

# Mesa County School District 51

## Hourly Support Staff Salary Schedule

January 1, 2021 - June 30, 2021

| Grade                                      | Position Title   | Steps |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|--|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|  |  | 0     | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
| 1  | no positions   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 2  | no positions   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 3  | no positions   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 4  | Campus Liaison   | 12.47 | 12.62 | 12.81 | 13.19 | 13.56 | 13.92 | 14.32 | 14.70 | 15.15 | 15.55 | 15.97 | 16.41 | 16.90 | 17.37 | 17.84 | 18.30 |
|  | Custodian - Day/Night  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Non Instructional Paraprofessional (School-Based, Instructional Support Team)  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Nutrition Services Associate   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Paraprofessional: Classroom, DYC, ELL/ESL, Physical Education, Preschool, Kindergarten, Vocal/Instrumental Music, ISS, RTI, Early Assessment, READ Act |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Parent Liaison                             |  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 5  | Advocate, Attendance (Truancy)   | 13.25 | 13.41 | 13.61 | 13.97 | 14.38 | 14.75 | 15.18 | 15.59 | 16.05 | 16.47 | 16.94 | 17.41 | 17.92 | 18.39 | 18.93 | 19.42 |
|  | Paraprofessional: Behavior, Vocational, ECE, Technology, Young Parent Program, 504 Program, SOLE, Re-Engage  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 6  | Secretary: Sped  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Advocate, Reach Student  | 14.01 | 14.19 | 14.38 | 14.75 | 15.18 | 15.59 | 16.05 | 16.47 | 16.94 | 17.41 | 17.92 | 18.39 | 18.94 | 19.45 | 19.99 | 20.51 |
|  | Clerk, Records   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Custodian, Roving  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Elementary Paraprofessional  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Health Assistant   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Lead Custodian, Elementary   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Nutrition Services: Assistant (Relief) Manager   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Paraprofessional: Special Ed, Summit Program   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Secretary, Library/Media   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Tech, Sped Assistive Technology            |  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 7  | Migrant Recruiter, Migrant Graduation Advocate   | 14.71 | 14.90 | 15.14 | 15.55 | 15.96 | 16.40 | 16.89 | 17.35 | 17.83 | 18.34 | 18.81 | 19.39 | 19.90 | 20.47 | 21.02 | 21.56 |
|  | District Receptionist, Dept Receptionist   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Nutrition Services: Food Truck Manager   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | School Secretary: Elementary, Middle, High School  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | School Secretary: Academic Progress, Athletics/Activities, Attendance, Counseling  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Secretary: ChildFind, Transportation   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Technician: ECE Program Support, Textbooks |  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 8  | Advocate, Reach  | 15.46 | 15.66 | 15.89 | 16.32 | 16.79 | 17.25 | 17.74 | 18.23 | 18.74 | 19.23 | 19.78 | 20.35 | 20.91 | 21.53 | 22.12 | 22.69 |
|  | Attendant, Medically Fragile   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Custodian, Utility Day   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Groundskeeper (no CDL)   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Lead Custodian - Middle School   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Preschool Lead Teacher/Director  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | School Secretary: GMYSC, Registrar   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Therapist Assistant: Motor                 |  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 9  | Lead Custodian: High School  | 16.28 | 16.48 | 16.67 | 17.12 | 17.58 | 18.10 | 18.60 | 19.10 | 19.62 | 20.21 | 20.78 | 21.33 | 21.91 | 22.55 | 23.17 | 23.78 |
|  | Secretary, Department/Director   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | School Secretary: Principal, Finance/SBA   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Technician: Registered Behavior (Sped)   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 10   | Community Liaison, Migrant   | 16.98 | 17.19 | 17.41 | 17.92 | 18.41 | 18.95 | 19.46 | 19.99 | 20.54 | 21.12 | 21.72 | 22.31 | 22.95 | 23.59 | 24.24 | 24.87 |
|  | Liaison, Child Welfare   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Nutrition Services Kitchen Manager   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Recruiting Assistant, HR   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Technician: Health Svcs, Pupil Records   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| Warehouse Person                           |  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 11   | Custodial Equipment Repair/Gym Floor Specialist  | 17.74 | 17.97 | 18.19 | 18.70 | 19.21 | 19.75 | 20.33 | 20.86 | 21.48 | 22.06 | 22.69 | 23.31 | 23.96 | 24.65 | 25.31 | 25.97 |
|  | Groundskeeper: (CDL), Irrigation Specialist  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|  | Maintenance: Carpenter, Furniture Repairman, HVAC Preventive Maintenance Tech, Locksmith, Painter, Roofer, Welder                                      |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |

# Mesa County School District 51

## Hourly Support Staff Salary Schedule

January 1, 2021 - June 30, 2021

| Grade | Position Title  | Steps |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|       |   | 0     | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
| 12    | Administrative Assistant  | 18.49 | 18.72 | 18.97 | 19.50 | 20.04 | 20.56 | 21.18 | 21.78 | 22.38 | 23.00 | 23.64 | 24.28 | 24.97 | 25.66 | 26.38 | 27.07 |
|       | Communications, Multi-Media   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Groundskeeper: Pesticide Applicator   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Printer   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Specialist: District Athletics, Nutrition Svcs, Records                               |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Tech, Special Ed Computer   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Technician: Finance Cashier, Payroll  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 13    | Translator, District Translator   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Administrative Specialist: Alternative Programs, Assessment, ELL, OWL, Reporting      | 19.24 | 19.47 | 19.71 | 20.29 | 20.84 | 21.43 | 22.00 | 22.64 | 23.26 | 23.91 | 24.58 | 25.28 | 25.98 | 26.70 | 27.43 | 28.15 |
|       | Auto Mechanic   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Heavy Equipment Operator  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Small Equipment Service & Repair  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 14    | Specialist: Cataloging and Technical Service, Regional Migrant Data, Sped SIS Support |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Electrician (Journey)   | 19.97 | 20.22 | 20.48 | 21.04 | 21.64 | 22.23 | 22.85 | 23.53 | 24.15 | 24.83 | 25.53 | 26.26 | 26.98 | 27.72 | 28.50 | 29.24 |
|       | Liaison, Migrant Svcs Community & Parental  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Plumber (Journey)   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Specialist: HRIS, Sped Administrative, Federal Program, Sped Software                 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Technician: Account Payable, Electronic Systems, Purchasing Accounts Payable          |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 15    | Warehouse Lead, Nutrition Svcs  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Accounting Support Specialist/Trainer   | 20.71 | 21.00 | 21.26 | 21.85 | 22.45 | 23.09 | 23.73 | 24.39 | 25.08 | 25.77 | 26.50 | 27.23 | 27.98 | 28.77 | 29.57 | 30.34 |
|       | Business Support/Analyst - Technology   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Chief Printer   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Executive Assistant   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 16    | Specialist, Pathways  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | SWAP Program Specialist, CTE Support Specialist                                       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Braillist   | 21.46 | 21.72 | 22.00 | 22.64 | 23.25 | 23.91 | 24.58 | 25.27 | 25.98 | 26.70 | 27.43 | 28.20 | 28.98 | 29.82 | 30.61 | 31.41 |
|       | Lead Migrant Recruiter and Advocate   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 17    | HVAC Technician (Certified)   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Working Foreman: Painter  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Analyst, School Health Finance, Nutrition Services Finance                            | 22.20 | 22.51 | 22.79 | 23.40 | 24.07 | 24.76 | 25.43 | 26.13 | 26.87 | 27.61 | 28.41 | 29.19 | 30.02 | 30.84 | 31.69 | 32.51 |
|       | Electrician (Master)  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Nutrition Services District Manager   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Plumber (Master)  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 18    | Sr Technician, Electronic Systems   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Trainer, Athletic and Health  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Working Foreman: Custodial  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Family Coordinator (Field Based)  | 23.00 | 23.28 | 23.57 | 24.21 | 24.90 | 25.59 | 26.31 | 27.04 | 27.77 | 28.55 | 29.37 | 30.16 | 31.02 | 31.91 | 32.77 | 33.62 |
| 19    | Field Service Computer Technician   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | PC Support Specialist/Trainer   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Working Foreman: Garage   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Psychology Assistant  | 23.72 | 24.01 | 24.31 | 25.00 | 25.68 | 26.42 | 27.17 | 27.92 | 28.71 | 29.50 | 30.30 | 31.14 | 32.03 | 32.91 | 33.80 | 34.68 |
|       | Occupational Therapy Assistant  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 20    | School Security Officer   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Speech Language Pathology Assistant (SLPA)  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Working Foreman: Grounds, Structural Carpentry  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Data Analyst, Reporting   | 24.48 | 24.79 | 25.09 | 25.81 | 26.51 | 27.24 | 28.00 | 28.79 | 29.59 | 30.42 | 31.29 | 32.13 | 33.05 | 33.96 | 34.91 | 35.82 |
|       | Senior Specialist/Trainer, PC Support   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 21    | Student Information System Specialist   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Technician, LAN   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Working Foreman: Mechanical   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 22    | Jr Network Administrator  | 25.22 | 25.54 | 25.86 | 26.56 | 27.32 | 28.08 | 28.84 | 29.66 | 30.50 | 31.34 | 32.21 | 33.11 | 34.05 | 34.98 | 35.97 | 36.90 |
|       | Educational Interpreter (Deaf Ed)   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Coordinator, SWAP   | 25.98 | 26.31 | 26.63 | 27.35 | 28.13 | 28.88 | 29.71 | 30.54 | 31.38 | 32.27 | 33.17 | 34.10 | 35.06 | 36.02 | 37.04 | 38.00 |
| 23    | Family Center Coordinator   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Senior Field Services LAN Technician  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 24    | no positions  | 26.73 | 27.05 | 27.38 | 28.16 | 28.93 | 29.73 | 30.57 | 31.42 | 32.30 | 33.20 | 34.14 | 35.09 | 36.05 | 37.06 | 38.10 | 39.09 |
|       | Client System Administrator (Tech Mobile Device)                                      | 27.51 | 27.82 | 28.17 | 28.93 | 29.73 | 30.57 | 31.42 | 32.31 | 33.20 | 34.12 | 35.09 | 36.04 | 37.06 | 38.10 | 39.15 | 40.17 |
|       | Network Engineer  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|       | Technical Training and Support Analyst  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |

## **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 1<sup>st</sup> 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** –

Work shift – regular hourly rate only

Night shift – 20 cents per hour “premium” for the entire shift

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