

Mesa County Valley School District 51

Teacher/Counselor/Psychologist Salary Schedule

2025-26

Annual Salaries based on 188-day calendar

Step	Educational Lane								
	1	2	3	4	5	6	7	8	9
	BA	BA+15	BA+30	BA+45 MA	MA+15	MA+30	MA+45	MA+60	MA+75 EDS/DOC
0	50,015	51,513	53,011	54,509	55,847	57,184	58,522	60,180	61,946
1	51,116	52,647	54,177	55,708	57,076	58,442	59,810	61,505	63,309
2	52,241	53,805	55,369	56,935	58,331	59,728	61,125	62,857	64,702
3	53,390	54,988	56,588	58,187	59,614	61,042	62,470	64,241	66,125
4	54,565	56,199	57,832	59,467	60,926	62,385	63,845	65,654	67,580
5	55,764	57,434	59,105	60,775	62,267	63,758	65,249	67,098	69,066
6	56,991	58,698	60,406	62,112	63,636	65,160	66,685	68,574	70,586
7	58,245	59,990	61,734	63,479	65,037	66,594	68,152	70,083	72,138
8	59,526	61,310	63,093	64,875	66,467	68,058	69,651	71,625	73,726
9	60,836	62,658	64,480	66,303	67,929	69,556	71,183	73,201	75,348
10	62,174	64,036	65,899	67,761	69,424	71,087	72,749	74,811	77,006
11	63,542	65,445	67,349	69,251	70,951	72,651	74,350	76,457	78,700
12	63,542	65,445	68,830	70,775	72,512	74,248	75,985	78,139	80,431
13	63,542	65,445	70,345	72,332	74,107	75,882	77,657	79,857	82,201
14	63,542	65,445	71,892	73,924	75,738	77,551	79,365	81,614	84,009
15	63,542	65,445	73,474	75,551	77,404	79,258	81,111	83,410	85,857
16				77,212	79,107	81,001	82,896	85,245	87,746
17				78,910	80,847	82,784	84,719	87,120	89,677
18				80,647	82,625	84,605	86,583	89,037	91,649
19				82,421	84,443	86,466	88,488	90,996	93,666
20				84,235	86,301	88,368	90,435	92,998	95,726
21				86,088	88,200	90,312	92,426	95,044	97,832
22					88,200	92,299	94,457	97,135	99,984
23					88,200	92,299	96,536	99,271	102,184
24					88,200	92,299	96,536	101,455	104,432

SALARY SCHEDULE ADDENDUM - 2025-26

WORK YEAR - The standard teacher work year is one hundred and eighty-eight (188) days.

EXTENDED CONTRACTS - Salary for a Covered Employee who is contracted for additional days not included within the standard teacher work year shall be determined by multiplying the Covered Employee's per diem rate of pay by the number of actual contracted days.

INITIAL SALARY PLACEMENT FOR NEWLY HIRED COVERED EMPLOYEES BEGINNING THE 2023-24 SCHOOL YEAR

1. Vertical Step Placement for Experience - At the time of hire, Covered Employees will be placed on the appropriate step based on verified years of experience up to the maximum allowed. A Covered Employee who taught/served under contract for the entire second semester of a school year will be credited with one (1) experience year as outlined below.
 - a. Teaching experience - A maximum of fifteen (15) years' experience will be granted for prior contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district.
 - b. Career Center Vocational Teacher experience - trade experience required for vocational teachers may be credited in lieu of prior teaching experience. A maximum of fifteen (15) years' experience will be granted for prior trade experience or contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district.
 - c. Counseling experience - A maximum of fifteen (15) years' experience will be granted for prior contracted K-12 school experience if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district.
 - d. School Psychologist experience – A maximum of fifteen (15) years' experience will be granted for prior applicable licensed experience in the professional areas which directly relate to the School Psychologist job assignment if obtained within the past twenty (20) years immediately preceding the start date as a Covered Employee with the district. Prior experience considered can include intake, treatment, supervision of School Psychologists, and consultation in institutions such as mental health centers, psychiatric clinics, social service agencies, hospitals, juvenile probation agencies, and adoption agencies.
2. Horizontal Educational Lane Placement for Education
 - a. Upon hire, the District shall grant credit for horizontal educational lane placement based on earned undergraduate or graduate credit obtained from a regionally accredited college or university as recorded on original, official transcripts. The Covered Employee has up to ninety (90) days following the Covered Employee's start date to provide the District official transcripts to support further educational lane placement. Final approved salary placement shall be retroactive to the Covered Employee's start date.
 - b. At least 10 of the required 15 credits per educational lane must be made up of graduate credits.
 - c. In the event transcripts list quarter hour credits, they shall be converted to semester hour credits. One (1) quarter hour credit is equal to two thirds (2/3) of one semester hour credit.
 - d. In the instance of a double bachelor's/master's degree, additional credit recognition will be made if the two degrees were conferred at separate times. Dual degrees with the same conferment date will reflect a single degree with no further credits.
 - e. Juris doctorate degrees will be placed in the PhD column only when accompanied by a conferred master's degree.
 - f. Although master's programs may have varying degrees of credit hours as offered by their specific university, master's degree attainment will be accounted for in the same manner.
 - g. Career Center Vocational Teachers Initial Educational Lane Placement - All teachers hired as vocational teachers at the Career Center who hold a maximum of an associate's degree will be placed on the bachelor's lane in accordance with placement procedures in section D.1.b. Above.
 - h. School Psychologists Initial Lane Placement - All School Psychologists who are hired as a School Psychologist will be placed on Educational Lane 9 MA+75, EDS/DOC in accordance with placement procedures in section D.1.d above.

ANNUAL STEP AND EDUCATIONAL LANE SALARY ADVANCEMENT

1. Annual Vertical Step Movement: This section, Exhibit A, E., 1, is suspended for the 2025-26 school year. A vertical step movement down the salary schedule, if available, is earned annually, after having worked the entire second semester, excluding those who are on the District Support Plan or Disciplinary Phase of the Covered Employee Improvement Plan. It is applied at the beginning of the next school year (August 1). Covered Employees do not need to request a step increase, it is processed automatically by the Human Resources Department as negotiated.
2. Horizontal Educational Lane Advancement: A horizontal educational lane advancement is earned by achieving higher education, completing college coursework and/or professional learning.
 - a. Applications for educational lane advancement submitted to take effect beginning in the 2025-26 school year and thereafter, a Covered Employee may move a maximum of two (2) educational lanes per year. If the Covered Employee

SALARY SCHEDULE ADDENDUM - 2025-26

is submitting an Educational Lane Advancement due to earning an advanced degree (Master's Degree, EDS or Ed.D/PhD) this requirement will be waived. Covered Employees submitting an educational lane advancement request to take effect for the 2024-25 school year will have no constraints on the number of lanes moved.

- b. Coursework shall be at the discretion of the Covered Employee, but must be aligned to the Covered Employee's professional practice. If it is determined that the learning does not align, it will be taken to the Professional Council for review. The Superintendent or designee, in consultation with the MVEA President, will make the final determination.
- c. The District recognizes additional preparation and training beyond the bachelor's degree in semester hour credits as set forth in the educational lane structure. In the event transcripts list quarter hour credits, they shall be converted to semester hour credits. One (1) quarter hour credit is equal to two thirds (2/3) of one semester hour credit.
- d. Credits used to obtain a master's degree may be used to advance on the salary schedule until the completion of the master's degree. Only those college credits, graduate or undergraduate, earned following the award of the master's degree may be applied toward the next horizontal educational lane advancement.
- e. Although master's programs may have varying degrees of credit hours as offered by their specific university, master's degree attainment will be accounted for in the same manner.
- f. Only Professional Learning Credits earned since the last Educational Lane Advancement on the salary schedule shall be applied towards the next Educational Lane Advancement.
- g. For each horizontal educational lane advancement, a Covered Employee must have a combined minimum of 15 semester credits comprised of:
 - i. Regionally accredited college or university graduate courses (at least 10 of the 15 required credits must be from graduate courses);
 - ii. Regionally accredited college or university undergraduate courses;
 - iii. Pre-Approved In-District Professional Learning - professional learning credits must be pre-approved by the Superintendent or designee and all requirements set forth by the Professional Learning Credit Advisory Board (PLCAB) must be met. If prior approval is not obtained, Professional Learning Credits will not be considered for horizontal educational lane advancement. Each course is limited to 1 Professional Learning Credit (15 clock hours = 1 semester hour credit)
 1. D51 Professional Learning Course - Up to 25% of work may occur during contracted hours.
 2. D51 Embedded Professional Learning Course - Up to 50% of work may occur during contracted hours. Embedded professional learning courses require artifacts.
 3. D51 Content Area and Curriculum Design Teams - Under the guidance of the Executive Director of Teaching and Learning, Content Area and Curriculum teams may be formed with up to 150 total participants per school year. Instructional Resource Selection Teams (IRST) do not qualify for professional learning credit. Up to 50% of work may occur during contracted hours. The number of participants will be reviewed annually by the Professional Learning Credit Advisory Board (PLCAB) and adjusted based on curricular needs.
 - iv. Pre-Approved Out-of-District Professional Learning - professional learning credits must be pre-approved by the Superintendent or designee and all requirements set forth by the Professional Learning Credit Advisory Board (PLCAB) and must be met. If prior approval is not obtained, Professional Learning Credits will not be considered for horizontal educational lane advancement.
 1. Out-of-district conferences, content area specific sessions, and workshops. A list of pre-approved out-of-district professional learning will be reviewed annually by Professional Learning Credit Advisory Board (PLCAB) and made available on the District website. In the event an out-of-district offering is not identified on the pre-approved list see process for course approval on District website.
- h. Career Center Vocational Teachers Horizontal Educational Lane Advancement - Career Center vocational teachers must complete a minimum of fifteen (15) hours of education/vocational education courses for each horizontal educational lane advancement. Credits and/or professional learning outlined in Exhibit A Section E.2.g may be used for 100% of horizontal educational lane advancement. Vocational teachers with a maximum of an associate's degree may not advance past educational lane 4 without a master's degree and may only advance one educational lane per school year.
- i. Horizontal Educational Lane Advancement Application Procedure
 - i. Covered Employees must submit the Educational Lane Advancement Application, official college and/or D51 transcripts to Human Resources no later than the last working day in September of the work year in which the change is to be effective. Coursework not submitted by the last working day of September will not be considered until the following school year.
 - ii. Courses must be completed and/or degree must be conferred prior to August 31 of the year in which they are seeking an horizontal educational lane advancement.
 - iii. Once approved, payment of the approved horizontal educational lane advancement will be retroactive back to the first contracted day of the employee's current assignment.

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ADDITIONAL AVAILABLE STIPENDS

1. National Board:
 - a. Covered Employees who receive a National Board Certification from the National Board for Professional Teaching Standards, National Certified School Counselor Certification from the National Board for Certified Counselors, or a Nationally Certified School Psychologist Certification from the National Association of School Psychologists will receive an additional yearly stipend equivalent to five percent (5%) of educational lane 1, step 0. Covered Employees will receive the additional stipend as long as they continue to hold the National Board Certification.

ADDITIONAL PAY DETAILS & BENEFITS

1. Salary will be paid in twelve (12) monthly payments; the pay date will be the last business day of the month for work performed during that month.
2. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
3. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.
4. Day leave will be awarded as per the negotiated agreement Section 9.
5. Benefits - Depending on their position, Covered Employees may be eligible for one (1) or all of the following benefits: P.E.R.A., health insurance, dental insurance, life insurance, vision insurance, workmen's compensation, and various leaves. The Human Resources Department will inform Covered Employees of specific benefits when they are hired.
6. District and employee share of health insurance premiums for the 2026 plan year are as follows (full-time benefit eligibility):

	Current Monthly Premium	2026 Monthly Premium	Increase to District Share	Increase to Employee Share
Employee Only	739.00	870.54	131.54	0.00
Employee + Child(ren)	1,222.70	1,440.34	152.35	65.29
Employee + Spouse	1,477.99	1,741.07	157.85	105.23
Employee + Family	1,921.39	2,263.40	284.27	57.74

ONE-TIME COMPENSATION ADJUSTMENT IN LIEU OF COST-OF-LIVING ADJUSTMENT (COLA) 2025-26 SCHOOL YEAR

1. Eligible Covered Employees will be issued a one-time, non-recurring compensation adjustment for fiscal year 2025–2026. This adjustment, which replaces a cost-of-living increase (COLA), recognizes the continued contributions of staff amid budgetary constraints and supports the stability of educational and operational programs districtwide. This is a one-time, non-recurring compensation adjustment that is not considered PERA-includable and does not establish precedent for future pay increases.
2. Eligibility Criteria - Covered Employees must meet all of the following criteria:
 - a. December 2025 Payment: Employed in a regularly assigned full-time or part-time capacity as of December 13, 2025, with continuous service beginning no later than August 18, 2025.
 - b. May 2026 Payment: Employed in a full-time or part-time capacity as of May 9, 2026, with continuous service beginning no later than January 20, 2026.
 - c. Not on an unpaid leave of absence at the time of payment.
3. Compensation Adjustment Details - Amount and Schedule
 - a. The single-year compensation adjustment equals a total of 2.3% of the Covered Employee's base annual salary with a maximum payment of \$3,000 per employee for the year.
 - b. This amount will be distributed in two equal installments:
 - i. 1.15% of the Covered Employee's base annual salary (\$1,500 max) based on position(s) held as of December 13, 2025, to be paid in the December 2025 payroll,
 - ii. 1.15% of the Covered Employee's base annual salary (\$1,500 max) based on position(s) held as of May 9, 2026, to be paid in the May 2026 payroll.

RESTORATIVE LANGUAGE

1. It is our joint intent to restore the suspended 2025–2026 step if, and when, additional recurring General Fund dollars become available. The step restoration for the 2025–2026 salary schedule is independent of any future step increases. According to Letter of Agreement #34, if revenues increase or decrease due to changes in enrollment, Per Pupil Revenue or state funding, the District will consult with the Association via Professional Council.