

Mesa County School District 51

Hourly Support Staff Salary Schedule

July 1, 2019 - June 30, 2020

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																
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	Advocate, Transitional	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, Sped Tech, Summit Program																
Secretary, Library/Media																	
7	Groundskeeper (no CDL)	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
	Migrant Recruiter																
	District Receptionist, Dept Receptionist																
	Dept Secretary, Transportation																
	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																
	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: Purchasing, 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
	Groundskeeper: (CDL), Irrigation Specialist																
	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
	Maintenance: Carpenter, Furniture Repairman, HVAC Preventive Maintenance Tech, Locksmith, Painter, Roofer, Welder																

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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																
	Custodial Training & Assessment																
	Groundskeeper: Pesticide Applicator																
	Printer																
	Specialist: District Athletics, Nutrition Svcs, Records																
	Tech, Special Ed Computer																
	Technician: Finance Cashier, Payroll																
Translator, District Translator																	
13	Administrative Specialist: Alternative Programs, Assessment, ELL, 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																
	Specialist: Cataloging and Technical Service, Regional Migrant Data, Sped SIS Support																
14	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																
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																
	Specialist, Pathways																
16	SWAP Program Specialist, CTE Support Specialist																
	Brailist	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																
	HVAC Technician (Certified)																
17	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)																
	Sr Technician, Electronic Systems																
18	Trainer, Athletic and Health																
	Working Foreman: Custodial																
	Field Service Computer Technician	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
	PC Support Specialist/Trainer																
19	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																
	School Security Officer																
	Speech Language Pathology Assistant (SLPA)																
20	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																
	Student Information System Specialist																
	Technician, LAN																
21	Working Foreman: Mechanical																
	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)																
22	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
	Family Center Coordinator																
	Senior Field Services LAN Technician																
23	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
24	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 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 –

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.