

**WELD COUNTY SCHOOL DISTRICT RE-4  
CLASSIFIED SALARY SCHEDULE  
2015-2016**

| RANGE | POSITION   | SALARY MINIMUM | SALARY MIDPOINT | SALARY MAXIMUM |
|-------|--|----------------|-----------------|----------------|
| 1     | DISTRICT MAIL PERSON<br>PRINTER  | 9.58           | 11.68           | 13.78          |
| 2     | ASSISTANT COOK<br>CASHIER<br>SEASONAL WORKER   | 10.21          | 12.45           | 14.69          |
| 3     | INSTRUCTIONAL AIDE   | 10.86          | 13.24           | 15.62          |
| 4     | HEALTH AIDE<br>MEDIA AIDE<br>INSTRUCTIONAL AIDE, EXTENSIVE NEEDS<br>NUTRITION SERVICES ASSISTANT MANAGER   | 11.50          | 14.02           | 16.54          |
| 5     | ADMINISTRATIVE CLERK<br>DAY JANITOR<br>NIGHT JANITOR<br>NUTRITION SERVICES MANAGER - SINGLE SCHOOL   | 12.14          | 14.80           | 17.46          |
| 6     | ATTENDANCE CLERK<br>CAMPUS MONITOR<br>NUTRITION SERVICES MANAGER, MULTI-SCHOOL<br>NUTRITION SERVICES MANAGER, PRODUCTION<br>RECEPTIONIST<br>SCHOOL/DEPARTMENT SECRETARY<br>TRANSPORTATION UTILITY WORKER<br>WAREHOUSE/DELIVERY                 | 12.78          | 15.59           | 18.40          |
| 7     | BUS DRIVER<br>GROUNDSMAN   | 13.42          | 16.37           | 19.32          |
| 8     | ACCOUNTS PAYABLE CLERK<br>LEAD JANITOR<br>ATHLETIC SECRETARY<br>REGISTRAR  | 14.06          | 17.15           | 20.24          |
| 9     | AUDITORIUM PRODUCTION TECHNICIAN   | 14.69          | 17.92           | 21.15          |
| 10    | ACCOUNTING TECHNICIAN<br>ADMINISTRATIVE SECRETARY<br>DATA COORDINATOR<br>DISTRICT MAINTENANCE PERSON<br>HUMAN RESOURCE TECHNICIAN<br>MECHANIC HELPER<br>OPERATIONS WORKER<br>SECRETARY, SPECIAL ED DEPARTMENT<br>TRANSPORTATION DRIVER/TRAINER | 15.35          | 18.72           | 22.09          |
| 11    | TECHNOLOGY SUPPORT SPECIALIST  | 15.98          | 19.49           | 23.00          |
| 12    | ACCOUNTING SPECIALIST I  | 16.63          | 20.28           | 23.93          |
| 13    | BUS MECHANIC<br>CERTIFIED OCCUPATIONAL THERAPIST ASST<br>NIGHT JANITOR SUPERVISOR<br>SWAP SPECIALIST   | 17.27          | 21.06           | 24.85          |
| 14    | **NO POSITIONS**   | 17.91          | 21.84           | 25.77          |
| 15    | **NO POSITIONS**   | 18.55          | 22.62           | 26.69          |
| 16    | COMPUTER TECHNICIAN  | 19.19          | 23.40           | 27.61          |
| 17    | **NO POSITIONS**   | 19.83          | 24.18           | 28.53          |
| 18    | **NO POSITIONS**   | 20.46          | 24.95           | 29.44          |
| 19    | EXECUTIVE ADMINISTRATIVE ASSISTANT<br>TELECOMMUNICATIONS TECHNICIAN  | 21.10          | 25.73           | 30.36          |

- Student employee rate is \$8.50 per hour
- Substitute rates: Bus Drivers - salary minimum Range 7; All others-salary minimum for Range 1
- Bus driver activity rate is salary minimum Range 7
- 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  
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2015-2016**

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**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. For placement purposes, the experience factor will be reduced by the number of years the District did not move existing classified staff a step on the salary schedule. Maximum job placement for initial hire shall be no greater than the salary midpoint. Only central office personnel may quote starting salary for outside hires.

**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. If the district transfers an existing employee to a lower pay range due to District needs, the Superintendent has the authority to set the pay range and salary over the mid-point.

**SUBSTITUTES BY CURRENT EMPLOYEES**

→ Classified employees that substitute for other classified employees on a temporary basis shall be paid their current hourly rate or the substitute rate, whichever is more closely related to the position. Only central office personnel will determine the rate of pay.

**BUS DRIVERS**

→ Bus drivers will be paid at their scheduled rate, for a minimum of 1.5 hours per trip. Activity trips with no down time shall be paid at the regular route rate of pay. Bus drivers shall be paid for a minimum of one hour for all activity trips.

→ Bus drivers will be paid at their activity rate for the following: shuttle driving in town, activity trips not during routes, activity trips during the route (first hour at regular route pay).

**UTILITY POSITIONS**

→ Employees in a utility position will be paid at the weighted average rate for the positions they are working, based on the estimated number of hours in each position. This rate will be calculated annually or when there is a change in duties.

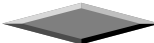
**WELD COUNTY SCHOOL DISTRICT RE-4  
ADMINISTRATOR, PROFESSIONAL, TECHNICAL SALARY SCHEDULE  
2015-2016**

| <b>RANGE</b> | <b>POSITION</b>                        | <b>DAYS</b> | <b>SALARY<br/>MINIMUM</b> | <b>SALARY<br/>MIDPOINT</b> | <b>SALARY<br/>MAXIMUM</b> |
|--------------|--|-------------|---------------------------|----------------------------|---------------------------|
| 1            | PAYROLL/BENEFITS COORDINATOR           | 260         | 41,435                    | 50,530                     | 59,625                    |
| 2            | SWAP COORDINATOR                       | 215         | 45,920                    | 56,000                     | 66,080                    |
| 3            | ASSISTANT MAINTENANCE DIRECTOR         | 260         | 50,405                    | 61,470                     | 72,535                    |
|              | DIRECTOR OF NUTRITION SERVICES         | 210         | 51,635                    | 62,969                     | 74,304                    |
| 4            | NO POSITIONS                           |             | 54,892                    | 66,941                     | 78,990                    |
| 5            | DIRECTOR OF TRANSPORTATION             | 260         | 59,377                    | 72,411                     | 85,445                    |
|              | NETWORK ADMINISTRATOR/SYSTEMS ANALYST  | 260         |                           |                            |                           |
|              | SYSTEMS ADMINISTRATOR                  | 260         |                           |                            |                           |
| 6            | DIRECTOR OF OPERATIONS/MAINTENANCE     | 260         | 63,862                    | 77,880                     | 91,898                    |
| 7            | AP MIDDLE SCHOOL/ATHLETIC DIRECTOR     | 210         | 68,347                    | 83,350                     | 98,353                    |
|              | SPECIAL EDUCATION COORDINATOR          | 210         |                           |                            |                           |
| 8            | AP HIGH SCHOOL/ATHLETIC/ACTIVITIES DIR | 210         | 72,832                    | 88,820                     | 104,808                   |
| 9            | DIRECTOR OF BUSINESS/EMPLOYEE SERVICES | 260         | 77,318                    | 94,290                     | 111,262                   |
|              | DIRECTOR OF INSTRUCTION                | 230         |                           |                            |                           |
|              | PRINCIPAL, ELEMENTARY                  | 220         |                           |                            |                           |
|              | DIRECTOR OF SPECIAL PROGRAMS           | 230         |                           |                            |                           |
| 10           | PRINCIPAL, MIDDLE SCHOOL               | 225         | 83,663                    | 102,028                    | 120,393                   |
| 11           | DIRECTOR OF TECHNOLOGY                 | 260         | 86,288                    | 105,229                    | 124,170                   |
| 12           | NO POSITIONS                           | 235         | 92,747                    | 113,106                    | 133,465                   |
| 13           | PRINCIPAL, HIGH SCHOOL                 | 260         | 95,259                    | 116,170                    | 137,081                   |

- > 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  
2015-2016**

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**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**

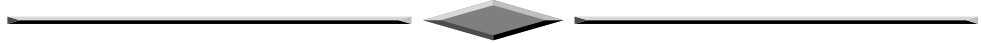
- > An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the 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  
2015-2016**

| 2.25%    | BA     | BA/10  | BA/20  | BA/30  | BA/50  | BA/60  |        |        |        | PHD    |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| \$ 1,000 |        |        |        |        | MA     | MA/10  | MA/20  | MA/30  | MA/40  | MA/50  |
| 0-1      | 35,050 | 36,050 | 37,050 | 38,050 | 39,050 | 40,050 | 41,050 | 42,050 | 43,050 | 44,050 |
| 2        | 35,839 | 36,861 | 37,884 | 38,906 | 39,929 | 40,951 | 41,974 | 42,996 | 44,019 | 45,041 |
| 3        | 36,645 | 37,691 | 38,736 | 39,782 | 40,827 | 41,873 | 42,918 | 43,964 | 45,009 | 46,055 |
| 4        | 37,470 | 38,539 | 39,608 | 40,677 | 41,746 | 42,815 | 43,884 | 44,953 | 46,022 | 47,091 |
| 5*       | 38,594 | 39,695 | 40,796 | 41,897 | 42,998 | 44,099 | 45,200 | 46,301 | 47,402 | 48,504 |
| 6        | 39,462 | 40,588 | 41,714 | 42,840 | 43,965 | 45,091 | 46,217 | 47,343 | 48,469 | 49,595 |
| 7        | 40,350 | 41,501 | 42,652 | 43,803 | 44,955 | 46,106 | 47,257 | 48,408 | 49,560 | 50,711 |
| 8        | 41,258 | 42,435 | 43,612 | 44,789 | 45,966 | 47,143 | 48,320 | 49,497 | 50,675 | 51,852 |
| 9        | 42,186 | 43,390 | 44,593 | 45,797 | 47,000 | 48,204 | 49,408 | 50,611 | 51,815 | 53,018 |
| 10**     | 43,873 | 45,125 | 46,377 | 47,629 | 48,880 | 50,132 | 51,384 | 52,636 | 53,887 | 55,139 |
| 11       |        | 46,141 | 47,420 | 48,700 | 49,980 | 51,260 | 52,540 | 53,820 | 55,100 | 56,380 |
| 12       |        | 47,179 | 48,487 | 49,796 | 51,105 | 52,413 | 53,722 | 55,031 | 56,340 | 57,648 |
| 13       |        |        | 49,578 | 50,916 | 52,255 | 53,593 | 54,931 | 56,269 | 57,607 | 58,945 |
| 14       |        |        | 50,694 | 52,062 | 53,430 | 54,799 | 56,167 | 57,535 | 58,903 | 60,272 |
| 15       |        |        | 51,834 | 53,234 | 54,633 | 56,032 | 57,431 | 58,830 | 60,229 | 61,628 |
| 16       |        |        |        | 54,431 | 55,862 | 57,292 | 58,723 | 60,153 | 61,584 | 63,014 |
| 17       |        |        |        | 55,656 | 57,119 | 58,581 | 60,044 | 61,507 | 62,969 | 64,432 |
| 18       |        |        |        |        | 58,404 | 59,899 | 61,395 | 62,891 | 64,386 | 65,882 |
| 19       |        |        |        |        | 59,718 | 61,247 | 62,776 | 64,306 | 65,835 | 67,364 |
| 20       |        |        |        |        | 61,062 | 62,625 | 64,189 | 65,753 | 67,316 | 68,880 |
| 21       |        |        |        |        |        | 64,034 | 65,633 | 67,232 | 68,831 | 70,430 |
| 22       |        |        |        |        |        |        | 67,110 | 68,745 | 70,380 | 72,014 |
| 23       |        |        |        |        |        |        |        | 70,292 | 71,963 | 73,635 |
| 24       |        |        |        |        |        |        |        | 71,873 | 73,582 | 75,292 |
| 25       |        |        |        |        |        |        |        | 73,490 | 75,238 | 76,986 |
| 26       |        |        |        |        |        |        |        |        | 76,931 | 78,718 |
| 27       |        |        |        |        |        |        |        |        | 78,662 | 80,489 |
| 28       |        |        |        |        |        |        |        |        |        | 82,300 |
| 29       |        |        |        |        |        |        |        |        |        | 84,152 |

- \*At step 5, schedule reflects 3% increase at this row only.
- \*\*At step 10, 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 10 years, 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 \$88 for a full day and \$44 for a half day. For retired teachers, the sub rate is \$108 for a full day and \$54 for a half day. Certified

**WELD COUNTY SCHOOL DISTRICT RE-4  
ACTIVITY SALARY SCHEDULE  
2015-2016**



| Step | TIER 1<br>10% of Base  | TIER 2<br>8% of Base  | TIER 3<br>6% of Base  | TIER 4<br>5% of Base                              |
|------|--|---|---|---|
| 0    | 3505   | 2804  | 2103  | 1753  |
| 1    | 3610   | 2888  | 2166  | 1806  |
| 2    | 3718   | 2975  | 2231  | 1860  |
| 3    | 3830   | 3064  | 2298  | 1916  |
| 4    | 3945   | 3156  | 2367  | 1973  |
| 5    | 4063   | 3251  | 2438  | 2032  |
| 6    | 4185   | 3348  | 2511  | 2093  |
| 7    | 4311   | 3449  | 2586  | 2156  |
| 8    | 4440   | 3552  | 2664  | 2221  |
| 9    | 4573   | 3659  | 2744  | 2287  |
| 10   | 4710   | 3768  | 2826  | 2356  |
|      | Student Assistant Coord.<br>Energy Educator<br>Student Tech Director<br>(if paid as stipend) | Vocal Director<br>Instrumental Director<br>Marching Band Director<br>Drama Director<br>Student Council<br>Forensics<br>Vocational Director<br>Color Guard Coordinator<br>Auditorium Production<br>Technician (certified<br>staff) | Marching Band Asst. Director<br>Marching Band Choreographer<br>Marching Band Pit Percussion<br>Marching Band Drum Line<br>FBLA<br>FCCLA<br>FFA<br>Literary Magazine Instructor<br><br>Musical Vocal Director-nonclassified<br>Student Council Asst.<br>Yearbook<br>Information Literacy Coordinator | Knowledge Bowl<br>FBLA Assistant<br>Robotics Club |

- 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 (\$456)
- Junior Class Sponsor Position to be paid at 61% of Tier 1 Step 0 (\$2,138)
- 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 (\$1,069)
- ELL Liaison to be paid at 50% of Tier 4, step 0 (\$877)
- Gifted and Talented Program Specialist to be paid at Tier 2, step 0 (\$2,804)
- Stem Coordinator to be paid at Tier 4, step 0 (\$1,753)
- Plato Coordinator to be paid at Tier 1, step 0 (\$3,505)
- 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 (\$2,103/\$1,283 per production)
- Musical Accompanist to be paid at 50% of Tier 2, step 0 (\$1,402)
- Musical Instrumental Director to be paid at 50% of Tier 2 Step 0 (\$1,402)
- WHS Honor Society Coordinator paid at 50% of Tier 4, step 0 (\$877)

**WELD COUNTY SCHOOL DISTRICT RE-4  
ATHLETIC SALARY SCHEDULE  
2015-2016**

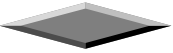
| <b>HEAD COACHES</b>      |  |   |   |                         |                                |                      |  |
|--------------------------|--|---|---|-------------------------|--------------------------------|----------------------|--|
| Step                     | TIER 1<br>11% of Base                              | TIER 2<br>10% of Base   | TIER 3<br>9% of Base                            | TIER 4<br>8% of Base    | TIER 5<br>7% of Base           | TIER 6<br>6% of Base |  |
| 0                        | 3,856  | 3,505   | 3,155   | 2,804                   | 2,454                          | 2,103                |  |
| 1                        | 3,972  | 3,610   | 3,250   | 2,888                   | 2,528                          | 2,166                |  |
| 2                        | 4,091  | 3,718   | 3,347   | 2,975                   | 2,603                          | 2,231                |  |
| 3                        | 4,214  | 3,830   | 3,448   | 3,064                   | 2,682                          | 2,298                |  |
| 4                        | 4,340  | 3,945   | 3,551   | 3,156                   | 2,762                          | 2,367                |  |
| 5                        | 4,470  | 4,063   | 3,658   | 3,251                   | 2,845                          | 2,438                |  |
| 6                        | 4,604  | 4,185   | 3,767   | 3,348                   | 2,930                          | 2,511                |  |
| 7                        | 4,742  | 4,311   | 3,880   | 3,449                   | 3,018                          | 2,586                |  |
| 8                        | 4,885  | 4,440   | 3,997   | 3,552                   | 3,109                          | 2,664                |  |
| 9                        | 5,031  | 4,573   | 4,117   | 3,659                   | 3,202                          | 2,744                |  |
| 10                       | 5,182  | 4,710   | 4,240   | 3,768                   | 3,298                          | 2,826                |  |
| <b>ASSISTANT COACHES</b> |  |   |   |                         |                                |                      |  |
| 0                        | 2,892  | 2,629   | 2,366   | 2,103                   | 1,841                          | 1,577                |  |
| 1                        | 2,979  | 2,708   | 2,437   | 2,166                   | 1,896                          | 1,625                |  |
| 2                        | 3,068  | 2,789   | 2,510   | 2,231                   | 1,953                          | 1,673                |  |
| 3                        | 3,160  | 2,873   | 2,586   | 2,298                   | 2,011                          | 1,724                |  |
| 4                        | 3,255  | 2,959   | 2,663   | 2,367                   | 2,071                          | 1,775                |  |
| 5                        | 3,353  | 3,047   | 2,743   | 2,438                   | 2,134                          | 1,828                |  |
| 6                        | 3,453  | 3,139   | 2,825   | 2,511                   | 2,198                          | 1,883                |  |
| 7                        | 3,557  | 3,233   | 2,910   | 2,586                   | 2,264                          | 1,940                |  |
| 8                        | 3,663  | 3,330   | 2,997   | 2,664                   | 2,331                          | 1,998                |  |
| 9                        | 3,773  | 3,430   | 3,087   | 2,744                   | 2,401                          | 2,058                |  |
| 10                       | 3,887  | 3,533   | 3,180   | 2,826                   | 2,473                          | 2,120                |  |
| <b>SPECIALTY COACHES</b> |  |   |   |                         |                                |                      |  |
| 0                        | 1,446  | 1,314   | 1,183   | 1,052                   | 920                            | 789                  |  |
| 1                        | 1,489  | 1,354   | 1,219   | 1,083                   | 948                            | 812                  |  |
| 2                        | 1,534  | 1,394   | 1,255   | 1,116                   | 976                            | 837                  |  |
| 3                        | 1,580  | 1,436   | 1,293   | 1,149                   | 1,006                          | 862                  |  |
| 4                        | 1,627  | 1,479   | 1,332   | 1,183                   | 1,036                          | 888                  |  |
| 5                        | 1,676  | 1,524   | 1,372   | 1,219                   | 1,067                          | 914                  |  |
| 6                        | 1,727  | 1,569   | 1,413   | 1,256                   | 1,099                          | 942                  |  |
| 7                        | 1,778  | 1,617   | 1,455   | 1,293                   | 1,132                          | 970                  |  |
| 8                        | 1,832  | 1,665   | 1,499   | 1,332                   | 1,166                          | 999                  |  |
| 9                        | 1,887  | 1,715   | 1,544   | 1,372                   | 1,201                          | 1,029                |  |
| 10                       | 1,943  | 1,766   | 1,590   | 1,413                   | 1,237                          | 1,060                |  |
|                          | Basketball<br>Football<br>Athletic Facility Superv | Baseball<br>Lacrosse<br>Softball<br>Soccer<br>Wrestling<br>Volleyball | Track<br>Cheerleading<br>Dance Team<br>Swimming | Tennis<br>Cross Country | Golf<br>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 - \$369 per week
  - Required Assistant Coach \$277 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  
ELEMENTARY & MIDDLE SCHOOL ACTIVITY SALARY SCHEDULE  
2015-2016**

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|                                       |       |
|---------------------------------------|-------|
| <b>TIER 1</b><br><b>3% of Base</b>    | 1,052 |
| <b>TIER 2</b><br><b>2.25% of Base</b> | 789   |
| <b>TIER 3</b><br><b>2% of Base</b>    | 701   |
| <b>TIER 4</b><br><b>1.75% Base</b>    | 613   |
| <b>TIER 5</b><br><b>1.5% of Base</b>  | 526   |
| <b>TIER 6</b><br><b>1.25% of Base</b> | 438   |
| <b>TIER 7</b><br><b>.75% of Base</b>  | 263   |
| <b>TIER 8</b><br><b>.5% of Base</b>   | 175   |
| <b>TIER 9</b><br><b>.25% of Base</b>  | 88    |

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