

2019-20 Teacher Salary Schedule and Placement of New Hires

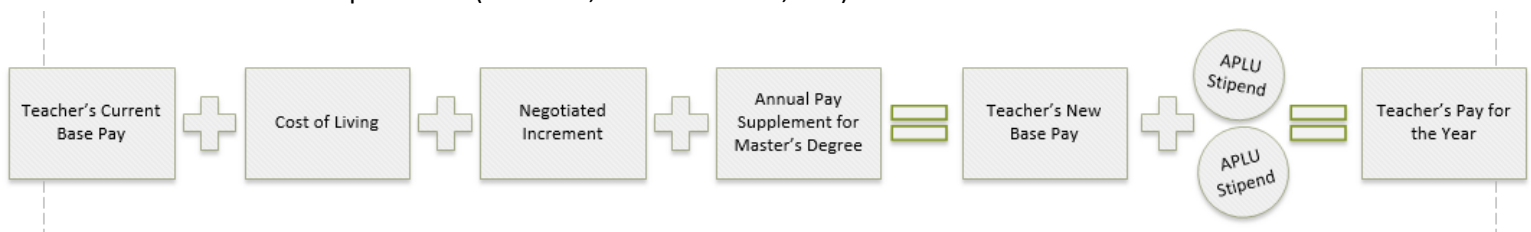
Base Pay Salary Schedule Range and Contract Days – Individual annual salaries are prorated based on FTE and number of contract days.

1. Teacher/School Counselor Base Pay Salary Schedule Range: \$38,189 – \$77,296 based on one (1) FTE at one hundred eighty eight (188) days.
2. Extended Contracts – Teachers/School Counselors contracted for more than the scheduled Work Year are determined by multiplying the per diem amount by the number of contracted days.

Current Teachers/School Counselors:

Current Salary

- + Cost of living increase
- + Base pay increase of negotiated increment
- + Master’s Degree supplement (if applicable)
- + Additional compensation (i.e. APLU, National Board, etc.)



New Teacher Placement:

Teachers are initially placed according to experience. Teachers new to the District may be granted up to 14 years of experience, provided the experience occurred within the last 19 years in accordance with the MVEA Agreement. The District will recognize one Master’s Degree for placement on the salary schedule.

Experience	
0	38,189
1	38,618
2	39,048
3	39,479
4	40,339
5	41,198
6	41,220
7	42,295
8	43,370
9	44,553
10	45,520
11	46,595
12	46,971
13	47,347
14	47,631

Additional Compensation:

Type	Amount	Payment
Initial Master’s Degree*	\$3,000	Annual Payment
National Board Certification	\$1,909	Annual Payment
Aligned Professional Development Stipend	\$450-900	Annual Stipend

*For current staff, initial advanced degree must be conferred after January 1, 2016.

ADDENDUM TO CLASSROOM TEACHERS SALARY SCHEDULE

Mesa County Valley School District 51

Current negotiated salary schedules with addenda are available in Human Resources Department or on the District website. For questions concerning the salary schedule, contact Human Resources or an MVEA officer.

A. BASE PAY COMPENSATION

Base pay compensation shall be negotiated annually.

1. Base Pay Salary Schedule Range and Contract Days - Individual annual salaries are prorated based on FTE and number of contract days.
 - i. Teacher/School Counselor Base Pay Salary Schedule Range increased by 2.0% Cost of Living to \$38,189-\$77,296 based on one (1) FTE at one hundred eighty-eight (188) days.
 - ii. School Psychologist Base Pay Salary Schedule Range increased by 2.0% Cost of Living to \$54,229-\$87,943 based on one (1) FTE at one hundred ninety seven (197) days.
 - iii. Extended Contracts - Salaries for Covered Employees contracted for more than the standard contract for their assignment are determined by multiplying the per diem amount by the number of actual contracted days.
2. Increment – The increment is intended to be an annual raise to base salary in the amount of 1.6% and \$500 taking into consideration budgetary limitations. The increment will be added to base pay beginning in August for all Covered Employees who worked the entire second semester, excluding those who are on the District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan.
 - i. Placement on a District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan will not decrease base pay.
3. Teachers/Counselors Initial Master's Degree – \$3,000 increase to base pay for an initial Master's Degree that is aligned to the teacher/school counselor's professional practice. If it is determined that Master's Degree does not align, it will be taken to Professional Council for review. The Superintendent or designee, in consultation with the MVEA President, will make the final determination. School Psychologists are not eligible for initial master's degree compensation as it is required for their licensure and included within their salary range.
4. 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.
5. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
6. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.

B. ADDITIONAL AVAILABLE STIPENDS

Additional available stipends shall be negotiated annually.

1. Aligned Professional Learning Unit (APLU) – Stipend of \$450/unit (maximum of 2 units paid per fiscal year July 1-June 30.)
 - a. Units must be aligned to the District's Teaching and Learning Framework and observed in professional practice to be eligible for the stipend. Principals (teachers and counselors) and coordinators (psychologists) will make eligibility decision(s) based on observable indicators found in the implementation plan.
 - b. Applicants have twelve months from the day the course ends to demonstrate evidence of learning in their practice in order to apply for the stipend.
 - c. The number of Professional Learning Units and stipend amounts will be negotiated annually with the intent to increase limits based on available funding.
 - d. APLU courses which occur during contractual time may be approved by the Professional Learning Department if they meet the requirements set forth by the APLAB.
 - e. During the 2019-2020 year, a pilot program will offer educators the opportunity to have professional learning embedded within their day. Fifty percent of the "seat-time" will occur outside of contract hours and the other fifty percent may occur during Learning Community time. The intent is to leverage the power of collaborative learning, and encourage colleagues to refine their practice through shared experience. Efficacy of the pilot will be evaluated and this section will be reviewed and negotiated annually.
2. 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 the minimum salary on the base pay salary schedule. Covered Employees will receive the additional stipend as long as they continue to hold the National Board Certification.
3. Extracurricular Activities
 - a. The extracurricular salary schedule will be negotiated annually.
 - b. A maximum of fourteen (14) years' experience will be granted for prior coaching experience if obtained within the past nineteen (19) years immediately preceding acceptance of a coaching position with the District. These parameters

will increase by one year, every year, until a maximum of fifteen (15) years' experience within the last twenty (20) years is reached. Experience can be obtained in any sport, but must be obtained within a scholastic environment such as middle school, high school, or college. Club experience does not count toward placement on the D salary schedule. Middle school experience is not applicable toward placement for a high school sport but is applicable for a middle school sport.

- c. Covered Employees that cease coaching duties for one (1) year but do not sever employment and are selected for a coaching position shall be entitled to placement as though a break in service did not occur upon return to those duties. Covered Employees who cease coaching for more than one (1) year will be placed on the salary schedule following the process listed above.
- d. Covered Employees shall be compensated in accordance with the Extracurricular Activities Salary Schedule. Extracurricular duties are offered on a year-to-year basis. If a Covered Employee is given an extracurricular duty assignment in the Covered Employee's first year of full-time employment in the District, or if a Covered Employee voluntarily transfers to a different building and accepts an extracurricular duty(ies) in that building as part of the transfer, that Covered Employee may not, for a period of three (3) years after such hiring or transfer, reject an assignment to such extracurricular duty(ies).
- e. The Principal or designee shall annually evaluate personnel assigned to high school extracurricular activities. Evaluations will occur within two (2) weeks following the conclusion of the respective activity or by May 1 for a year-long activity. The evaluations shall be reviewed by a designated central office administrator.
- f. It is expected that those engaged in extracurricular activities at the middle school level will receive evaluations through the extracurricular evaluation process.

C. PLACEMENT

1. Teaching/Counseling experience - A maximum of fourteen (14) years' experience will be granted for prior contracted K-12 school experience if obtained within the past nineteen (19) years immediately preceding employment with the district. These parameters will increase by one year, every year, until a maximum of fifteen (15) years' experience within the last twenty (20) years is reached. A Covered Employee who taught under contract for the entire second semester of a school year will be credited with one (1) experience year. Covered Employees with zero (0) years of experience will be placed on step zero (0) and employees with one (1) year experience will be placed on step one (1). Covered Employees with two (2) or more years' experience will be placed on the appropriate step up to the maximum allowed depending on the school year.
 - a. Vocational experience - Trade experience required for vocational instructors may be credited in lieu of prior teaching experience. Such trade experience will be credited as in C.1 above.
2. 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 employment 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. School Psychologists with up to one year of experience will be placed on step 1. School Psychologists with two (2) or more years' of experience will be placed on the appropriate step up to the maximum allowed depending on the school year.

D. DAY LEAVE will be awarded as per the negotiated agreement.

E. 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.