



**Norwood Public School District
2024-2025**

	Para
1	\$18.18
2	\$18.36
3	\$18.55
4	\$18.73
5	\$18.92
6	\$19.11
7	\$19.30
8	\$19.49
9	\$19.69
10	\$19.88
11	\$20.08
12	\$20.28
13	\$20.49
14	\$20.69
15	\$20.90
16	\$21.11
17	\$21.32
18	\$21.53
19	\$21.75
20	\$21.96
21	\$22.18
22	\$22.40
23	\$22.63
24	\$22.86
25	\$23.08



**Norwood Public School District
2024-2025 BUS DRIVER SALARY SCHEDULE**

<u>ROUTE Bus Drivers (including Substitutes)</u>		\$ 23.46 per hour
Activity Bus Driver	CDL Holder	\$ 23.46 per hour
Activity Bus Driver	Non-CDL Holder	\$ 15.91 per hour
Activity Driver	Stand By Time Coach/Sponsor does not receive standby time	\$ 14.42 per hour
Trainings/Cleaning/General Maintenance (for full-time drivers)		\$ 23.46 per hour
Overnight Trip Driver		\$ 130.00 per day

Activity and Trip Drivers will receive a meal per diem determined by the time traveling

*

Stand-by will always be paid at the
Minimum Wage rate set by the State.



Norwood Public School District

2024-2025

	Director of	
Step	Maintenance	Custodian
1	42,000	\$ 18.36
2	42,500	\$ 18.54
3	43,000	\$ 18.73
4	43,500	\$ 18.92
5	44,000	\$ 19.11
6	44,500	\$ 19.30
7	45,000	\$ 19.49
8	45,500	\$ 19.68
9	46,000	\$ 19.88
10	46,500	\$ 20.08
11	47,000	\$ 20.28
12	47,500	\$ 20.48
13	48,000	\$ 20.69
14	48,500	\$ 20.90
15	49,000	\$ 21.10
16	49,500	\$ 21.32
17	50,000	\$ 21.53
18	50,500	\$ 21.74
19	51,000	\$ 21.96
20	51,500	\$ 22.18
21	52,000	\$ 22.40
22	52,500	\$ 22.63
23	53,000	\$ 22.85
24	53,500	\$ 23.08
25	54,000	\$ 23.31

8 hrs 247 days



Norwood Public School District
2024-2025

Secretary w/ Kitchen Manager Duties

1	\$34,960
2	\$35,834
3	\$36,730
4	\$37,648
5	\$38,589
6	\$39,554
7	\$40,543
8	\$41,556
9	\$42,595
10	\$43,660
11	\$44,752
12	\$45,871
13	\$47,017
14	\$48,193
15	\$49,398
16	\$50,633
17	\$51,898
18	\$53,196
19	\$54,526
20	\$55,889

Based on 184 Days 9.5 hrs per day



**Norwood Public School District
2024-2025**

Step

Director of Food Service/Business Assistant

1	43,450
2	43,950
3	44,450
4	44,950
5	45,450
6	45,950
7	46,450
8	46,950
9	47,450
10	47,950
11	48,450
12	48,950
13	49,450
14	49,950
15	50,450
16	50,950
17	51,450
18	51,950
19	52,450
20	52,950
21	53,450
22	53,950
23	54,450
24	54,950
25	55,450

Based on 195 work days @ 8.5 hours per day



**Norwood Public School District
2024-2025**

Step	Business/HR Manager
1	55,000
2	55,700
3	56,400
4	57,100
5	57,800
6	58,500
7	59,200
8	59,900
9	60,600
10	61,300
11	62,000
12	62,700
13	63,400
14	64,100
15	64,800
16	65,500
17	66,200
18	66,900
19	67,600
20	68,300
21	69,000
22	69,700
23	70,400
24	71,100
25	71,800

Based on 247 work days @ 8.5 hours per day



Norwood Public School District Substitute Pay – 2024/2025

Current Colorado Teacher's License Pay \$160.00/ Day

5 year- Substitute Authorization Pay \$160.00/ Day

A 5-year substitute authorization requires a current or expired Colorado teacher's license/certificate or a current out-of-state teacher's license/certificate. During the application process, the applicant will be required to upload a copy of the teacher's license.

3 year- Substitute Authorization Pay \$ 135.00/ Day

A 3-year substitute authorization requires a bachelor's degree or higher from an accepted, regionally accredited college or university. During the application process, the applicant will be required to upload a copy of the official transcript(s), as well as mailing the original(s) to CDE.

1 year- Substitute Authorization Pay Pay \$125.00/ Day

A one-year substitute authorization requires a high school diploma or equivalent. Not all school districts in Colorado will hire an applicant who holds a one-year substitute authorization. Additionally, the applicant must have been requested by the specific school district prior to being issued the one-year authorization. Once issued, the authorization can only be used at that specific school district.

Substitute Pay will be based on .25, .50, .75 or 1 day



Norwood Public School District
2024-2025

Step Tech Director

1	\$52,994
2	\$53,694
3	\$54,394
4	\$55,094
5	\$55,794
6	\$56,494
7	\$57,194
8	\$57,894
9	\$58,594
10	\$59,294
11	\$59,994
12	\$60,694
13	\$61,394
14	\$62,094
15	\$62,794
16	\$63,494
17	\$64,194
18	\$64,894
19	\$65,594
20	\$66,294
21	\$66,994
22	\$67,694
23	\$68,394
24	\$69,094
25	\$69,794

195 Days @ 8.5 hrs



**Norwood Public School District
2024-2025**

Step	Administrative Generalist
1	\$50,600
2	\$51,200
3	\$51,800
4	\$52,400
5	\$53,000
6	\$53,600
7	\$54,200
8	\$54,800
9	\$55,400
10	\$56,000
11	\$56,600
12	\$57,200
13	\$57,800
14	\$58,400
15	\$59,000
16	\$59,600
17	\$60,200
18	\$60,800
19	\$61,400
20	\$62,000
21	\$62,600
22	\$63,200
23	\$63,800
24	\$64,400
25	\$65,000



**Norwood Public School District
2024-2025**

Step	Finance Manager
1	\$50,600
2	\$51,200
3	\$51,800
4	\$52,400
5	\$53,000
6	\$53,600
7	\$54,200
8	\$54,800
9	\$55,400
10	\$56,000
11	\$56,600
12	\$57,200
13	\$57,800
14	\$58,400
15	\$59,000
16	\$59,600
17	\$60,200
18	\$60,800
19	\$61,400
20	\$62,000
21	\$62,600
22	\$63,200
23	\$63,800
24	\$64,400
25	\$65,000



Norwood Public School District
2024-2025 SALARY SCHEDULE
COOK & KITCHEN MANAGER (Food Service- 21)

Step	<u>COOK</u>	<u>KITCHEN MANAGER</u>
1	\$ 18.18 hourly	\$10,000 annually
2	\$ 18.36 hourly	\$10,321.43 annually
3	\$ 18.55 hourly	\$10,642.86 annually
4	\$ 18.73 hourly	\$10,964.28 annually
5	\$ 18.92 hourly	\$11,285.71 annually
6	\$ 19.11 hourly	\$11,607.14 annually
7	\$ 19.30 hourly	\$11,928.57 annually
8	\$ 19.49 hourly	\$12,250.00 annually
9	\$ 19.69 hourly	\$12,571.42 annually
10	\$ 19.88 hourly	\$12,892.85 annually
11	\$ 20.08 hourly	\$13,214.28 annually
12	\$ 20.28 hourly	\$13,535.71 annually
13	\$ 20.49 hourly	\$13,857.14 annually
14	\$ 20.69 hourly	\$14,178.56 annually
15	\$ 20.90 hourly	\$14,499.99 annually
16	\$ 21.11 hourly	\$14,821.42 annually
17	\$ 21.32 hourly	\$15,142.85 annually
18	\$ 21.53 hourly	\$15,464.28 annually
19	\$ 21.75 hourly	\$15,785.70 annually
20	\$ 21.96 hourly	\$16,107.13 annually
21	\$ 22.18 hourly	\$16,428.56 annually
22	\$ 22.40 hourly	\$16,749.99 annually
23	\$ 22.63 hourly	\$17,071.42 annually
24	\$ 22.86 hourly	\$17,392.84 annually
25	\$ 23.08 hourly	\$17,714.27 annually