

Mesa County Valley School District 51

Teacher/Counselor/Psychologist Salary Schedule

2023-24

Annual Salaries based on 188-day calendar

Step	Educational Lane								
	1	2	3	4	5	6	7	8	9
	BA	BA+15	BA+30	BA+45 MA	MA+15	MA+30	MA+45	MA+60	MA+75 EDS/DOC
0	46,743	48,143	49,543	50,943	52,193	53,443	54,693	56,243	57,893
1	47,772	49,203	50,633	52,064	53,342	54,619	55,897	57,481	59,167
2	48,823	50,285	51,747	53,210	54,515	55,821	57,126	58,745	60,469
3	49,897	51,391	52,886	54,380	55,714	57,049	58,383	60,038	61,799
4	50,995	52,522	54,049	55,577	56,940	58,304	59,668	61,359	63,159
5	52,116	53,677	55,238	56,799	58,193	59,587	60,980	62,708	64,548
6	53,263	54,858	56,454	58,049	59,473	60,897	62,322	64,088	65,968
7	54,435	56,065	57,695	59,326	60,782	62,237	63,693	65,498	67,419
8	55,632	57,299	58,965	60,631	62,119	63,606	65,094	66,939	68,903
9	56,856	58,559	60,262	61,965	63,485	65,006	66,526	68,412	70,419
10	58,107	59,847	61,588	63,328	64,882	66,436	67,990	69,917	71,968
11	59,385	61,164	62,943	64,721	66,309	67,898	69,486	71,455	73,551
12	59,385	61,164	64,327	66,145	67,768	69,391	71,014	73,027	75,169
13	59,385	61,164	65,743	67,600	69,259	70,918	72,577	74,633	76,823
14	59,385	61,164	67,189	69,088	70,783	72,478	74,173	76,275	78,513
15	59,385	61,164	68,667	70,608	72,340	74,073	75,805	77,953	80,240
16				72,161	73,932	75,702	77,473	79,668	82,006
17				73,748	75,558	77,368	79,177	81,421	83,810
18				75,371	77,220	79,070	80,919	83,212	85,653
19				77,029	78,919	80,809	82,699	85,043	87,538
20				78,724	80,655	82,587	84,519	86,914	89,464
21				80,456	82,430	84,404	86,379	88,826	91,432
22					82,430	86,261	88,278	90,780	93,443
23					82,430	86,261	90,221	92,777	95,499
24					82,430	86,261	90,221	94,818	97,600

INITIAL SALARY PLACEMENT FOR NEWLY HIRED COVERED EMPLOYEES BEGINNING THE 2023-24 SCHOOL YEAR

1. Vertical Step Placement for Experience - At the time of hire, Covered Employees will be placed on the appropriate step based on verified years of experience up to the maximum allowed. A Covered Employee who taught/served under contract for the entire second semester of a school year will be credited with one (1) experience year as outlined below.
 - a. Teaching experience - A maximum of fifteen (15) years' experience will be granted for prior contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district.
 - b. Career Center Vocational Teacher experience - trade experience required for vocational teachers may be credited in lieu of prior teaching experience. A maximum of fifteen (15) years' experience will be granted for prior trade experience or contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district.
 - c. Counseling experience - A maximum of fifteen (15) years' experience will be granted for prior contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district.
 - d. School Psychologist experience – A maximum of fifteen (15) years' experience will be granted for prior applicable licensed experience in the professional areas which directly relate to the School Psychologist job assignment if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district. Prior experience considered can include intake, treatment, supervision of School Psychologists, and consultation in institutions such as mental health centers, psychiatric clinics, social service agencies, hospitals, juvenile probation agencies, and adoption agencies.
2. Horizontal Educational Lane Placement for Education
 - a. Upon hire, the District shall grant credit for horizontal educational lane placement based on earned undergraduate or graduate credit obtained from a regionally accredited college or university as recorded on original, official transcripts. The Covered Employee has up to ninety (90) days following the Covered Employee's start date to provide the District official transcripts to support further educational lane placement. Final approved salary placement shall be retroactive to the Covered Employee's start date.
 - b. At least 10 of the required 15 credits per educational lane must be made up of graduate credits.
 - c. In the event transcripts list quarter hour credits, they shall be converted to semester hour credits. One (1) quarter hour credit is equal to two thirds (2/3) of one semester hour credit.
 - d. In the instance of a double bachelor's/master's degree, additional credit recognition will be made if the two degrees were conferred at separate times. Dual degrees with the same conferment date will reflect a single degree with no further credits.
 - e. Juris doctorate degrees will be placed in the PhD column only when accompanied by a conferred master's degree.
 - f. Although master's programs may have varying degrees of credit hours as offered by their specific university, master's degree attainment will be accounted for in the same manner.
 - g. Career Center Vocational Teachers Initial Educational Lane Placement - All teachers hired as vocational teachers at the Career Center who hold a maximum of an associate's degree will be placed on the bachelor's lane in accordance with placement procedures in section D.1.b. Above.

ADDITIONAL AVAILABLE STIPENDS

1. National Board:
 - a. National Board for Professional Teaching Standards – Covered Employees who receive National Board Certification from the National Board for Professional Teaching Standards will receive an additional yearly stipend equivalent to five percent (5%) of educational lane 1, step 0. Covered Employees will receive the additional stipend as long as they continue to hold the National Board Certification.

ADDITIONAL PAY DETAILS & BENEFITS

1. Salary will be paid in twelve (12) monthly payments; the pay date will be the last business day of the month for work performed during that month.
2. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
3. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.
4. Day leave will be awarded as per the negotiated D51/MVEA Agreement Section 9.
5. Benefits - Depending on their position, Covered Employees may be eligible for one (1) or all of the following benefits: P.E.R.A., health insurance, dental insurance, life insurance, vision insurance, workmen's compensation, and various leaves. The Human Resources Department will inform Covered Employees of specific benefits when they are hired.