

# Mesa County Valley School District 51

## Hourly Support Staff Salary Schedule

September 18, 2024 - June 30, 2025

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	no positions																
5	Non Instructional Paraprofessional: School-Based, Instructional Support Team	16.77	17.21	17.65	18.12	18.59	19.07	19.57	20.08	20.59	21.13	21.68	22.25	22.82	23.42	24.03	24.65
	Paraprofessional: Classroom, Cultural/Linguistic Diverse (CLD), Physical Education, Preschool, Kindergarten, Vocal/Instrumental Music, ISS, RTI, READ Act																
	Parent Liaison																
6	Custodian: Day/Night	17.57	18.02	18.49	18.97	19.47	19.97	20.49	21.02	21.57	22.13	22.70	23.30	23.90	24.52	25.17	25.81
	Paralibrarian																
	Nutrition Services: Associate																
	Paraprofessional: 504 Program, Behavior, DYS, ECE, RE-Engage, Technology, Vocational, Young Parent Program																
	Secretary: Library/Media																
7	Migrant Recruiter, Migrant Graduation Advocate	18.45	18.69	18.99	19.51	20.02	20.57	21.19	21.76	22.35	23.00	23.59	24.31	24.96	25.66	26.36	27.04
	Receptionist: District, Department																
	Health Assistant																
	Community Liaison, STEAM																
	Nutrition Services: Assistant (Relief) Manager																
	Paraprofessional: Special Ed (SSN, SNB), Summit Program, DHH Emphasis																
	Department Secretary: Custodial																
8	Campus Liaison	19.39	19.64	19.92	20.47	21.06	21.64	22.25	22.86	23.50	24.12	24.81	25.52	26.23	27.00	27.74	28.46
	Instructor, OWL (no college/university degree)																
	Nutrition Services: Food Truck Manager																
	Paraprofessional: Special Ed Autism																
	Preschool Lead Teacher/Director (no college/university degree)																
	Secretary: Special Ed																
	Therapist Assistant: Motor																
	Warehouse Personnel (no CDL)																
9	Custodian: Roving	20.42	20.67	20.90	21.47	22.05	22.70	23.33	23.95	24.61	25.35	26.06	26.75	27.48	28.28	29.06	29.83
	Groundskeeper (no CDL)																
	Lead Custodian: Elementary																
	Secretary: School (Elementary, Middle, High), School Attendance, School Counseling																
10	Attendant, Medically Fragile	21.30	21.56	21.83	22.47	23.09	23.76	24.40	25.07	25.76	26.49	27.24	27.98	28.78	29.58	30.40	31.19
	Custodian: Utility Day																
	Facilities Generalist (OWL)																
	Lead Custodian: Middle School																
	Nutrition Services: Kitchen Manager																
	Secretary: DYS																
	Secretary: Department, Director																
	Technician: ECE Program Support, Health Svcs, Special Ed Registered Behavior																
11	Lead Custodian: High School	22.25	22.53	22.81	23.45	24.09	24.76	25.50	26.16	26.93	27.66	28.46	29.23	30.05	30.91	31.74	32.57
	Secretary: School Athletics/Activities, School Registrars																
	Technician: Finance & Medicaid, Special Ed Registered Behavior & QBS Trainer, Special Ed Assistive Technology (SWAAC)																
	Warehouse Personnel (with CDL)																
12	Administrative Assistant	23.19	23.47	23.78	24.45	25.13	25.78	26.57	27.31	28.07	28.85	29.65	30.45	31.31	32.18	33.09	33.95
	Groundskeeper (with CDL), Irrigation Specialist, Playground Inspector, Athletic Field Painter																
	Printer																
	Secretary: School Finance/SBA																
	Technician: Special Ed Computer																
13	Administrative Specialist: Assessment, OWL	24.13	24.42	24.71	25.44	26.14	26.88	27.59	28.39	29.17	29.99	30.83	31.71	32.58	33.48	34.40	35.30
	Attendance Advocate																
	Carpenter, Furniture Repair																
	Custodian: Equipment Repair/Gym Floor Specialist																
	Pesticide Applicator																
	Secretary: School Principal																
	Specialist: Cataloging and Technical Service, Regional Migrant Data, Special Ed Student Info System Support, Student Records, Special Ed Student Records																
	Technician: Human Resources																

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14	REACH Advocate	25.04	25.36	25.68	26.38	27.14	27.88	28.65	29.51	30.28	31.14	32.01	32.93	33.83	34.76	35.74	36.67
	Family Center Coordinator (School-based)																
	Migrant Svcs Community & Parental Liaison																
	Instructor, OWL (holding an Associates Degree or greater)																
	Locksmith																
	Preschool Lead Teacher/Director (holding an Associates Degree or greater)																
	Small Equipment Service & Repair																
	Specialist: Attendance/Tuancy, ChildFind, Digital Media Content, District Athletics, HRIS, Nutrition Svcs Free & Reduced Program, Special Ed Administrative, Federal Programs, Special Ed Software																
	Supports Associate, Early Childhood																
	Technician: Finance Acc Rec/Acct Payable, Curriculum-Based Assessment, Electronic Systems, Finance Tech Acct Rec/Cashier, Payroll, Purchasing Accounts Payable																
Warehouse Lead: Textbook, Nutrition Svcs																	
15	Chief Printer	25.97	26.34	26.67	27.40	28.16	28.96	29.76	30.58	31.45	32.31	33.23	34.14	35.09	36.08	37.08	38.05
	Heavy Equipment Operator																
	Painter																
	Nutrition Svcs Team Trainer and Support																
	Specialist: CTE Support, Pathways, SWAP Program, Prevention/Child Welfare, Accounting Support/Trainer																
	Translator, District Translator																
16	Welder																
	Brailist	26.91	27.24	27.59	28.39	29.16	29.99	30.83	31.69	32.58	33.48	34.40	35.37	36.34	37.40	38.39	39.39
	Executive Assistant																
	Lead Migrant Recruiter and Advocate																
17	Roofers																
	Volunteer Coordinator	27.84	28.23	28.58	29.35	30.18	31.05	31.89	32.76	33.69	34.63	35.63	36.61	37.64	38.68	39.74	40.77
18	Vehicle & Small Engine Mechanic	28.85	29.20	29.56	30.36	31.23	32.10	32.99	33.91	34.83	35.80	36.83	37.83	38.90	40.01	41.10	42.16
	Family Coordinator (Field Based)																
	Specialist: PC Support/Trainer																
	Plumber (Journey)																
	Technician: Audio/Visual Support, Campus Technical Training/Support, HVAC Preventative Maintenance Tech, Technology Support 1																
	Working Supervisor: Custodial, Painter																
19	Analyst: Nutrition Services Finance	29.74	30.11	30.49	31.36	32.21	33.13	34.07	35.01	36.00	37.00	38.00	39.05	40.17	41.27	42.39	43.49
	Electrician (Journey)																
	Nutrition Services: District Manager, Dietician & Meal Planner (Registered)																
	SSP Assistants: Occupational Therapy, Psychology, Speech Language Pathology (SLPA)																
	School Security Officer																
20	Videographer																
	Analyst: Data Reporting, Curriculum Financial	30.70	31.08	31.47	32.36	33.24	34.16	35.12	36.11	37.11	38.15	39.24	40.29	41.45	42.58	43.78	44.92
21	Technician: HVAC Certified																
	Electrician (Master)	31.63	32.03	32.43	33.31	34.27	35.21	36.17	37.20	38.24	39.30	40.40	41.53	42.69	43.87	45.11	46.27
	Educational Interpreter (Deaf Ed)																
	Plumber (Master)																
	Sr Technician, Electronic Systems																
22	Technician: Senior Electronic Systems, Technology Support 2																
	Working Supervisor: Grounds	32.58	32.99	33.40	34.30	35.28	36.22	37.26	38.30	39.36	40.47	41.60	42.77	43.96	45.17	46.45	47.66
23	Lead IT Technician	33.53	33.93	34.34	35.32	36.27	37.28	38.34	39.41	40.51	41.64	42.82	44.00	45.21	46.48	47.78	49.02
	Working Supervisor: Electric/Mechanical, Carpentry																
24	Technical Training and Support Analyst	34.49	34.89	35.33	36.27	37.28	38.34	39.41	40.51	41.64	42.79	44.01	45.20	46.48	47.78	49.10	50.38
	SWAP Coordinator	35.50	35.91	36.37	37.32	38.29	39.28	40.31	41.35	42.43	43.53	44.66	45.82	47.02	48.24	49.49	50.78

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

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

**LUNCH LIZARD PREP KITCHEN** – Managers responsible for Lunch Lizard prep sites will receive a 50 cents per hour “premium” for the entire shift.