



Article X
Weld County School District RE-5J
2025-26 Certified Salary Schedule



	BA	BA+30	MA	MA+30	MA+60 EdD/PhD	
A	50,500	53,656	58,485	62,871	67,429	A
B	51,636	54,863	59,801	64,286	68,946	B
C	52,798	56,097	61,147	65,732	70,497	C
D	53,986	57,359	62,523	67,211	72,083	D
E	55,201	58,650	63,930	68,723	73,705	E
F	56,443	59,970	65,368	70,269	75,363	F
G	57,713	61,319	66,839	71,850	77,059	G
H	59,012	62,699	68,343	73,467	78,793	H
I	60,340	64,110	69,881	75,120	80,566	I
J	61,698	65,552	71,453	76,810	82,379	J
K	63,086	67,027	73,061	78,538	84,233	K
L	64,505	68,535	74,705	80,305	86,128	L
M	65,956	70,077	76,386	82,112	88,066	M
N		71,654	78,105	83,960	90,047	N
O		73,266	79,862	85,849	92,073	O
P		74,914	81,659	87,781	94,145	P
Q		76,600	83,496	89,756	96,263	Q
R		78,324	85,375	91,776	98,429	R
S		80,086	87,296	93,841	100,644	S
T				95,952	102,908	T
U				98,111	105,223	U
V				100,318	107,591	V
W				102,575	110,012	W

Hours on Schedule are Semester Hours.

Steps do not necessarily equate to Years of Experience.

Placement for new hires is based on level of education and years of experience not to exceed step letter I.

For hard-to-fill certified positions that have been filled through external contract services, the district may honor up to 15 years of experience in considering initial salary schedule placement (Step P).

Effective July 1, 2025
187 Day School Year



Article X
Weld County School District RE-5J
2025-26 Classified Hourly Salary Schedule



	Category I	Category II	Category III	Category IV	Category V	Category VI	
A	18.79	19.67	18.00	16.84	21.77	22.01	A
B	19.21	20.11	18.41	17.22	22.26	22.51	B
C	19.64	20.56	18.82	17.61	22.76	23.02	C
D	20.08	21.02	19.24	18.01	23.27	23.54	D
E	20.53	21.49	19.67	18.42	23.79	24.07	E
F	20.99	21.97	20.11	18.83	24.33	24.61	F
G	21.46	22.46	20.56	19.25	24.88	25.16	G
H	21.94	22.97	21.02	19.68	25.44	25.73	H
I	22.43	23.49	21.49	20.12	26.01	26.31	I
J	22.93	24.02	21.97	20.57	26.60	26.90	J
K	23.45	24.56	22.46	21.03	27.20	27.51	K
L	23.98	25.11	22.97	21.50	27.81	28.13	L
M	24.52	25.67	23.49	21.98	28.44	28.76	M
N	25.07	26.25	24.02	22.47	29.08	29.41	N
O	25.63	26.84	24.56	22.98	29.73	30.07	O
P	26.21	27.44	25.11	23.50	30.40	30.75	P
Q	26.80	28.06	25.67	24.03	31.08	31.44	Q
R	27.40	28.69	26.25	24.57	31.78	32.15	R
S	28.02	29.34	26.84	25.12	32.50	32.87	S
T	28.65	30.00	27.44	25.69	33.23	33.61	T

Steps do not necessarily equate to years of experience.

Experience with appropriate skills will be considered for placement within the schedule.

After level "T", only base salary increases will be provided to employees on row T.

Category I - School Secretary, Library Aide, Administrative Secretary, Secretary/Health Aide (Combined)

Category II - Non-CDL licensed Transportation Driver, Campus Monitor, C.N.A.-Paraprofessional, Grounds Technician

Category III - Health Aide, SPED Aide, SPED Paraprofessional, Custodian, Special Populations Paraprofessional

Category IV - Paraprofessional, Kindergarten Paraprofessional, Crossing Guard

Category V - CDL Licensed Transportation Driver

Category VI - Administrative Specialist, Campus Security Officer, HS Finance Secretary, Night Lead Custodian

Temporary Pay	\$14.81
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Effective July 1, 2025



Article X
Weld County School District RE-5J
2025-26 Admin/Professional/Technical Salary Schedule



	Coordinator I / Exec Admin Asst	Coordinator II / Director I	Coordinator III / Director II	Director III / Executive Director	Asst Superintendent CAO / CFO	
A	63,839	79,570	84,814	121,521	126,763	A
B	65,275	81,360	86,722	124,255	129,615	B
C	66,744	83,191	88,673	127,051	132,531	C
D	68,246	85,063	90,668	129,910	135,513	D
E	69,782	86,977	92,708	132,833	138,562	E
F	71,352	88,934	94,794	135,822	141,680	F
G	72,957	90,935	96,927	138,878	144,868	G
H	74,599	92,981	99,108	142,003	148,128	H
I	76,277	95,073	101,338	145,198	151,461	I
J	77,993	97,212	103,618	148,465	154,869	J
K	79,748	99,399	105,949	151,805	158,354	K
L	81,542	101,635	108,333	155,221	161,917	L
M	83,377	103,922	110,770	158,713	165,560	M
N	85,253	106,260	113,262	162,284	169,285	N
O	87,171	108,651	115,810	165,935	173,094	O
P	89,132	111,096	118,416	169,669	176,989	P
Q	91,137	113,596	121,080	173,487	180,971	Q
R	93,188	116,152	123,804	177,390	185,043	R
S	95,285	118,765	126,590	181,381	189,206	S
T	97,429	121,437	129,438	185,462	193,463	T

Steps do not necessarily equate to Years of Experience.

Placement in Structure for Outside Hires

Employees new to the district who are hired to fill existing openings will be placed in the structure based upon their experience and qualifications, needs of the district, the current job market situation and consideration of incumbents in the position and their equivalent qualifications.

Placement in Structure for Promotion

An employee who is promoted from a lower pay range will be placed in the appropriate job description and pay range. Such placement for pay purposes will occur effective the starting date of the new job. The salary for the position will be at least the minimum of the new pay range, and placement will be based on specific qualifications related to the new position, similar to evaluating an outside hire. Only central office personnel will determine placement salary.

Acceptance of Position in Lower Pay Range

An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the related pay range and salary range of the new position. Such placement for pay purposes will occur effective the starting date of the new job. Placement within the lower pay range will be based upon specific qualifications related to the new position, similar to evaluating an outside hire. The salary will be at least at the minimum of the lower pay range. Only central office personnel will determine placement salary.

Effective July 1, 2025



Article X
Weld County School District RE-5J
2025-26 School Administration Salary Schedule



	Elementary Asst Principal	Middle Asst Principal	High Asst Principal	Elementary Principal	Middle Principal	High Principal	
A	90,057	95,301	100,546	105,789	111,031	121,521	A
B	92,083	97,445	102,808	108,169	113,529	124,255	B
C	94,155	99,638	105,121	110,603	116,083	127,051	C
D	96,273	101,880	107,486	113,092	118,695	129,910	D
E	98,439	104,172	109,904	115,637	121,366	132,833	E
F	100,654	106,516	112,377	118,239	124,097	135,822	F
G	102,919	108,913	114,905	120,899	126,889	138,878	G
H	105,235	111,364	117,490	123,619	129,744	142,003	H
I	107,603	113,870	120,134	126,400	132,663	145,198	I
J	110,024	116,432	122,837	129,244	135,648	148,465	J
K	112,500	119,052	125,601	132,152	138,700	151,805	K
L	115,031	121,731	128,427	135,125	141,821	155,221	L
M	117,619	124,470	131,317	138,165	145,012	158,713	M
N	120,265	127,271	134,272	141,274	148,275	162,284	N
O	122,971	130,135	137,293	144,453	151,611	165,935	O
P	125,738	133,063	140,382	147,703	155,022	169,669	P
Q	128,567	136,057	143,541	151,026	158,510	173,487	Q
R	131,460	139,118	146,771	154,424	162,076	177,390	R

Steps do not necessarily equate to Years of Experience.

Placement in Structure for Outside Hires

Employees new to the district who are hired to fill existing openings will be placed in the structure based upon their experience and qualifications, needs of the district, the current job market situation and consideration of incumbents in the position and their equivalent qualifications.

Placement in Structure for Promotion

An employee who is promoted from a lower pay range will be placed in the appropriate job description and pay range. Such placement for pay purposes will occur effective the starting date of the new job. The salary for the position will be at least the minimum of the new pay range, and placement will be based on specific qualifications related to the new position, similar to evaluating an outside hire. Only central office personnel will determine placement salary.

Acceptance of Position in Lower Pay Range

An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the related pay range and salary range of the new position. Such placement for pay purposes will occur effective the starting date of the new job. Placement within the lower pay range will be based upon specific qualifications related to the new position, similar to evaluating an outside hire. The salary will be at least at the minimum of the lower pay range. Only central office personnel will determine placement salary.

High School Athletic Director will be paid a stipend of 7% of the minimum salary for the High School Principal position.
 High School Dean of Students will be paid a stipend of 5.5% of the minimum salary for the High School Asst Principal position.
 Middle School Athletic Director will be paid a stipend of 4% of the minimum salary for the Middle School Principal position.

Effective July 1, 2025



Article X
Weld County School District RE-5J
2025-26 Preschool Salary Schedule



Instructional Support	
A	31,939
B	32,658
C	33,393
D	34,144
E	34,912
F	35,698
G	36,501
H	37,322
I	38,162
J	39,021
K	39,899
L	40,797
M	41,715
N	42,654
O	43,614
P	44,595
Q	45,598
R	46,624
S	47,673
T	48,746

Steps do not necessarily equate to Years of Experience.

Effective July 1, 2025
187 Day School Year



Article XI(b)
Weld County School District RE-5J
2025-26 Athletics Salary Schedule



	I	II	III	IV	
A	6,000	2,350	3,000	1,175	A
B	6,250	2,600	3,150	1,325	B
C	6,500	2,850	3,300	1,475	C
D	6,750	3,100	3,450	1,625	D
E	7,000	3,350	3,600	1,775	E
F	7,250	3,600	3,750	1,925	F
G	7,500	3,850	3,900	2,075	G
H	7,750	4,100	4,050	2,225	H
I	8,000	4,350	4,200	2,375	I
J	8,250	4,600	4,350	2,525	J
K		4,850	4,500	2,675	K
L		5,100	4,650	2,825	L
M		5,350	4,800	2,975	M
N		5,600	4,950	3,125	N
O		5,850	5,100	3,275	O

High School

Column I - Head Coaches, Semester 1 Head Cheer/Dance Coaches

Column II - Asst Coaches, Semester 1 Asst Cheer/Dance Coaches

Column III - Semester 2 Head Cheer/Dance Coaches

Column IV - Semester 2 Asst Cheer/Dance Coaches

Middle School

Column III - Head Coaches

Column IV - Asst Coaches

Maximum initial placement is Step E.

When a school athletic team advances to the state tournament the head coach will be compensated at \$200 per week and the assistant coach will be compensated at \$100 per week.

Effective July 1, 2025



Article XI(a)
Weld County School District RE-5J
2025-26 Extra Duty Salary Schedule



	I	II	III	IV	V	VI	
A	884	1,263	2,020	2,399	3,156	3,914	A
B	948	1,355	2,166	2,573	3,385	4,198	B
C	1,017	1,453	2,323	2,760	3,630	4,502	C
D	1,091	1,558	2,491	2,960	3,893	4,828	D
E	1,170	1,671	2,672	3,175	4,175	5,178	E
F	1,255	1,792	2,866	3,405	4,478	5,553	F
G	1,346	1,922	3,074	3,652	4,803	5,956	G
H	1,444	2,061	3,297	3,917	5,151	6,388	H
I	1,549	2,210	3,536	4,201	5,524	6,851	I
J	1,661	2,370	3,792	4,506	5,924	7,348	J
K	1,781	2,542	4,067	4,833	6,353	7,881	K
L	1,910	2,726	4,362	5,183	6,814	8,452	L
M	2,048	2,924	4,678	5,559	7,308	9,065	M
N	2,196	3,136	5,017	5,962	7,838	9,722	N
O	2,355	3,363	5,381	6,394	8,406	10,427	O

High School

Column I - NHS, Asst Robotics

Column III - Marching Band Assistant, Marching Band Percussion, Color Guard, GT Coach, Yearbook, Interact Club, Concessions Sponsor, CTSOs, Catering

Column IV - Vocal Director, Student Council, Robotics, Speech & Debate

Column V - Theatre Director, Game Manager

Column VI - Instrumental Director

Middle School

Column I - Student Council, Yearbook, Web Leaders, NJHS

Column II - Drama Director

Column III - GT Coach, CTSOs

Column IV - Instrumental Director, Vocal Director

Elementary School

Column I - Student Council, Yearbook, Art Show

Column III - Music Director, GT Coach

Effective July 1, 2025



Weld County School District RE-5J Certified Substitute Pay Rates



Tier	Pay Rate
Daily Substitute Teacher	\$150/Day
Long-Term Assignment * - Assignments lasting longer than 10 days - Requires a 3 or 5 year CDE Substitute Authorization or Teaching License.	\$200/Day

Certified Substitute pay is \$150 per day (more than 4 hours) and \$75 for half day (more than 2 hours and less than 4 hours). A long-term substitute assignment is a substitute who has been assigned to work at one location in one specific job or for one employee. A Substitute with a 3 or 5 year substitute authorization or Teaching License will be paid \$200 a day through the end of the long term assignment. If an exception has been made by Human Resources a substitute with a 1 year substitute authorization who accepts a long term assignment will be paid \$150 per day through the end of the assignment.

* Requirements for Long-Term Certified Substitute Assignment

In order to be highly-qualified, you must possess a Colorado Professional License, Initial license, or 3- or 5-year Substitute Authorization. 1 year substitute authorization holders will not be eligible to accept long-term jobs. Any deviation from this requires prior approval from the Superintendent/Human Resources.

Classified Substitutes			
Temporary Pay	\$14.81	Secretary/Library Aide	\$14.81
Paraprofessional	\$14.81	SPED Paraprofessional	\$18.00
Custodian	\$18.00		

Effective July 1, 2025