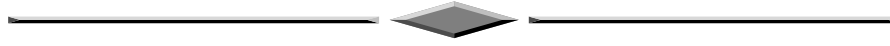


**WELD COUNTY SCHOOL DISTRICT RE-4  
ATHLETIC SALARY SCHEDULE  
2017-2018**

<b>HEAD COACHES</b>							
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	4,015	3,650	3,285	2,920	2,555	2,190	
1	4,135	3,760	3,384	3,008	2,632	2,256	
2	4,260	3,872	3,485	3,098	2,711	2,323	
3	4,387	3,988	3,590	3,191	2,792	2,393	
4	4,519	4,108	3,697	3,286	2,876	2,465	
5	4,654	4,231	3,808	3,385	2,962	2,539	
6	4,794	4,358	3,922	3,487	3,051	2,615	
7	4,938	4,489	4,040	3,591	3,142	2,693	
8	5,086	4,624	4,161	3,699	3,237	2,774	
9	5,239	4,762	4,286	3,810	3,334	2,857	
10	5,396	4,905	4,415	3,924	3,434	2,943	
<b>ASSISTANT COACHES</b>							
0	3,011	2,738	2,464	2,190	1,916	1,643	
1	3,102	2,820	2,538	2,256	1,974	1,692	
2	3,195	2,904	2,614	2,323	2,033	1,743	
3	3,290	2,991	2,692	2,393	2,094	1,795	
4	3,389	3,081	2,773	2,465	2,157	1,849	
5	3,491	3,174	2,856	2,539	2,221	1,904	
6	3,596	3,269	2,942	2,615	2,288	1,961	
7	3,703	3,367	3,030	2,693	2,357	2,020	
8	3,815	3,468	3,121	2,774	2,427	2,081	
9	3,929	3,572	3,215	2,857	2,500	2,143	
10	4,047	3,679	3,311	2,943	2,575	2,207	
<b>SPECIALTY COACHES</b>							
0	1,506	1,369	1,232	1,095	958	821	
1	1,551	1,410	1,269	1,128	987	846	
2	1,597	1,452	1,307	1,162	1,016	871	
3	1,645	1,496	1,346	1,197	1,047	897	
4	1,695	1,541	1,386	1,232	1,078	924	
5	1,745	1,587	1,428	1,269	1,111	952	
6	1,798	1,634	1,471	1,307	1,144	981	
7	1,852	1,683	1,515	1,347	1,178	1,010	
8	1,907	1,734	1,561	1,387	1,214	1,040	
9	1,964	1,786	1,607	1,429	1,250	1,072	
10	2,023	1,839	1,656	1,472	1,288	1,104	
	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 - \$385 per week
  - Required Assistant Coach \$289 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

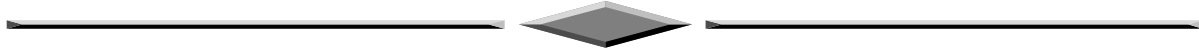
**WELD COUNTY SCHOOL DISTRICT RE-4  
ACTIVITY SALARY SCHEDULE  
2017-2018**



Step	TIER 1 10% of Base	TIER 2 8% of Base	TIER 3 6% of Base	TIER 4 5% of Base
0	3650	2920	2190	1825
1	3760	3008	2256	1880
2	3872	3098	2323	1936
3	3988	3191	2393	1994
4	4108	3286	2465	2054
5	4231	3385	2539	2116
6	4358	3487	2615	2179
7	4489	3591	2693	2245
8	4624	3699	2774	2312
9	4762	3810	2857	2381
10	4905	3924	2943	2453
	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 (\$475)
- Junior Class Sponsor Position to be paid at 61% of Tier 1 Step 0 (\$2,227)
- 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 (\$1,113)
- ELL Liaison to be paid at 50% of Tier 4, step 0 (\$913)
- Gifted and Talented Program Specialist to be paid at Tier 2, step 0 (\$2,920)
- Stem Coordinator to be paid at Tier 4, step 0 (\$1,825)
- Plato Coordinator to be paid at Tier 1, step 0 (\$3,650)
- 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 (\$2,190/\$1,336 per production)
- Musical Accompanist to be paid at 50% of Tier 2, step 0 (\$1,460)
- Musical Instrumental Director to be paid at 50% of Tier 2 Step 0 (\$1,460)
- WHS Honor Society Coordinator paid at 50% of Tier 4, step 0 (\$913)
- Robotics Club Assistant to be paid at 61% of Tier 4 Step 0 (\$1,113)
- Key Club Advisor paid at 61% of Tier 4 Step 0 (\$1,113)
- Translator Stipend (\$250/year)

**WELD COUNTY SCHOOL DISTRICT RE-4  
ELEMENTARY & MIDDLE SCHOOL ACTIVITY SALARY SCHEDULE  
2017-2018**



<b>TIER 1</b> <b>3% of Base</b>	1,095
<b>TIER 2</b> <b>2.25% of Base</b>	821
<b>TIER 3</b> <b>2% of Base</b>	730
<b>TIER 4</b> <b>1.75% Base</b>	639
<b>TIER 5</b> <b>1.5% of Base</b>	548
<b>TIER 6</b> <b>1.25% of Base</b>	456
<b>TIER 7</b> <b>.75% of Base</b>	274
<b>TIER 8</b> <b>.5% of Base</b>	183
<b>TIER 9</b> <b>.25% of Base</b>	91

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

**WELD COUNTY SCHOOL DISTRICT RE-4  
ADMINISTRATOR, PROFESSIONAL, TECHNICAL SALARY SCHEDULE  
2017-2018**

<b>RANGE</b>	<b>POSITION</b>	<b>DAYS</b>	<b>SALARY MINIMUM</b>	<b>SALARY MIDPOINT</b>	<b>SALARY MAXIMUM</b>
1	PAYROLL/BENEFITS COORDINATOR	260	42,372	51,673	60,974
2	SWAP COORDINATOR	215	46,958	57,266	67,574
3	ASSISTANT MAINTENANCE DIRECTOR	260	51,545	62,860	74,175
	DIRECTOR OF NUTRITION SERVICES	210	52,802	64,393	75,984
4	NO POSITIONS		56,133	68,455	80,777
5	DIRECTOR OF TRANSPORTATION	260	60,719	74,048	87,377
	NETWORK ADMINISTRATOR/SYSTEMS ANALYST	260			
	SYSTEMS ADMINISTRATOR	260			
6	ENTERPRISE TECHNOLOGY MANAGER	260	65,306	79,641	93,976
	DIRECTOR OF OPERATIONS/MAINTENANCE	260			
7	AP MIDDLE SCHOOL/ATHLETIC DIRECTOR	210	69,893	85,235	100,577
	SPECIAL EDUCATION COORDINATOR	210			
8	AP HIGH SCHOOL/ATHLETIC/ACTIVITIES DIR	210	74,479	90,828	107,177
9	DIRECTOR OF BUSINESS/EMPLOYEE SERVICES	260	79,066	96,422	113,778
	PRINCIPAL, ELEMENTARY	220			
10	PRINCIPAL, MIDDLE SCHOOL	225	85,555	104,335	123,115
11	DIRECTOR OF INSTRUCTION	260	88,239	107,608	126,977
	DIRECTOR OF SPECIAL PROGRAMS	260			
	DIRECTOR OF TECHNOLOGY	260			
12	NO POSITIONS	235	94,844	115,663	136,482
13	PRINCIPAL, HIGH SCHOOL	260	97,414	118,797	140,180

- 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  
CLASSIFIED SALARY SCHEDULE  
2017-2018**

RANGE	POSITION	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
2	ASSISTANT COOK CASHIER DISTRICT MAIL PERSON PRINTER SEASONAL WORKER	10.44	12.73	15.02
3	INSTRUCTIONAL AIDE/SPECIAL EDUCATION AIDE I	11.10	13.54	15.98
4	INSTRUCTIONAL AIDE, PRESCHOOL MEDIA AIDE SPECIAL EDUCATION AIDE II, EXTENSIVE NEEDS NUTRITION SERVICES ASSISTANT MANAGER	11.76	14.34	16.92
5	ADMINISTRATIVE CLERK DAY JANITOR HEALTH AIDE NIGHT JANITOR NUTRITION SERVICES MANAGER - SINGLE SCHOOL	12.41	15.13	17.85
6	ATTENDANCE CLERK CAMPUS MONITOR NUTRITION SERVICES MANAGER, MULTI-SCHOOL RECEPTIONIST SCHOOL/DEPARTMENT SECRETARY TRANSPORTATION UTILITY WORKER WAREHOUSE/DELIVERY	13.08	15.95	18.82
7	GROUNDSMAN CLASSIFIED FOREIGN LANGUAGE INSTRUCTOR	13.73	16.74	19.75
8	ACCOUNTS PAYABLE CLERK ATHLETIC SECRETARY BUS DRIVER LEAD JANITOR NUTRITION SERVICES MANAGER, PRODUCTION/WAREHOUSE REGISTRAR	14.38	17.54	20.70
9	AUDITORIUM PRODUCTION TECHNICIAN TRANSPORTATION DISPATCHER	15.02	18.32	21.62
10	ACCOUNTING TECHNICIAN ADMINISTRATIVE SECRETARY DISTRICT MAINTENANCE PERSON HUMAN RESOURCE TECHNICIAN MECHANIC HELPER GROUNDS LEAD (OPERATIONS WORKER) SECRETARY, SPECIAL ED DEPARTMENT TRANSPORTATION DRIVER/TRAINER	15.69	19.14	22.59
11	TECHNOLOGY SUPPORT SPECIALIST	16.34	19.93	23.52
12	ACCOUNTING SPECIALIST I	17.01	20.74	24.47
13	CERTIFIED OCCUPATIONAL THERAPIST ASST DISTRICT MAINTENANCE LEAD NIGHT JANITOR SUPERVISOR SWAP SPECIALIST	17.66	21.54	25.42
14	ASSESSMENT SPECIALIST	18.31	22.33	26.35
15	**NO POSITIONS**	18.97	23.13	27.29
16	COMPUTER TECHNICIAN	19.62	23.93	28.24
17	**NO POSITIONS**	20.28	24.73	29.18
18	BUS MECHANIC	20.93	25.52	30.11
19	EXECUTIVE ADMINISTRATIVE ASSISTANT APPLICATION SPECIALIST TELECOMMUNICATIONS TECHNICIAN	21.57	26.31	31.05

- Student employee rate is \$10.20 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 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  
TEACHER AND SPECIAL SERVICE PROVIDER SALARY SCHEDULE  
2017-2018**

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	36,500	37,523	38,546	39,569	40,592	41,615	42,638	43,661	44,684	45,707
2	37,321	38,367	39,413	40,459	41,505	42,551	43,597	44,643	45,689	46,735
3	38,161	39,231	40,300	41,370	42,439	43,509	44,578	45,648	46,717	47,787
4*	39,306	40,407	41,509	42,611	43,712	44,814	45,916	47,017	48,119	49,221
5	40,190	41,317	42,443	43,569	44,696	45,822	46,949	48,075	49,202	50,328
6	41,094	42,246	43,398	44,550	45,702	46,853	48,005	49,157	50,309	51,460
7	42,019	43,197	44,374	45,552	46,730	47,908	49,085	50,263	51,441	52,618
8	42,965	44,169	45,373	46,577	47,781	48,985	50,190	51,394	52,598	53,802
9**	44,683	45,935	47,188	48,440	49,693	50,945	52,197	53,450	54,702	55,954
10		46,969	48,250	49,530	50,811	52,091	53,372	54,652	55,933	57,213
11		48,026	49,335	50,644	51,954	53,263	54,573	55,882	57,191	58,501
12			50,445	51,784	53,123	54,462	55,800	57,139	58,478	59,817
13			51,580	52,949	54,318	55,687	57,056	58,425	59,794	61,163
14*			53,128	54,538	55,948	57,358	58,768	60,178	61,588	62,998
15				55,765	57,206	58,648	60,090	61,532	62,973	64,415
16				57,019	58,494	59,968	61,442	62,916	64,390	65,864
17					59,810	61,317	62,824	64,332	65,839	67,346
18					61,155	62,697	64,238	65,779	67,320	68,862
19**					63,602	65,204	66,807	68,410	70,013	71,616
20						66,672	68,311	69,949	71,588	73,227
21							69,848	71,523	73,199	74,875
22								73,133	74,846	76,560
23								74,778	76,530	78,282
24								76,461	78,252	80,044
25									80,013	81,845
26									81,813	83,686
27										85,569
28										87,494

- \*At steps 4 and 14, schedule reflects 3% increase at these rows only.
- \*\*At steps 9 and 19, schedule reflects 4% increase at these rows 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.