

**Manitou Springs School District 14
 Certified Salary Schedule
 Fiscal Year 2024-2025
 181 Day Contract**

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	PhD
1	50,233	50,986	51,751	52,527	53,315	54,115	54,927	55,751	56,587
2	50,986	51,751	52,527	53,315	54,115	54,927	55,751	56,587	57,436
3	51,751	52,527	53,315	54,115	54,927	55,751	56,587	57,436	58,298
4	52,527	53,315	54,115	54,927	55,751	56,587	57,436	58,298	59,172
5	53,315	54,115	54,927	55,751	56,587	57,436	58,298	59,172	60,060
6	54,115	54,927	55,751	56,587	57,436	58,298	59,172	60,060	60,961
7	54,927	55,751	56,587	57,436	58,298	59,172	60,060	60,961	61,875
8	55,751	56,587	57,436	58,298	59,172	60,060	60,961	61,875	62,803
9	56,587	57,436	58,298	59,172	60,060	60,961	61,875	62,803	63,745
10	57,436	58,298	59,172	60,060	60,961	61,875	62,803	63,745	64,701
11	58,298	59,172	60,060	60,961	61,875	62,803	63,745	64,701	65,672
12	59,172	60,060	60,961	61,875	62,803	63,745	64,701	65,672	66,657
13	60,060	60,961	61,875	62,803	63,745	64,701	65,672	66,657	67,657
14	60,961	61,875	62,803	63,745	64,701	65,672	66,657	67,657	68,672
15	61,875	62,803	63,745	64,701	65,672	66,657	67,657	68,672	69,702
16	62,803	63,745	64,701	65,672	66,657	67,657	68,672	69,702	70,748
17	62,803	64,701	65,672	66,657	67,657	68,672	69,702	70,748	71,809
18	62,803	65,672	66,657	67,657	68,672	69,702	70,748	71,809	72,886
19	62,803	66,657	67,657	68,672	69,702	70,748	71,809	72,886	73,979
20	62,803	67,657	68,672	69,702	70,748	71,809	72,886	73,979	75,089
21	62,803	68,672	69,702	70,748	71,809	72,886	73,979	75,089	76,215
22	62,803	68,672	69,702	70,748	72,886	73,979	75,089	76,215	77,358
23	62,803	68,672	69,702	70,748	73,979	75,089	76,215	77,358	78,518
24	62,803	68,672	69,702	70,748	75,089	76,215	77,358	78,518	79,696
25	62,803	68,672	69,702	70,748	76,215	77,358	78,518	79,696	80,891
26	62,803	68,672	69,702	70,748	77,358	78,518	79,696	80,891	82,104
27	62,803	68,672	69,702	70,748	77,358	78,518	79,696	80,891	83,336
28	62,803	68,672	69,702	70,748	77,358	78,518	79,696	80,891	84,586
29	62,803	68,672	69,702	70,748	77,358	78,518	79,696	80,891	85,855
30	62,803	68,672	69,702	70,748	77,358	78,518	79,696	80,891	87,143

- Initial salary is based on licensed experience in a PK-12 educational system.
- SSPs and positions that require more days, will receive the per diem rate for the additional days contracted.
- District nurses will receive an additional stipend from the School Nurse Workforce Grant for FY25.
- Credits for lane advancement must be graduate semester hours or courses pre-approved by district administration.
- A salary increase may be added to the salary schedule per approval of the BOE. Approved increases will be applied to each certified teacher's salary.
- Please contact Human Resources if you have any additional questions about salary placement.

Manitou Springs School District 14
Classified Employee Hourly Wage Schedule
Fiscal Year 2024-2025

	Minimum
Nutrition Services	
Sous Chef	\$ 16.50
Pantry Chef	\$ 16.00
Nutrition Services Assistant	\$ 15.50
Instructional Support	
Transition Paraprofessional	\$ 18.36
Health Tech	\$ 17.00
SPED Paraprofessional	\$ 15.50
Instructional Paraprofessional	\$ 15.50
Playground Paraprofessional	\$ 15.00
Administrative Support	
Superintendent Secretary	\$ 22.00
Accountant	\$ 22.00
Accounts Payable Specialist	\$ 22.00
School Principal Secretary	\$ 19.00
School Registrar	\$ 19.00
Athletic Director Secretary	\$ 19.00
Transportation Secretary	\$ 18.00
Facilities Secretary	\$ 18.00
Nutrition Services Secretary	\$ 18.00
Community Liason	\$ 18.00

	Minimum
Technology	
Data Specialist	\$ 20.00
Building Technician	\$ 20.00
Facilities	
HVAC Technician	\$ 23.50
Building Projects Techniciar	\$ 20.00
Grounds Technician	\$ 18.00
Building Day Tech - MSHS	\$ 17.00
Building Day Tech - MSES	\$ 17.00
Building Day Tech - MSMS	\$ 16.50
Building Day Tech - UPES	\$ 16.00
Evening Custodian	\$ 16.00
Transportation	
Mechanic	\$ 20.00
Bus Driver	\$ 19.00

- Employees may be placed at an appropriate wage dependent on market demand and/or district need.
- A wage increase may be added to the wage schedule per approval of the Board of Education.
- SPED paraprofessionals will receive an addition \$2.86/hour for time working directly with SSN students.

Manitou Springs School District 14
Administrator, Director and Professional-Technical Salary Schedule
Fiscal Year 2024-2025

	Days	Minimum	Maximum
District Level Administrators/Directors			
Executive Director of Primary/Secondary	220	\$ 112,000	\$ 142,400
Chief Financial Officer	220	\$ 112,000	\$ 142,400
Director of Human Resources	220	\$ 112,000	\$ 142,400
Director of Technology	260	\$ 80,000	\$ 113,400
Director of Transportation	260	\$ 80,000	\$ 113,400
Director of Buildings & Grounds	260	\$ 80,000	\$ 113,400
Director of Food Service	207	\$ 59,400	\$ 86,400
Director of Security	200	\$ 59,400	\$ 86,400
Wellness Coordinator	195	\$ 45,900	\$ 71,000
Building Level Administrators			
High School Principal	200	\$ 105,000	\$ 130,000
Middle School Principal	200	\$ 97,000	\$ 126,000
Elementary School Principal	200	\$ 90,000	\$ 122,000
High School Assistant Principal	200	\$ 87,500	\$ 120,000
High School Athletic Director	200	\$ 87,500	\$ 120,000
Middle School Assistant Principal	200	\$ 82,000	\$ 110,000
Elementary School Assistant Principal	200	\$ 80,000	\$ 107,000
High School Dean	190	\$ 65,000	\$ 80,000
Middle School Dean	190	\$ 65,000	\$ 80,000
Elementary School Dean	190	\$ 65,000	\$ 80,000
Professional-Technical			
Communications Specialist	260	\$ 45,000	\$ 70,000
Custodial Supervisor	260	\$ 45,000	\$ 70,000
Human Resources Specialist	260	\$ 45,000	\$ 70,000
Network Manager	260	\$ 45,000	\$ 70,000
Payroll Specialist	260	\$ 45,000	\$ 70,000

Placement within the applicable range is dependent on market demand and/or district need.

**Activities and Coaching Salary Schedule
Fiscal Year 2024-2025**

Tier 1 Sponsor Or Coach	Tier 2 Sponsor Or Coach	Tier 3 Sponsor Or Coach	Tier 4 Sponsor Or Coach	Tier 5 Sponsor Or Coach	Miscellaneous Support
Range: \$1,720 - \$3,872	Range: \$2,1960 - \$4,744	Range: \$2,030 - \$5,376	Range: \$4,320 - \$6,636	Range: \$5,190 - \$8,057	
High School Activities Forensics Instrumental Music Key Club Knowledge Bowl Vocal Music	High School Activities Major Drama (Asst) Minor Drama (Director) Musical (Asst) NHS Robotics - FTC (Head, Asst)	High School Sports Cheer - Winter (Head) Cross Country (Head) Golf - B&G (Head) Baseball (Asst) Basketball - B&G (Asst) Cheer - Fall (Asst) Football (Asst) Soccer - B&G (Asst) Swim (Asst) Track - B&G (Asst) Volleyball (Asst) Wrestling	High School Activities Major Drama (Director) Major Musical (Director) Middle School Activities Major Musical (Director)	High School Activities Student Council High School Sports HS Head Coach Baseball (Head) Basketball - B & G (Head) Cheer - Fall (Head) Football (Head) Soccer - B&G (Head) Swim (Head) Track - B&G (Head) Volleyball (Head) Wrestling (Head)	High School Activities Pep Band - \$1,000 Middle School Sports Intramural Coach - \$1,000 Certified Game Workers \$25/hour Classified Game Workers Hourly rate of employee; overtime rate will be paid if applicable. Certified Auditorium Tech \$25/hour Classified Auditorium Tech Hourly rate of employee; overtime rate will be paid if applicable.
High School Sports Golf - B&G (Asst)	High School Sports Cheer - Winter (Asst) Summer Conditioning				
Middle School Activities Builder's Club Forensics Knowledge Bowl NJHS	Middle School Sports Basketball - B&G (a,b,c) Football (Head, Asst) Soccer - B&G (a,b,c) Track (Head, Asst) Volleyball (a,b,c) Wrestling (Head, Asst)				
Middle School Sports Cross Country Golf - B&G (Head)	Middle School Activities Robotics - FRC (Head, Asst)				
Miscellaneous Concessions (per season)	Miscellaneous Dist. Auditorium Manager				

Salaries may be apportioned, shared, or split with district administration approval.