

Mesa County Valley School District 51

2115 Grand Avenue
Grand Junction, Colorado 81501

Exempt Support Staff Employee Salary Schedule

January 1, 2022- June 30, 2022
260 days/year

CLASSIFIED EXEMPT (CXN)																
Grade	Steps															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1			45,016	46,271	47,558	48,883	50,249	51,646	53,086	54,565	56,084	57,646	59,254	60,904	62,600	64,227
2	45,572	46,032	46,640	47,938	49,274	50,646	52,058	53,506	54,997	56,531	58,108	59,725	61,388	63,099	64,856	66,542
3	47,178	47,654	48,263	49,606	50,989	52,409	53,868	55,371	56,914	58,498	60,129	61,803	63,527	65,294	67,115	68,860
4	48,782	49,275	49,883	51,276	52,702	54,171	55,680	57,230	58,824	60,462	62,149	63,879	65,658	67,490	69,370	71,174
5	50,388	50,897	51,505	52,941	54,415	55,932	57,491	59,093	60,738	62,429	64,170	65,959	67,796	69,685	71,625	73,488
6	51,996	52,522	53,128	54,609	56,131	57,694	59,301	60,954	62,652	64,397	66,191	68,038	69,932	71,878	73,882	75,804
7	53,603	54,145	54,752	56,277	57,845	59,457	61,113	62,817	64,566	66,366	68,215	70,114	72,066	74,075	76,139	78,119
8	55,211	55,768	56,376	57,947	59,562	61,219	62,927	64,679	66,480	68,333	70,237	72,194	74,204	76,271	78,396	80,435
9	56,819	57,392	57,999	59,613	61,276	62,981	64,735	66,541	68,397	70,301	72,258	74,272	76,342	78,469	80,654	82,751
10	58,424	59,014	59,622	61,283	62,990	64,746	66,549	68,404	70,308	72,268	74,281	76,350	78,480	80,664	82,910	85,066
11	60,029	60,636	61,244	62,950	64,701	66,507	68,361	70,262	72,221	74,234	76,301	78,428	80,613	82,858	85,165	87,380
12	61,636	62,259	62,866	64,619	66,419	68,270	70,171	72,126	74,137	76,200	78,324	80,506	82,750	85,054	87,423	89,696
13	63,243	63,881	64,489	66,285	68,132	70,031	71,982	73,986	76,048	78,168	80,345	82,583	84,884	87,248	89,680	92,011
14	64,849	65,504	66,112	67,955	69,847	71,794	73,794	75,850	77,961	80,135	82,367	84,661	87,021	89,445	91,937	94,327
15	66,457	67,129	67,736	69,621	71,563	73,556	75,605	77,713	79,877	82,102	84,391	86,740	89,156	91,641	94,196	96,644
16	68,064	68,752	69,360	71,291	73,278	75,318	77,418	79,575	81,793	84,069	86,412	88,822	91,296	93,839	96,453	98,961
17	69,698	70,403	71,388	73,244	75,148	77,102	79,107	81,164	83,274	85,439	87,660	89,940	92,278	94,677	97,139	99,665
18	71,301	72,022	73,030	74,928	76,877	78,875	80,926	83,031	85,189	87,404	89,677	92,008	94,400	96,854	99,373	101,956
19	72,727	73,462	74,490	76,427	78,414	80,453	82,545	84,691	86,893	89,152	91,470	93,848	96,288	98,792	101,360	103,996
20	74,182	74,931	75,980	77,955	79,982	82,062	84,195	86,385	88,631	90,935	93,299	95,725	98,214	100,767	103,387	106,075
21	75,665	76,430	77,500	79,515	81,582	83,703	85,879	88,112	90,403	92,754	95,165	97,640	100,178	102,783	105,455	108,197

Position Titles and Salary Placement

- Grade Range 1** - Attendance Case Manager, Substitute Coordinator Specialist
- Grade Range 2** - Environmental Compliance Technician
- Grade Range 3** - Senior Buyer, Work-Based Learning Liaison, Migrant Community Student/Family Case Worker
- Grade Range 4** - Benefits Specialist, Licensed Applicant and Recruiting Specialist, Compensation Specialist, Employee Relations Specialist, Support Staff Applicant and Recruiting Specialist
- Grade Range 5** - Assessment Data Technician (BA Degree), Assessment Data Specialist, Communications Specialist
- Grade Range 6** - Exec Asst to the Superintendent/Assistant Superintendent, Exec Asst to the BOE/General Council, Medicaid Coordinator
- Grade Range 7** - Student Information System Analyst, Transportation Coordinator, Community/Parent Relations Specialist, Technology Procurement & Finance Analyst
- Grade Range 9** - Accountant/Grant Accountant
- Grade Range 11** - Systems Administrator
- Grade Range 12** - Assessment Data Analyst, HRIS Analyst, Data Integration Developer, Risk/Work Comp Manager
- Grade Range 13** - Accounting Supervisor, Payroll Supervisor, Programmer Analyst/Software Developer
- Grade Range 15** - Senior Network Engineer
- Grade Range 16** - Tech Training/Support Manager, Senior Programmer/Analyst
- Grade Range 18** - Senior Systems Admin, Senior Developer/Database Admin
- Grade Range 21** - Benefits Manager

ADDENDUM TO SUPPORT STAFF SALARY SCHEDULE

PLACEMENT – Employees new to the district will be placed into the appropriate grade/range for their position based upon prior relative experience. A maximum of five (5) years’ experience within the last ten (10) will be granted to newly hired employees. Only the Human Resources Department may quote starting salary for hires.

SICK LEAVE – Full time support staff accumulate sick leave at the rate of 10 hours for each full month of employment. Sick leave for employees who work less than full-time accumulates at a lesser rate based upon the amount of time actually worked. Sick leave begins to accumulate the 1st month of employment.

PERSONAL LEAVE – Personal leave is limited to 3 days per fiscal year for 12-month employees, and 6 days per fiscal year for less than 12-month employees. Personal leave may not be used before or after vacation days or holidays and may not be used for the purpose of a job interview, recreation, or entertainment. Employees must submit an online Leave Request form for any personal leave used. Personal leave is charged against accrued sick leave and does not accumulate from year to year.

BENEFITS – Depending on their position, employees may be eligible for one or all of the following benefits: PERA, medical insurance, dental insurance, life insurance, vision insurance, worker’s compensation, and various leaves. Employees will be informed of specific benefits by the Human Resource office when they are employed.

INCREMENTS - Step increments on each salary schedule will occur July 1 of each year providing:

- (1) New hires must work the last semester of the school year or equivalent number of days for employees working an extended calendar. Paid leaves, holidays, and/or vacations are included in the accumulation of this time.
- (2) An additional step is available and approved by the Board of Education.

WORK SHIFT – A straight work shift shall mean an employee’s assigned hours up to eight (8) consecutive hours of work, exclusive of lunch periods. Split shifts shall mean eight (8) hours of work within a period not to exceed eleven (11) hours of time. All employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular scheduled starting and quitting time. A regular work shift shall be interpreted as either a straight work shift or split work shift assignment.

NIGHT SHIFT– shall mean any regular work shift scheduled to start anytime from 3:00 p.m. to 3:00 a.m. and extend for a period of a regular work shift.

NIGHT SHIFT DIFFERENTIAL (effective 01/01/2022) –

Work shift – regular hourly rate only

Night shift – 50 cents per hour “premium” for the entire shift

Part-Time Custodians are not eligible for shift differential pay.