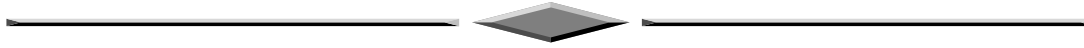


**WELD COUNTY SCHOOL DISTRICT RE-4
CLASSIFIED SALARY SCHEDULE
2016-2017**

RANGE	POSITION	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
1	DISTRICT MAIL PERSON PRINTER	9.65	11.77	13.89
2	ASSISTANT COOK CASHIER SEASONAL WORKER	10.28	12.54	14.80
3	INSTRUCTIONAL AIDE	10.94	13.34	15.74
4	HEALTH AIDE MEDIA AIDE INSTRUCTIONAL AIDE, EXTENSIVE NEEDS NUTRITION SERVICES ASSISTANT MANAGER	11.59	14.13	16.67
5	ADMINISTRATIVE CLERK DAY JANITOR NIGHT JANITOR NUTRITION SERVICES MANAGER - SINGLE SCHOOL	12.23	14.91	17.59
6	ATTENDANCE CLERK CAMPUS MONITOR NUTRITION SERVICES MANAGER, MULTI-SCHOOL NUTRITION SERVICES MANAGER, PRODUCTION RECEPTIONIST SCHOOL/DEPARTMENT SECRETARY TRANSPORTATION UTILITY WORKER WAREHOUSE/DELIVERY	12.88	15.71	18.54
7	GROUNDSMAN	13.52	16.49	19.46
8	ACCOUNTS PAYABLE CLERK BUS DRIVER LEAD JANITOR ATHLETIC SECRETARY REGISTRAR	14.17	17.28	20.39
9	AUDITORIUM PRODUCTION TECHNICIAN	14.80	18.05	21.30
10	ACCOUNTING TECHNICIAN ADMINISTRATIVE SECRETARY DISTRICT MAINTENANCE PERSON HUMAN RESOURCE TECHNICIAN MECHANIC HELPER OPERATIONS WORKER SECRETARY, SPECIAL ED DEPARTMENT TRANSPORTATION DRIVER/TRAINER	15.47	18.86	22.25
11	TECHNOLOGY SUPPORT SPECIALIST	16.10	19.64	23.18
12	ACCOUNTING SPECIALIST I	16.75	20.43	24.11
13	BUS MECHANIC CERTIFIED OCCUPATIONAL THERAPIST ASST NIGHT JANITOR SUPERVISOR SWAP SPECIALIST	17.40	21.22	25.04
14	**NO POSITIONS**	18.04	22.00	25.96
15	**NO POSITIONS**	18.69	22.79	26.89
16	COMPUTER TECHNICIAN	19.34	23.58	27.82
17	**NO POSITIONS**	19.98	24.36	28.74
18	**NO POSITIONS**	20.61	25.14	29.67
19	EXECUTIVE ADMINISTRATIVE ASSISTANT APPLICATION SPECIALIST TELECOMMUNICATIONS TECHNICIAN	21.25	25.92	30.59

- Student employee rate is \$8.50 per hour
- Substitute rates: Bus Drivers - salary minimum Range 8; All others-salary minimum for Range 2
- Bus driver activity rate is salary minimum Range 8
- Bus drivers that perform CDL training will receive their hourly route rate
- Bus driver training rate is salary minimum for Range 1
- 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
2016-2017**



RANGE	POSITION	DAYS	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
1	PAYROLL/BENEFITS COORDINATOR	260	41,745	50,909	60,073
2	SWAP COORDINATOR	215	46,264	56,420	66,576
3	ASSISTANT MAINTENANCE DIRECTOR	260	50,783	61,931	73,079
	DIRECTOR OF NUTRITION SERVICES	210	52,022	63,442	74,861
4	NO POSITIONS		55,303	67,443	79,583
5	DIRECTOR OF TRANSPORTATION	260	59,822	72,954	86,086
	NETWORK ADMINISTRATOR/SYSTEMS ANALYST	260			
	SYSTEMS ADMINISTRATOR	260			
6	DIRECTOR OF OPERATIONS/MAINTENANCE	260	64,340	78,464	92,588
7	AP MIDDLE SCHOOL/ATHLETIC DIRECTOR	210	68,860	83,975	99,091
	SPECIAL EDUCATION COORDINATOR	210			
8	AP HIGH SCHOOL/ATHLETIC/ACTIVITIES DIR	210	73,379	89,486	105,593
9	DIRECTOR OF BUSINESS/EMPLOYEE SERVICES	260	77,898	94,997	112,096
	DIRECTOR OF INSTRUCTION	230			
	PRINCIPAL, ELEMENTARY	220			
	DIRECTOR OF SPECIAL PROGRAMS	230			
10	PRINCIPAL, MIDDLE SCHOOL	225	84,290	102,793	121,296
11	DIRECTOR OF TECHNOLOGY	260	86,935	106,018	125,101
12	NO POSITIONS	235	93,442	113,954	134,466
13	PRINCIPAL, HIGH SCHOOL	260	95,974	117,041	138,108

- > 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
ADMINISTRATOR, PROFESSIONAL, TECHNICAL SALARY SCHEDULE
2016-2017**



PLACEMENT IN STRUCTURE FOR OUTSIDE HIRES

- > Employees new to the district who are hired to fill existing openings will be placed in the structure based upon their experience and qualifications, needs of the district, present pay, the current job market situation, and consideration of incumbents in the position and their equivalent qualifications.

PLACEMENT IN STRUCTURE UPON PROMOTION

- > An employee who is promoted from a lower pay range will be placed in the appropriate job description and pay range. Such placement for pay purposes will occur effective the starting date of the new job. The salary for the position will be at least the minimum of the new pay range, and placement will be based on specific qualifications related to the new position, similar to evaluating an outside hire. Only central office personnel will determine placement salary.

ACCEPTANCE OF POSITION IN LOWER PAY RANGE

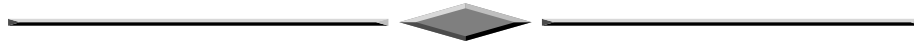
- > An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the related pay range and salary range of the new position. Such placement for pay purposes will occur effective the starting date of the new job. Placement within the lower pay range will be based upon specific qualifications related to the new position, similar to evaluating an outside hire. The salary will be at least at the minimum of the lower pay range. Only central office personnel will determine placement salary.

**WELD COUNTY SCHOOL DISTRICT RE-4
TEACHER AND SPECIAL SERVICE PROVIDER SALARY SCHEDULE
2016-2017**

2.25%	BA	BA/10	BA/20	BA/30	BA/50	BA/60				PHD
\$ 1,023					MA	MA/10	MA/20	MA/30	MA/40	MA/50
0-1	36,110	37,133	38,156	39,179	40,202	41,225	42,248	43,271	44,294	45,317
2	36,922	37,968	39,015	40,061	41,107	42,153	43,199	44,245	45,291	46,337
3	37,753	38,823	39,892	40,962	42,031	43,101	44,171	45,240	46,310	47,379
4*	38,886	39,987	41,089	42,191	43,292	44,394	45,496	46,597	47,699	48,801
5	39,761	40,887	42,014	43,140	44,266	45,393	46,519	47,646	48,772	49,899
6	40,655	41,807	42,959	44,111	45,262	46,414	47,566	48,718	49,870	51,021
7	41,570	42,748	43,925	45,103	46,281	47,459	48,636	49,814	50,992	52,169
8	42,505	43,710	44,914	46,118	47,322	48,526	49,731	50,935	52,139	53,343
9**	44,206	45,458	46,710	47,963	49,215	50,467	51,720	52,972	54,224	55,477
10		46,481	47,761	49,042	50,322	51,603	52,883	54,164	55,445	56,725
11		47,527	48,836	50,145	51,455	52,764	54,073	55,383	56,692	58,001
12			49,935	51,274	52,612	53,951	55,290	56,629	57,968	59,306
13			51,058	52,427	53,796	55,165	56,534	57,903	59,272	60,641
14			52,207	53,607	55,007	56,406	57,806	59,206	60,605	62,005
15				54,813	56,244	57,675	59,107	60,538	61,969	63,400
16				56,046	57,510	58,973	60,437	61,900	63,363	64,827
17					58,804	60,300	61,796	63,293	64,789	66,285
18					60,127	61,657	63,187	64,717	66,247	67,777
19					61,480	63,044	64,609	66,173	67,737	69,302
20						64,463	66,062	67,662	69,261	70,861
21							67,549	69,184	70,820	72,456
22								70,741	72,413	74,086
23								72,333	74,043	75,753
24								73,960	75,709	77,457
25									77,412	79,200
26									79,154	80,982
27										82,804
28										84,667

- *At step 4, schedule reflects 3% increase at this row only.
- **At step 9, schedule reflects 4% increase at this row only.
- 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 \$95 for a full day and \$48 for a half day. For retired teachers, the sub rate is \$115 for a full day and \$58 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
ACTIVITY SALARY SCHEDULE
2016-2017**



Step	TIER 1 10% of Base	TIER 2 8% of Base	TIER 3 6% of Base	TIER 4 5% of Base
0	3611	2889	2167	1806
1	3719	2975	2232	1860
2	3831	3065	2299	1915
3	3946	3157	2368	1973
4	4064	3251	2439	2032
5	4186	3349	2512	2093
6	4312	3449	2587	2156
7	4441	3553	2665	2221
8	4574	3659	2745	2287
9	4712	3769	2827	2356
10	4853	3882	2912	2426
	Energy Educator Auditorium Production Technician (certified staff)	Vocal Director Instrumental Director Marching Band Director Drama Director Student Council Forensics Vocational Director	Marching Band Asst. Director Marching Band Choreographer Marching Band Pit Percussion Marching Band Drum Line FBLA FCCLA FFA Literary Magazine Instructor Musical Vocal Director-nonclassified Student Council Asst. Yearbook Information Literacy Coordinator	Knowledge Bowl FBLA Assistant Robotics Club Color Guard (Marching Band) Winter Guard

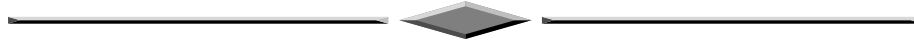
- Increments are 3% of previous salary
- Maximum initial placement is Step 5
- Freshman/Sophomore/Senior Class Sponsor Position to be paid at 13% of Tier 1 Step 0 (\$469)
- Junior Class Sponsor Position to be paid at 61% of Tier 1 Step 0 (\$2,203)
- Class Sponsor Position pay may be split up to three ways upon approval of the principal
- Knowledge Bowl Assistant to be paid at 61% of Tier 4 Step 0 (\$1,102)
- ELL Liaison to be paid at 50% of Tier 4, step 0 (\$903)
- Gifted and Talented Program Specialist to be paid at Tier 2, step 0 (\$2,889)
- Stem Coordinator to be paid at Tier 4, step 0 (\$1,806)
- Plato Coordinator to be paid at Tier 1, step 0 (\$3,611)
- Drama Choreographer and Set Designer salary at Tier 3, Step 0 or 61% of Tier 3, Step 0 based upon principal recommendation of work involved for production (\$2,167/\$1,322 per production)
- Musical Accompanist to be paid at 50% of Tier 2, step 0 (\$1,445)
- Musical Instrumental Director to be paid at 50% of Tier 2 Step 0 (\$1,445)
- WHS Honor Society Coordinator paid at 50% of Tier 4, step 0 (\$903)
- Robotics Club Assistant to be paid at 61% of Tier 4 Step 0 (\$1,102)
- Translator Stipend (\$250/year)

**WELD COUNTY SCHOOL DISTRICT RE-4
ATHLETIC SALARY SCHEDULE
2016-2017**

HEAD COACHES							
Step	TIER 1 11% of Base	TIER 2 10% of Base	TIER 3 9% of Base	TIER 4 8% of Base	TIER 5 7% of Base	TIER 6 6% of Base	
0	3,972	3,611	3,250	2,889	2,528	2,167	
1	4,091	3,719	3,348	2,976	2,604	2,232	
2	4,214	3,831	3,448	3,065	2,682	2,299	
3	4,340	3,946	3,551	3,157	2,762	2,368	
4	4,471	4,064	3,658	3,252	2,845	2,439	
5	4,605	4,186	3,768	3,349	2,931	2,512	
6	4,743	4,312	3,881	3,450	3,019	2,588	
7	4,885	4,441	3,997	3,553	3,109	2,665	
8	5,032	4,574	4,117	3,660	3,202	2,745	
9	5,183	4,712	4,241	3,769	3,298	2,827	
10	5,338	4,853	4,368	3,883	3,397	2,912	
ASSISTANT COACHES							
0	2,979	2,708	2,438	2,167	1,896	1,625	
1	3,068	2,789	2,511	2,232	1,953	1,674	
2	3,160	2,873	2,586	2,299	2,011	1,724	
3	3,255	2,959	2,664	2,368	2,072	1,776	
4	3,353	3,048	2,743	2,439	2,134	1,829	
5	3,453	3,140	2,826	2,512	2,198	1,884	
6	3,557	3,234	2,911	2,587	2,264	1,941	
7	3,664	3,331	2,998	2,665	2,332	1,999	
8	3,774	3,431	3,088	2,745	2,402	2,059	
9	3,887	3,534	3,180	2,827	2,474	2,121	
10	4,004	3,640	3,276	2,912	2,548	2,184	
SPECIALTY COACHES							
0	1,490	1,354	1,219	1,083	948	813	
1	1,534	1,395	1,255	1,116	976	837	
2	1,580	1,437	1,293	1,149	1,006	862	
3	1,628	1,480	1,332	1,184	1,036	888	
4	1,676	1,524	1,372	1,219	1,067	915	
5	1,727	1,570	1,413	1,256	1,099	942	
6	1,779	1,617	1,455	1,294	1,132	970	
7	1,832	1,665	1,499	1,332	1,166	999	
8	1,887	1,715	1,544	1,372	1,201	1,029	
9	1,943	1,767	1,590	1,414	1,237	1,060	
10	2,002	1,820	1,638	1,456	1,274	1,092	
	Basketball Football Athletic Facility Superv	Baseball Lacrosse Softball Soccer Wrestling Volleyball	Track Cheerleading Dance Team Swimming	Tennis Cross Country	Golf Weightlifting - Summer	Middle School	

- If head coach for both girls and boys track, salary will be current tier plus difference between head and assistant pay
- Increments are 3% of previous salary
- Maximum initial placement is Step 5
- Assistant Coach base salary is 75% of Head Coach base salary
- Compensation requests for post season play for team sports shall be submitted by the Athletic Director to the Business Manager and shall be paid at the following rates (Tier 2, Step 5, 11 weeks):
 - Head Coach - \$381 per week
 - Required Assistant Coach \$286 per week
- The Athletic Facility Supervision stipend may be split for fall, winter, and spring athletic seasons
- Specialty Coach base salary is 50% of the Assistant Coach base salary
- Specialty Coaches are identified by the Head Coach and have less responsibility for day to day coaching; they are only responsible for specific identified areas of the program

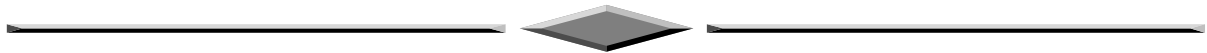
**WELD COUNTY SCHOOL DISTRICT RE-4
ACTIVITY SALARY SCHEDULE
2016-2017**



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- Robotics Club Assistant to be paid at 61% of Tier 4 Step 0 (\$1,102)
- Translator Stipend (\$250/year)

**WELD COUNTY SCHOOL DISTRICT RE-4
ELEMENTARY & MIDDLE SCHOOL ACTIVITY SALARY SCHEDULE
2016-2017**



TIER 1 3% of Base	1,083
TIER 2 2.25% of Base	812
TIER 3 2% of Base	722
TIER 4 1.75% Base	632
TIER 5 1.5% of Base	542
TIER 6 1.25% of Base	451
TIER 7 .75% of Base	271
TIER 8 .5% of Base	181
TIER 9 .25% of Base	90

—▶ Approved clubs will be placed in the correct tier by Human Resources staff based upon student contact hours.