

## **Two Roads**

### **2021-2022 Salary Schedules**

Two Roads' salary schedules are based on Jeffco's published schedules from the previous school year. Some are a percentage of the Jeffco schedule, others are 100% of the previous year. The salary schedules are used as a point of reference for entry. The Two Roads BOD determines each year how and if the schedules change and how employees move through the schedules. The 2021-2022 schedules represent a realignment with the Jeffco district schedules following a salary freeze in 2019-2020.

**2021-2022 Two Roads Teacher Salary Schedule**  
**92% of Jeffco 2020-2021**  
**183 days**

Step	Level 1 (Jeffco level 1) B.A.	Level 2 (Jeffco level 2) B.A. and M.A. (in education or your subject area)	Level 3 (Jeffco Level 4) B.A., M.A., and Doctorate or + 75 semester hours (graduate level)
1	\$38,652.88	\$42,130.48	\$45,771.84
2	\$39,424.76	\$42,973.20	\$48,060.80
3	\$40,214.12	\$43,833.40	\$50,367.24
4	\$42,022.84	\$46,068.08	\$52,634.12
5	\$43,850.88	\$48,371.76	\$54,740.00
6	\$45,714.80	\$50,694.76	\$56,929.60
7	\$47,617.36	\$53,113.44	\$59,210.28
8	\$49,236.56	\$55,343.52	\$61,579.28
9	\$50,861.28	\$57,613.16	\$63,733.92
10	\$52,489.68	\$59,860.72	\$65,964.00
11	\$54,116.24	\$62,194.76	\$68,206.96
12	\$55,740.04	\$64,372.40	\$70,390.12
13	\$57,411.68	\$65,337.48	\$71,727.80
14	\$58,560.76	\$66,251.04	\$72,804.20
15	\$59,673.04	\$67,179.32	\$73,603.68
16	\$60,746.68	\$68,052.40	\$74,266.08
17	\$61,780.76	\$68,869.36	\$74,934.00
18	\$62,767.92	\$69,695.52	\$75,610.20
19	\$63,710.92	\$70,531.80	\$76,290.08
20	\$64,665.88	\$71,341.40	\$76,977.32
21	\$65,637.40	\$72,162.96	\$77,669.16
22	\$66,554.64	\$72,992.80	\$78,368.36
23	\$67,486.60	\$73,724.20	\$79,073.08
24	\$68,432.36	\$74,460.20	\$79,784.24
25	\$69,390.08	\$75,205.40	\$80,502.76
26	\$70,083.76	\$75,205.40	\$81,226.80
27	\$70,083.76	\$75,205.40	\$81,959.12
28	\$70,083.76	\$75,205.40	\$82,696.04
29	\$70,083.76	\$75,205.40	\$83,440.32

**2021-2022 Two Roads Teacher Salary Schedule**  
**92% of Jeffco 2020-2021 Licensed Educator Daily Rate \* 185 Days**  
**185 days \* Licensed Educator Daily Rate**

Step	Level 1 (Jeffco level 1) B.A.	Level 2 (Jeffco level 2) B.A. and M.A. (in education or your subject area)	Level 3 (Jeffco Level 4) B.A., M.A., and Doctorate or + 75 semester hours (graduate level)
1	\$39,075.32	\$42,590.92	\$46,272.08
2	\$39,855.63	\$43,442.85	\$48,586.05
3	\$40,653.62	\$44,312.45	\$50,917.70
4	\$42,482.11	\$46,571.56	\$53,209.36
5	\$44,330.12	\$48,900.41	\$55,338.25
6	\$46,214.42	\$51,248.80	\$57,551.78
7	\$48,137.77	\$53,693.91	\$59,857.39
8	\$49,774.66	\$55,948.37	\$62,252.28
9	\$51,417.14	\$58,242.81	\$64,430.47
10	\$53,063.34	\$60,514.94	\$66,684.92
11	\$54,707.67	\$62,874.48	\$68,952.39
12	\$56,349.22	\$65,075.92	\$71,159.41
13	\$58,039.13	\$66,051.55	\$72,511.71
14	\$59,200.77	\$66,975.10	\$73,599.87
15	\$60,325.20	\$67,913.52	\$74,408.09
16	\$61,410.58	\$68,796.14	\$75,077.73
17	\$62,455.96	\$69,622.03	\$75,752.95
18	\$63,453.91	\$70,457.22	\$76,436.54
19	\$64,407.21	\$71,302.64	\$77,123.85
20	\$65,372.61	\$72,121.09	\$77,818.60
21	\$66,354.75	\$72,951.63	\$78,518.00
22	\$67,282.01	\$73,790.54	\$79,224.84
23	\$68,224.16	\$74,529.93	\$79,937.27
24	\$69,180.25	\$75,273.97	\$80,656.20
25	\$70,148.44	\$76,027.32	\$81,382.57
26	\$70,849.70	\$76,027.32	\$82,114.52
27	\$70,849.70	\$76,027.32	\$82,854.85
28	\$70,849.70	\$76,027.32	\$83,599.82
29	\$70,849.70	\$76,027.32	\$84,352.24

**2021-2022 Two Roads Teacher Salary Schedule**  
**92% of Jeffco 2020-2021 Licensed Educator Daily Rate \* 195 Days**  
**195 days - Salary**

<b>Step</b>	<b>Level 1 (Jeffco level 1) B.A.</b>	<b>Level 2 (Jeffco level 2) B.A. and M.A. (in education or your subject area)</b>	<b>Level 3 (Jeffco Level 4) B.A., M.A., and Doctorate or + 75 semester hours (graduate level)</b>
1	\$41,187.50	\$44,893.13	\$48,773.27
2	\$42,009.99	\$45,791.11	\$51,212.33
3	\$42,851.11	\$46,707.72	\$53,670.01
4	\$44,778.44	\$49,088.94	\$56,085.54
5	\$46,726.35	\$51,543.68	\$58,329.51
6	\$48,712.49	\$54,019.01	\$60,662.69
7	\$50,739.81	\$56,596.29	\$63,092.92
8	\$52,465.19	\$58,972.60	\$65,617.27
9	\$54,196.45	\$61,391.07	\$67,913.19
10	\$55,931.63	\$63,786.01	\$70,289.51
11	\$57,664.85	\$66,273.10	\$72,679.55
12	\$59,395.12	\$68,593.54	\$75,005.87
13	\$61,176.38	\$69,621.90	\$76,431.26
14	\$62,400.81	\$70,595.37	\$77,578.25
15	\$63,586.03	\$71,584.52	\$78,430.15
16	\$64,730.07	\$72,514.85	\$79,135.99
17	\$65,831.96	\$73,385.38	\$79,847.70
18	\$66,883.85	\$74,265.72	\$80,568.25
19	\$67,888.69	\$75,156.84	\$81,292.71
20	\$68,906.27	\$76,019.52	\$82,025.01
21	\$69,941.49	\$76,894.96	\$82,762.22
22	\$70,918.88	\$77,779.21	\$83,507.27
23	\$71,911.95	\$78,558.57	\$84,258.20
24	\$72,919.73	\$79,342.84	\$85,015.99
25	\$73,940.25	\$80,136.90	\$85,781.63
26	\$74,679.42	\$80,136.90	\$86,553.15
27	\$74,679.42	\$80,136.90	\$87,333.49
28	\$74,679.42	\$80,136.90	\$88,118.73
29	\$74,679.42	\$80,136.90	\$88,911.82

**Two Roads 2021-2022**

**Jeffco 2019-2020**

**School Secretary (197 days)**

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9
CSE	5234	SBS	R-73	Hourly		\$ 18.34	\$ 19.07	\$ 19.85	\$ 20.50	\$ 21.27	\$ 22.06	\$ 22.82		
				Monthly		\$ 2,506.33	\$ 2,605.92	\$ 2,712.58	\$ 2,801.25	\$ 2,906.25	\$ 3,014.83	\$ 3,118.08		
				Annual		\$ 30,076.00	\$ 31,217.00	\$ 32,551.00	\$ 33,615.00	\$ 34,875.00	\$ 36,178.00	\$ 37,417.00		
						<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
						\$ 22.82				\$ 23.62				
						\$ 3,118.08				\$ 3,228.25				
						\$ 37,417.00				\$ 38,739.00				
						<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
									\$ 22.46					#
									\$ 3,342.25					#
									\$ 40,107.00					#
						<b>19</b>	<b>20</b>	<b>21</b>						
								\$ 25.32						
								\$ 3,460.08						
								\$ 41,521.00						

**Two Roads 2021-2022**

**Jeffco 2019-2020**

**Principal's Secretary Senior (10days)**

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9
CSE	5230	PSS	R-57	Hourly		\$ 21.17	\$ 21.97	\$ 22.71	\$ 23.52	\$ 24.34	\$ 25.20	\$ 26.07		
				Monthly		\$3,105.33	\$3,221.83	\$3,330.58	\$3,449.00	\$3,569.30	\$3,695.58	\$3,823.83		
				Annual		\$37,264.00	\$38,662.00	\$39,967.00	\$41,338.00	\$42,832.00	\$44,347.00	\$45,886.00		
						<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
						\$ 26.07				\$ 27.00				
						\$3,823.83				\$3,959.75				
						\$45,886.00				\$47,517.00				
						<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>			
									\$ 27.95					
									\$4,099.58					
									\$49,195.00					
						<b>19</b>	<b>20</b>	<b>21</b>						
								\$ 28.94						
								\$4,245.25						
								\$50,943.00						

Two Roads 2021-2022 (Jeffco 2020-2021)

**Tutor, Instructional; lead para-Educator; Tutor, Transition Support**

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
CSE	5691	T80	F25	Hourly		\$ 17.95	\$ 19.04	\$ 19.97	\$ 20.95	\$ 22.03	\$ 23.04	\$ 24.11				\$ 24.93					\$ 25.79					\$ 26.71
	5645			Monthly		\$ 2,154.58	\$ 2,285.00	\$ 2,396.00	\$ 2,513.67	\$ 2,644.00	\$ 2,764.75	\$ 2,893.42				\$ 2,992.00					\$ 3,095.08					\$ 3,204.83
				Annual		\$ 25,855.00	\$ 27,420.00	\$ 28,752.00	\$ 30,164.00	\$ 31,728.00	\$ 33,177.00	\$ 24,721.00				\$ 35,904.00					\$ 37,141.00					\$ 38,458.00

Two Roads 2021-2022 (Jeffco 2020-2021)

Facilities

Union Code	Job Code	Salary Plan	Salary Grade	Steps	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		CLS	R19	Hourly		\$ 19.01	\$ 19.74	\$ 20.47	\$ 21.17	\$ 21.93	\$ 22.68	\$ 23.49				\$ 24.32				
				Monthly		\$ 3,295.77	\$ 3,422.01	\$ 3,548.24	\$ 3,669.88	\$ 3,800.70	\$ 3,931.52	\$ 4,071.52				\$ 4,216.11				
				Annual		\$ 39,549.00	\$ 41,064.00	\$ 42,579.00	\$ 44,039.00	\$ 45,608.00	\$ 47,178.00	\$ 48,858.00				\$ 50,593.00				

16	17	18	19	20	21
\$ 25.17					\$ 26.06
\$ 4,363.00					\$ 4,516.77
\$ 52,356.00					\$ 54,201.00