

## **Two Roads**

### **2020-2021 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. Given the financial impact of COVID-19, salaries for SY20-21 were frozen at the SY19-20 rate.

**2020-2021 Two Roads Teacher Salary Schedule**

**92% of Jeffco 18-19 Schedule**

**183 days**

Step	Level 1 B.A.		Level 2 B.A. and M.A. (in education or your subject area)		Level 3 B.A., M.A., and Doctorate or + 75 semester hours (graduate level)	
1	\$	36,729.16	\$	40,033.80	\$	43,494.84
2	\$	37,463.32	\$	40,835.12	\$	45,669.72
3	\$	38,213.12	\$	41,652.08	\$	47,861.16
4	\$	39,931.68	\$	43,776.36	\$	50,014.88
5	\$	41,668.64	\$	45,965.04	\$	52,015.88
6	\$	43,439.64	\$	48,172.12	\$	54,096.92
7	\$	45,248.36	\$	50,470.28	\$	56,263.52
8	\$	46,786.60	\$	52,589.96	\$	58,514.76
9	\$	48,330.36	\$	54,746.44	\$	60,561.76
10	\$	49,876.88	\$	56,881.76	\$	62,681.44
11	\$	51,423.40	\$	59,099.88	\$	64,813.08
12	\$	52,966.24	\$	61,168.96	\$	66,887.68
13	\$	54,555.08	\$	62,086.20	\$	68,158.20
14	\$	55,646.20	\$	62,954.68	\$	69,181.24
15	\$	56,703.28	\$	63,836.04	\$	69,941.16
16	\$	57,723.56	\$	64,665.88	\$	70,570.44
17	\$	58,706.12	\$	65,442.36	\$	71,205.24
18	\$	59,644.52	\$	66,227.12	\$	71,847.40
19	\$	60,540.60	\$	67,022.00	\$	72,493.24
20	\$	61,448.64	\$	67,792.04	\$	73,146.44
21	\$	62,371.40	\$	68,572.20	\$	73,804.24
22	\$	63,243.56	\$	69,360.64	\$	74,468.48
23	\$	64,128.60	\$	70,055.24	\$	75,138.24
24	\$	65,027.44	\$	70,755.36	\$	75,814.44
25	\$	65,936.40	\$	71,462.84	\$	76,497.08
26	\$	66,596.04	\$	71,462.84	\$	77,185.24
27	\$	66,596.04	\$	71,462.84	\$	77,880.76
28	\$	66,596.04	\$	71,462.84	\$	78,580.88
29	\$	66,596.04	\$	71,462.84	\$	79,288.36

**Two Roads Licensed Salary Schedule - 2020-2021**

Social workers, Psychologists, Nurses, Educational Consultants,  
Speech/Language, Audiologists, ESS area coordinator  
187 Days

	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
	<b>B.A.</b>	<b>B.A. +40</b>	<b>B.A. +75</b>
		<b>or Masters</b>	<b>Includes Masters</b>
<b>Steps</b>			
1	\$ 37,731.81	\$ 41,291.78	\$ 48,052.56
2	\$ 39,155.36	\$ 43,784.09	\$ 50,547.06
3	\$ 40,583.29	\$ 46,273.12	\$ 53,038.28
4	\$ 42,002.46	\$ 48,768.72	\$ 55,532.78
5	\$ 43,430.40	\$ 51,213.94	\$ 58,025.09
6	\$ 44,853.95	\$ 53,750.06	\$ 60,517.41
7	\$ 46,273.12	\$ 56,241.27	\$ 63,008.62
8	\$ -	\$ 58,736.87	\$ 65,498.75
9	\$ -	\$ 61,224.80	\$ 67,991.06
10	\$ -	\$ 63,720.40	\$ 70,482.27
11	\$ -	\$ 66,211.62	\$ 72,975.68
12	\$ -	\$ -	\$ 75,465.80
13	\$ -	\$ -	\$ 77,955.92
14	\$ -	\$ -	\$ 78,669.89
15	\$ -	\$ -	\$ 79,381.67
16	\$ -	\$ 71,195.15	\$ 80,444.95
17	\$ -	\$ 71,903.64	\$ 81,161.11
18	\$ -	\$ 72,618.70	\$ 81,871.79
19	\$ 48,413.93	\$ 73,681.98	\$ 82,942.74
20	\$ -	\$ 74,573.34	\$ 83,828.63
21	\$ -	\$ 75,465.80	\$ 84,721.08
22	\$ 51,083.63	\$ 76,351.69	\$ 85,611.35
23	\$ -	\$ 77,246.34	\$ 86,500.52
24	\$ -	\$ 78,138.80	\$ 87,389.70
25	\$ 53,750.06	\$ 79,025.78	\$ 88,279.97
26	\$ -	\$ -	\$ -
27	\$ -	\$ -	\$ -
28	\$ -	\$ 81,695.49	\$ 90,950.77

**Two Roads 2020-2021  
Classified salary Schedule - School Based Secretaries**

**Principal's Secretary Senior (210 days)**

Union Code	Job Code	Salary Plan	Salary Grade	Steps	1	2	3	4	5	6	7	8	9	10	11
CSE	5230	PSS	R-57	Hourly	\$ 18.39	\$ 19.09	\$ 19.81	\$ 20.48	\$ 21.20	\$ 21.94	\$ 22.72	\$ 23.51			\$ 24.34
				Monthly	\$ 2,696.83	\$ 2,800.08	\$ 2,905.17	\$ 3,003.25	\$ 3,110.00	\$ 3,218.50	\$ 3,332.33	\$ 3,448.00			\$ 3,570.58
				Annual	\$32,362.00	\$33,601.00	\$34,862.00	\$36,039.00	\$37,320.00	\$38,622.00	\$39,988.00	\$41,376.00	\$42,111.50	\$42,847.00	\$42,847.00
Union Code	Job Code	Salary Plan	Salary Grade	Steps	12	13	14	15	16	17	18	19	20	21	
CSE	5230	PSS	R-57	Hourly					\$ 25.20					\$ 26.10	
				Monthly					\$ 3,696.58					\$ 3,828.00	
				Annual					\$44,359.00					\$45,936.00	

**School Secretary (197 days)**

Union Code	Job Code	Salary Plan	Salary Grade	Steps	1	2	3	4	5	6	7	8	9	10	11
CSE	5234	SBS	R-73	Hourly	\$ 16.40	\$ 17.04	\$ 17.71	\$ 18.44	\$ 19.03	\$ 19.76	\$ 20.49	\$ 21.19			\$ 21.94
				Monthly	\$ 2,240.33	\$ 2,327.72	\$ 2,420.24	\$ 2,519.30	\$ 2,601.70	\$ 2,699.20	\$ 2,800.06	\$ 2,895.93			\$ 2,998.25
				Annual	\$26,884.03	\$27,932.57	\$29,042.91	\$30,231.53	\$31,220.33	\$32,390.41	\$33,600.66	\$34,751.17			\$35,978.93
Union Code	Job Code	Salary Plan	Salary Grade	Steps	12	13	14	15	16	17	18	19	20	21	
CSE	5234	SBS	R-73	Hourly					\$ 22.71					\$ 23.51	
				Monthly					\$ 3,104.16					\$ 3,213.52	
				Annual					\$37,249.95					\$38,562.17	

**Two Roads 2020-2021**  
**Classified salary Schedule - Tutor, Instructional; Lead Para**

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

Union Code	Job Code	Salary Plan	Salary Grade	Steps	1	2	3	4	5	6	7	8	9	10	11
CSE	5691	T80	F25	Hourly	\$ 15.72	\$ 16.69	\$ 17.70	\$ 18.55	\$ 19.47	\$ 20.47	\$ 21.40	\$ 22.40	\$ -		\$ 23.16
	5645			Monthly	\$ 1,865.67	\$ 1,979.48	\$ 2,099.86	\$ 2,201.45	\$ 2,309.52	\$ 2,429.17	\$ 2,540.16	\$ 2,658.35	\$ -		\$ 2,748.99
				Annual	\$22,388.08	\$ 23,753.86	\$ 25,191.74	\$ 26,417.44	\$ 27,714.21	\$ 29,150.03	\$ 30,481.82	\$ 31,900.13	\$ -		\$ 32,987.81
Union Code	Job Code	Salary Plan	Salary Grade	Steps	12	13	14	15	16	17	18	19	20	21	
CSE	5691	T80	F25	Hourly					\$ 23.97					\$ 24.81	
	5645			Monthly					\$ 2,843.75					\$ 2,944.51	
				Annual					\$ 34,124.93					\$ 35,334.15	