719	44568	45414	46262	47112
2	41226	42097	42946	43844	44738	45585	46433	47282	48214
3	42122	43018	43867	44812	45756	46604	47451	48300	49316
4	43019	43940	44789	45782	46776	47622	48470	49317	50419
5	43917	44862	45709	46751	47793	48643	49487	50336	51523
6	44815	45783	46630	47721	48812	49660	50506	51353	52627
7	45711	46705	47553	48691	49830	50678	51524	52372	53730
8	46608	47625	48475	49661	50849	51696	52544	53390	54833
9	47505	48548	49395	50631	51867	52715	53561	54411	55935
10	48401	49468	50317	51601	52885	53733	54580	55428	57040
11	49298	50389	51237	52571	53903	54752	55598	56446	58143
12	50195	51309	52160	53540	54923	55768	56617	57464	59246
13			53080	54510	55940	56788	57635	58483	60350
14			54001	55480	56959	57807	58653	59501	61452
15				56450	57977	58826	59671	60520	62556
16				57420	58996	59844	60691	61537	63659
17				58390	60014	60862	61708	62556	64763
18				59361	61033	61879	62728	63575	65864
19				60332	62050	62898	63745	64594	66967
20					63067	63915	64762	65612	68071
21					64084	64932	65779	66628	69175
22								67645	70277
23									71380

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: 05/08/2023

Monte Vista School District
Principal Salary Schedule
2023-2024

	HS	MS	ELEM/BSDC
Steps	2023-24	2023-24	2023-24
0	95044	90702	86356
1	96257	91915	87569
2	97470	93127	88782
3	98681	94341	89994
4	99896	95553	91208
5	101108	96766	92422
6	102323	97980	93635
7	103534	99192	94846
8	104746	100405	96058
9	105958	101618	97270
10	107170	102831	98482

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: 05/08/2023

Monte Vista School District
Early Childhood Director Salary Schedule
2023-2024

Steps	2023-24
0	74,832
1	75,967
2	77,104
3	78,239
4	79,375
5	80,510
6	81,645
7	82,781
8	83,916
9	85,052
10	86,188

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: 05/08/2023

Monte Vista School District
Paraprofessional
2023-2024 Annual Wage Schedule

Steps	2023-24
1	20,598
2	20,997
3	21,366
4	21,745
5	22,146
6	22,503
7	22,892
8	23,273
9	23,662
10	24,062
11	24,431
12	24,809
13	25,178
14	25,567
15	25,958
16	26,328
17	26,705
18	27,094
19	27,475
20	27,863

Director Qualified Preschool Paraprofessional may receive an additional \$5,141 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 \$759 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: 05/08/2023

Monte Vista School District
Food Service Personnel
2023-2024 Annual Wage Schedule

Steps	2023-24
1	\$14.63
2	\$14.75
3	\$14.94
4	\$15.13
5	\$15.33
6	\$15.53
7	\$15.72
8	\$15.93
9	\$16.11
10	\$17.54
11	\$17.73
12	\$17.94
13	\$18.13
14	\$18.32
15	\$18.53
16	\$18.71
17	\$18.92
18	\$19.11
19	\$19.32
20	\$19.54

The Assistant Food Service Director shall receive an additional \$2,012 per year and the Kitchen Supervisor will receive an additional \$1,572 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: 05/08/2023

Monte Vista School District
Maintenance and Custodial Personnel
2023-2024 Annual Wage Schedule

Steps	2023-2024
1	30,503
2	31,018
3	31,519
4	32,020
5	32,547
6	33,064
7	33,534
8	34,064
9	34,551
10	35,037
11	35,566
12	36,040
13	36,568
14	37,054
15	37,583
16	38,084
17	38,569
18	39,084
19	39,571
20	40,086

Maintenance employees (3) shall be paid an additional amount of \$2,651 annually. Crew leaders and groundskeepers (in season) may be paid an additional \$122 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: 05/08/2023
Revised: 01/22/2024

Monte Vista School District
 Transportation Personnel
 2023-2024 Wage Schedule

Daily Routes	Route Length (Daily route miles including AM runs, PM runs, and in-district runs)	Daily Amount
A	Under 20 miles	\$60.17
B	20-39 miles	\$63.12
C	40-59 miles	\$66.50
D	60-79 miles	\$69.46
E	80-99 miles	\$72.75
F	100+	\$75.72

An additional \$90.78 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: 05/082023

Monte Vista School District
School Clerical Personnel
2023-2024 Annual Wage Schedule

Steps	2023-24
1	22,661
2	23,101
3	23,507
4	23,925
5	24,364
6	24,759
7	25,187
8	25,603
9	26,033
10	26,473
11	26,878
12	27,297
13	27,702
14	28,130
15	28,559
16	28,965
17	29,382
18	29,811
19	30,228
20	30,657

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: 05/08/2023

Monte Vista School District
District Clerical/Bookkeeping Personnel
2023-2024 Annual Wage Schedule

Steps	2023-24
1	33,062
2	33,562
3	34,020
4	34,536
5	35,035
6	35,522
7	36,023
8	36,495
9	36,982
10	37,482
11	37,970
12	38,430
13	38,930
14	39,415
15	39,916
16	40,404
17	40,876
18	41,377
19	41,849
20	42,351

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: 05/08/2023

Revised: 01/22/2024

Monte Vista School District
Maintenance/Transportation Director
2023-2024 Annual Wage Schedule

Steps	2023-24
0	76,300
1	77,456
2	78,615
3	79,773
4	80,931
5	82,088
6	83,246
7	84,404
8	85,561
9	86,720
10	87,877

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: 05/08/2023

Monte Vista School District
Maintenance Director
2023-24 Annual Wage Schedule

Steps	2023-2024
1	53,989
2	54,752
3	55,529
4	56,307
5	57,098
6	57,860
7	58,638
8	59,427
9	60,191
10	60,970
11	61,746
12	62,523
13	63,300
14	64,077
15	64,855
16	65,631
17	66,408
18	67,186
19	67,949
20	68,740

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: 05/08/2023

Monte Vista School District
Transportation Director
2022-2023 Annual Wage Schedule

Steps	2023-2024
1	53,820
2	54,351
3	54,881
4	55,411
5	55,942
6	56,472
7	57,003
8	57,533
9	58,063
10	58,594
11	59,124
12	59,655
13	60,185
14	60,715
15	61,246
16	61,776
17	62,307
18	62,837
19	63,367
20	63,898

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: 05/08/2023

Monte Vista School District
District Accounting/Risk Manager
2023-2024 Annual Wage Schedule

Steps	2023-24
1	50,211
2	50,823
3	51,422
4	52,033
5	52,630
6	53,242
7	53,854
8	54,453
9	55,064
10	55,662
11	56,274
12	56,871
13	57,485
14	58,081
15	58,693
16	59,291
17	59,902
18	60,501
19	61,113
20	61,712

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: 05/08/2023

Revised: 01/22/2024

Monte Vista School District
Executive Assistant for Special Projects,
2023-2024 Annual Wage Schedule

Steps	2023-24
1	49,091
2	49,703
3	50,302
4	50,913
5	51,510
6	52,122
7	52,734
8	53,333
9	53,944
10	54,542
11	55,154
12	55,751
13	56,365
14	56,961
15	57,573
16	58,171
17	58,782
18	59,381
19	59,993
20	60,592

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: 05/08/2023
Revised: 01/22/2024

Monte Vista School District
Payroll & Personnel Coordinator
2023-2024 Annual Wage Schedule

Steps	2023-24
1	49,091
2	49,703
3	50,302
4	50,913
5	51,510
6	52,122
7	52,734
8	53,333
9	53,944
10	54,542
11	55,154
12	55,751
13	56,365
14	56,961
15	57,573
16	58,171
17	58,812
18	59,381
19	59,993
20	60,592

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: 05/08/2023

Revised: 01/22/2024

Monte Vista School District
District Technology Specialist
2023-2024 Annual Wage Schedule

Steps	2023-24
1	44,611
2	45,223
3	45,822
4	46,433
5	47,030
6	47,642
7	48,254
8	48,853
9	49,464
10	50,062
11	50,674
12	51,271
13	51,885
14	52,481
15	53,093
16	53,691
17	54,302
18	54,901
19	55,513
20	56,112

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: 05/08/2023

Revised: 01/22/2024

Monte Vista School District
Food Service Director
2023-2024 Annual Wage Schedule

Steps	2023-24
1	40,039
2	40,463
3	40,888
4	41,312
5	41,736
6	42,161
7	42,585
8	43,009
9	43,434
10	43,858
11	44,282
12	44,706
13	45,131
14	45,555
15	45,979
16	46,404
17	46,828
18	47,252
19	47,677
20	48,101

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: 05/08/2023

Monte Vista School District
Maintenance/Vehicle Technicians
2023-2024 Annual Wage Schedule

Steps	2023-24
1	36,580
2	37,142
3	37,689
4	38,236
5	38,811
6	39,375
7	39,888
8	40,466
9	40,997
10	41,527
11	42,105
12	42,621
13	43,197
14	43,728
15	44,303
16	44,851
17	45,380
18	45,942
19	46,473
20	47,035

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: 05/08/2023

Revised: 01/22/2024

**Monte Vista School District
2023-2024 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		8469	5646	4638	3630	2823	2420
two-three		8926	5951	4888	3826	2975	2550
four-five		9384	6256	5139	4022	3128	2681
six-seven		9841	6561	5389	4218	3280	2812
eight-nine		10298	6866	5640	4414	3433	2942
ten+		10756	7170	5890	4610	3585	3073
% 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		1734	1533	1210	928	605	403
two-three		1828	1615	1275	978	638	425
four-five		1921	1698	1341	1028	670	447
six-seven		2015	1781	1406	1078	703	469
eight-nine		2109	1864	1471	1128	736	490
ten+		2202	1946	1537	1178	768	512

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
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: 05/08/2023

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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