

Garfield 16

2025-26 Salary Schedules

Garfield County School District No. 16
Certified Salary Schedule
Effective 2025-26 School Year

	BA	BA + 9	BA + 18	BA + 30	MA	MA + 9	MA + 18	MA + 30	MA + 40
A	45,000	46,125	47,278	48,460	53,306	54,639	56,005	57,405	58,840
B	45,675	46,817	47,987	49,187	54,106	55,459	56,845	58,266	59,723
C	46,360	47,519	48,707	49,925	54,917	56,290	57,698	59,140	60,619
D	47,056	48,232	49,438	50,674	55,741	57,135	58,563	60,027	61,528
E	47,762	48,956	50,179	51,434	56,577	57,992	59,442	60,928	62,451
F	48,478	49,690	50,932	52,205	57,426	58,862	60,333	61,842	63,388
G	49,205	50,435	51,696	52,989	58,287	59,745	61,238	62,769	64,338
H	49,943	51,192	52,472	53,783	59,162	60,641	62,157	63,711	65,303
I	50,692	51,960	53,259	54,590	60,049	61,550	63,089	64,666	66,283
J	51,453	52,739	54,058	55,409	60,950	62,474	64,035	65,636	67,277
K	52,225	53,530	54,868	56,240	61,864	63,411	64,996	66,621	68,286
L	53,008	54,333	55,691	57,084	62,792	64,362	65,971	67,620	69,311
M	53,803	55,148	56,527	57,940	63,734	65,327	66,960	68,635	70,350
N	54,610	55,975	57,375	58,809	64,690	66,307	67,965	69,664	71,406
O	55,429	56,815	58,235	59,691	65,660	67,302	68,984	70,709	72,477
P	56,261	57,667	59,109	60,587	66,645	68,311	70,019	71,770	73,564
Q	57,105	58,532	59,995	61,495	67,645	69,336	71,069	72,846	74,667
R	57,961	59,410	60,895	62,418	68,660	70,376	72,135	73,939	75,787
S	58,831	60,301	61,809	63,354	69,689	71,432	73,218	75,048	76,924
T	59,713	61,206	62,736	64,304	70,735	72,503	74,316	76,174	78,078
U	60,609	62,124	63,677	65,269	71,796	73,591	75,431	77,316	79,249
V	61,518	63,056	64,632	66,248	72,873	74,695	76,562	78,476	80,438
W	62,441	64,002	65,602	67,242	73,966	75,815	77,710	79,653	81,644
X	63,377	64,962	66,586	68,250	75,075	76,952	78,876	80,848	82,869
Y	64,328	65,936	67,584	69,274	76,201	78,107	80,059	82,061	84,112
Z	65,293	66,925	68,598	70,313	77,345	79,278	81,260	83,292	85,374
AA	66,272	67,929	69,627	71,368	78,505	80,467	82,479	84,541	86,654
BB	67,266	68,948	70,672	72,438	79,682	81,674	83,716	85,809	87,954
CC	68,275	69,982	71,732	73,525	80,877	82,899	84,972	87,096	89,274

* Teachers will receive 1.5% increase each year over 25 years of service based on the current salary

* For the 2025-26 school year, each teacher will receive his/her annual salary based on the board-approved salary schedule with adjustments

Garfield County School District No. 16
Counselor Salary Schedule
Effective 2025-26 School Year

	BA	BA + 9	BA + 18	BA + 30	MA	MA + 9	MA + 18	MA + 30	MA + 40
A	47,143	48,322	49,530	50,768	55,845	57,241	58,672	60,139	61,642
B	47,850	49,046	50,273	51,529	56,682	58,099	59,552	61,041	62,567
C	48,568	49,782	51,027	52,302	57,533	58,971	60,445	61,956	63,505
D	49,296	50,529	51,792	53,087	58,396	59,855	61,352	62,886	64,458
E	50,036	51,287	52,569	53,883	59,272	60,753	62,272	63,829	65,425
F	50,786	52,056	53,358	54,691	60,161	61,665	63,206	64,786	66,406
G	51,548	52,837	54,158	55,512	61,063	62,590	64,154	65,758	67,402
H	52,321	53,629	54,970	56,344	61,979	63,528	65,117	66,745	68,413
I	53,106	54,434	55,795	57,190	62,909	64,481	66,093	67,746	69,439
J	53,903	55,250	56,632	58,048	63,852	65,449	67,085	68,762	70,481
K	54,711	56,079	57,481	58,918	64,810	66,430	68,091	69,793	71,538
L	55,532	56,920	58,343	59,802	65,782	67,427	69,112	70,840	72,611
M	56,365	57,774	59,219	60,699	66,769	68,438	70,149	71,903	73,700
N	57,211	58,641	60,107	61,610	67,770	69,465	71,201	72,981	74,806
O	58,069	59,520	61,008	62,534	68,787	70,507	72,269	74,076	75,928
P	58,940	60,413	61,924	63,472	69,819	71,564	73,353	75,187	77,067
Q	59,824	61,319	62,852	64,424	70,866	72,638	74,454	76,315	78,223
R	60,721	62,239	63,795	65,390	71,929	73,727	75,570	77,460	79,396
S	61,632	63,173	64,752	66,371	73,008	74,833	76,704	78,622	80,587
T	62,556	64,120	65,723	67,366	74,103	75,956	77,855	79,801	81,796
U	63,495	65,082	66,709	68,377	75,215	77,095	79,022	80,998	83,023
V	64,447	66,058	67,710	69,403	76,343	78,251	80,208	82,213	84,268
W	65,414	67,049	68,726	70,444	77,488	79,425	81,411	83,446	85,532
X	66,395	68,055	69,756	71,500	78,650	80,617	82,632	84,698	86,815
Y	67,391	69,076	70,803	72,573	79,830	81,826	83,872	85,968	88,118
Z	68,402	70,112	71,865	73,661	81,028	83,053	85,130	87,258	89,439

Garfield County School District No. 16
Floating Sub Salary Schedule
Effective 2025-26 School Year

	BA	BA + 9	BA + 18	BA + 30	MA	MA + 9	MA + 18	MA + 30	MA + 40
A	33,750	34,594	35,459	36,345	39,980	40,979	42,004	43,054	44,130
B	34,256	35,113	35,991	36,890	40,579	41,594	42,634	43,700	44,792
C	34,770	35,639	36,530	37,444	41,188	42,218	43,273	44,355	45,464
D	35,292	36,174	37,078	38,005	41,806	42,851	43,922	45,020	46,146
E	35,821	36,717	37,635	38,575	42,433	43,494	44,581	45,696	46,838
F	36,358	37,267	38,199	39,154	43,070	44,146	45,250	46,381	47,541
G	36,904	37,826	38,772	39,741	43,716	44,808	45,929	47,077	48,254
H	37,457	38,394	39,354	40,338	44,371	45,481	46,618	47,783	48,978
I	38,019	38,970	39,944	40,943	45,037	46,163	47,317	48,500	49,712
J	38,590	39,554	40,543	41,557	45,712	46,855	48,027	49,227	50,458
K	39,168	40,148	41,151	42,180	46,398	47,558	48,747	49,966	51,215
L	39,756	40,750	41,769	42,813	47,094	48,271	49,478	50,715	51,983
M	40,352	41,361	42,395	43,455	47,800	48,995	50,220	51,476	52,763
N	40,958	41,981	43,031	44,107	48,517	49,730	50,974	52,248	53,554
O	41,572	42,611	43,676	44,768	49,245	50,476	51,738	53,032	54,358
P	42,195	43,250	44,332	45,440	49,984	51,234	52,514	53,827	55,173
Q	42,828	43,899	44,997	46,122	50,734	52,002	53,302	54,635	56,000
R	43,471	44,558	45,672	46,813	51,495	52,782	54,102	55,454	56,841
S	44,123	45,226	46,357	47,516	52,267	53,574	54,913	56,286	57,693
T	44,785	45,904	47,052	48,228	53,051	54,377	55,737	57,130	58,559
U	45,457	46,593	47,758	48,952	53,847	55,193	56,573	57,987	59,437
V	46,138	47,292	48,474	49,686	54,655	56,021	57,421	58,857	60,328
W	46,830	48,001	49,201	50,431	55,474	56,861	58,283	59,740	61,233
X	47,533	48,721	49,939	51,188	56,307	57,714	59,157	60,636	62,152
Y	48,246	49,452	50,688	51,956	57,151	58,580	60,044	61,546	63,084
Z	48,970	50,194	51,449	52,735	58,008	59,459	60,945	62,469	64,030
AA	49,704	50,947	52,220	53,526	58,879	60,350	61,859	63,406	64,991
BB	50,450	51,711	53,004	54,329	59,762	61,256	62,787	64,357	65,966
CC	51,206	52,487	53,799	55,144	60,658	62,175	63,729	65,322	66,955

Garfield County School District No. 16

Teacher of Record

Effective 2025-26 School Year

	BA	BA + 9	BA + 18	BA + 30	MA	MA + 9	MA + 18	MA + 30	MA + 40
A	45,000	46,471	47,278	48,460	53,306	54,639	56,005	57,405	58,840
B	45,338	46,819	47,633	48,824	53,706	55,049	56,425	57,836	59,281
C	45,678	47,171	47,990	49,190	54,109	55,462	56,848	58,269	59,726
D	46,020	47,524	48,350	49,559	54,515	55,878	57,275	58,706	60,174
E	46,365	47,881	48,713	49,931	54,924	56,297	57,704	59,147	60,625
F	46,713	48,240	49,078	50,305	55,335	56,719	58,137	59,590	61,080
G	47,064	48,602	49,446	50,682	55,751	57,144	58,573	60,037	61,538
H	47,417	48,966	49,817	51,062	56,169	57,573	59,012	60,487	62,000
I	47,772	49,333	50,191	51,445	56,590	58,005	59,455	60,941	62,465
J	48,130	49,703	50,567	51,831	57,014	58,440	59,901	61,398	62,933
K	48,491	50,076	50,946	52,220	57,442	58,878	60,350	61,859	63,405
L	48,855	50,452	51,328	52,612	57,873	59,320	60,803	62,323	63,881
M	49,221	50,830	51,713	53,006	58,307	59,764	61,259	62,790	64,360
N	49,591	51,211	52,101	53,404	58,744	60,213	61,718	63,261	64,842
O	49,963	51,596	52,492	53,804	59,185	60,664	62,181	63,735	65,329
P	50,337	51,983	52,886	54,208	59,629	61,119	62,647	64,213	65,819
Q	50,715	52,372	53,282	54,614	60,076	61,578	63,117	64,695	66,312
R	51,095	52,765	53,682	55,024	60,526	62,039	63,590	65,180	66,810
S	51,478	53,161	54,085	55,437	60,980	62,505	64,067	65,669	67,311
T	51,865	53,560	54,490	55,852	61,438	62,974	64,548	66,162	67,816
U	52,253	53,961	54,899	56,271	61,898	63,446	65,032	66,658	68,324
V	52,645	54,366	55,311	56,693	62,363	63,922	65,520	67,158	68,837
W	53,040	54,774	55,725	57,119	62,830	64,401	66,011	67,661	69,353
X	53,438	55,185	56,143	57,547	63,302	64,884	66,506	68,169	69,873
Y	53,839	55,598	56,564	57,979	63,776	65,371	67,005	68,680	70,397
Z	54,243	56,015	56,989	58,413	64,255	65,861	67,508	69,195	70,925
AA	54,649	56,436	57,416	58,851	64,737	66,355	68,014	69,714	71,457
BB	55,059	56,859	57,847	59,293	65,222	66,853	68,524	70,237	71,993
CC	55,472	57,285	58,281	59,738	65,711	67,354	69,038	70,764	72,533

Garfield County School District No. 16
188 Day Salary Schedule
Effective 2025-26 School Year

	BA	BA + 9	BA + 18	BA + 30	MA	MA + 9	MA + 18	MA + 30	MA + 40
A	50,357	51,616	52,907	54,229	59,652	61,144	62,672	64,239	65,845
B	51,113	52,391	53,700	55,043	60,547	62,061	63,612	65,203	66,833
C	51,879	53,176	54,506	55,868	61,455	62,992	64,566	66,181	67,835
D	52,658	53,974	55,323	56,706	62,377	63,937	65,535	67,173	68,853
E	53,447	54,784	56,153	57,557	63,313	64,896	66,518	68,181	69,885
F	54,249	55,605	56,996	58,420	64,262	65,869	67,516	69,204	70,934
G	55,063	56,439	57,850	59,297	65,226	66,857	68,528	70,242	71,998
H	55,889	57,286	58,718	60,186	66,205	67,860	69,556	71,295	73,078
I	56,727	58,145	59,599	61,089	67,198	68,878	70,600	72,365	74,174
J	57,578	59,018	60,493	62,005	68,206	69,911	71,659	73,450	75,286
K	58,442	59,903	61,400	62,935	69,229	70,960	72,734	74,552	76,416
L	59,318	60,801	62,321	63,879	70,267	72,024	73,825	75,670	77,562
M	60,208	61,713	63,256	64,838	71,321	73,104	74,932	76,805	78,725
N	61,111	62,639	64,205	65,810	72,391	74,201	76,056	77,957	79,906
O	62,028	63,579	65,168	66,797	73,477	75,314	77,197	79,127	81,105
P	62,958	64,532	66,146	67,799	74,579	76,444	78,355	80,314	82,321
Q	63,903	65,500	67,138	68,816	75,698	77,590	79,530	81,518	83,556
R	64,861	66,483	68,145	69,848	76,833	78,754	80,723	82,741	84,810
S	65,834	67,480	69,167	70,896	77,986	79,935	81,934	83,982	86,082
T	66,822	68,492	70,205	71,960	79,156	81,135	83,163	85,242	87,373
U	67,824	69,520	71,258	73,039	80,343	82,352	84,410	86,521	88,684
V	68,841	70,562	72,326	74,135	81,548	83,587	85,676	87,818	90,014
W	69,874	71,621	73,411	75,247	82,771	84,841	86,962	89,136	91,364
X	70,922	72,695	74,513	76,375	84,013	86,113	88,266	90,473	92,735
Y	71,986	73,786	75,630	77,521	85,273	87,405	89,590	91,830	94,126
Z	73,066	74,892	76,765	78,684	86,552	88,716	90,934	93,207	95,537
AA	74,162	76,016	77,916	79,864	87,850	90,047	92,298	94,605	96,970
BB	75,274	77,156	79,085	81,062	89,168	91,397	93,682	96,024	98,425
CC	76,403	78,313	80,271	82,278	90,506	92,768	95,088	97,465	99,901

Garfield County School District No. 16
Professional, Technical and Administrative Salary Schedule
Effective 2025-26 School Year

Position	<i>Minimum</i>	<i>Maximum</i>
Assistant Superintendent	\$ 115,180	\$ 187,743
Chief Financial Officer	\$ 97,266	\$ 158,543
Director of Food Services	\$ 66,455	\$ 116,296
Director of Maintenance	\$ 64,825	\$ 113,444
Chief Operations Officer	\$ 97,266	\$ 158,543
District Wide Nurse Coordinator	\$ 48,175	\$ 84,289
IT Systems Administrator	\$ 72,151	\$ 126,264
Outdoor Education Coordinator	\$ 47,609	\$ 83,316
Public Information & Grants Coordinator	\$ 74,970	\$ 131,208
School Based Family Resource Coordinator	\$ 65,542	\$ 114,699
Director of Transportation	\$ 64,825	\$ 113,444
Elementary Assistant Principal	\$ 77,697	\$ 133,639
Elementary Principal	\$ 91,776	\$ 157,855
Middle School Assistant Principal	\$ 86,460	\$ 148,712
Middle School Principal	\$ 97,000	\$ 166,840
High School Assistant Principal	\$ 88,272	\$ 151,829
District Athletic & Activities Director	\$ 88,272	\$ 151,829
High School Principal	\$ 100,532	\$ 172,915

Garfield County School District No. 16 Support Staff Hourly Salary Schedule Effective 2025-26 School Year			
	JOB	Minimum	Maximum
FOOD	Kitchen Manager	\$ 18.86	\$ 33.00
	Lead Cook/Kitchen Supervisor	\$ 16.71	\$ 29.23
	Part Time Cook/Server/Cashier	\$ 15.75	\$ 27.56
PARA PROFESSIONAL	Paraprofessional	\$ 16.00	\$ 28.00
	Preschool Teacher	\$ 18.87	\$ 33.02
FACILITIES MAINTENANCE	Custodian - Level 1	\$ 17.05	\$ 29.85
	Custodian - Level 2	\$ 17.92	\$ 31.37
	Custodian - Level 3	\$ 18.27	\$ 31.97
	Custodian - Level 4	\$ 18.77	\$ 32.85
	Lead Maintenance	\$ 22.95	\$ 40.17
	Maintenance	\$ 20.71	\$ 36.24
	Summer Help	\$ 15.75	\$ 27.56
PROFESSIONAL/ TECHNICAL	Accounts Payable Accountant	\$ 22.55	\$ 39.48
	Attendance Secretary/Health Specialist	\$ 21.26	\$ 37.22
	Building Administrative Assistant	\$ 21.66	\$ 37.92
	Building Administrative Assistant- Admin	\$ 21.66	\$ 37.92
	Executive Assistant to Superintendent & BOE	\$ 24.42	\$ 42.74
	Nurse Assistant/ Athletic Trainer	\$ 26.78	\$ 46.86
	Operations Secretary	\$ 22.10	\$ 38.68
	Payroll Specialist/Human Resources	\$ 22.85	\$ 39.97
	Technology Support	\$ 24.28	\$ 42.49
TRANSPORTATION	Bus Driver	\$ 22.34	\$ 39.10
	Bus Monitor	\$ 18.38	\$ 29.40

Garfield County School District No. 16 Activity Salary Schedule Effective 2025-26 School Year

HIGH SCHOOL			
STEP	Head Coach	Assistant Coach	Assistant Coach
1	\$ 4,500	\$ 3,150	\$ 2,700
2	\$ 4,635	\$ 3,245	\$ 2,781
3	\$ 4,770	\$ 3,339	\$ 2,862
4	\$ 4,905	\$ 3,434	\$ 2,943
5	\$ 5,040	\$ 3,528	\$ 3,024
6	\$ 5,175	\$ 3,623	\$ 3,105
7	\$ 5,310	\$ 3,717	\$ 3,186
8	\$ 5,445	\$ 3,812	\$ 3,267
9	\$ 5,580	\$ 3,906	\$ 3,348
10	\$ 5,715	\$ 4,001	\$ 3,429
11	\$ 5,850	\$ 4,095	\$ 3,510

MIDDLE SCHOOL		
STEP	Head Coach	Assistant Coach
1	\$ 1,800	\$ 1,125
2	\$ 1,854	\$ 1,159
3	\$ 1,908	\$ 1,193
4	\$ 1,962	\$ 1,226
5	\$ 2,016	\$ 1,260
6	\$ 2,070	\$ 1,294
7	\$ 2,124	\$ 1,328
8	\$ 2,178	\$ 1,361
9	\$ 2,232	\$ 1,395
10	\$ 2,286	\$ 1,429
11	\$ 2,340	\$ 1,463

Garfield County School District No. 16 Sponsor Salary Schedule Effective 2025-26 School Year

	75+ hours/ year	50-74 hours/ year	Under 50 hours/year	Sponsor Assistant
	*Spring Musical - Director *HS Stuco *ITS *Key Club *Yearbook *FFA - summer year	*Drama Club *GVMS Builders Club *GVMS Stuco *HS Art Club *HS Friends of Rachel *HS Inclusion Club *HS Outdoor Club *LULAC *NHS *NJHS	*Spring Musical Accom *Spring Pep Band *GVMS Yearbook *Spring Musical Accom *Marching Band Director *Mentor *Canvas Stipend *K Kids *Elementary Choir *Fall Theater - Play Director	*Marching Band Assistant

1	\$2,700	\$1,950	\$1,400	\$1,000
2	\$2,850	\$2,050	\$1,450	\$1,050
3	\$3,000	\$2,150	\$1,500	\$1,100
4	\$3,150	\$2,250	\$1,550	\$1,150
5	\$3,300	\$2,350	\$1,600	\$1,200
6	\$3,450	\$2,450	\$1,650	\$1,250
7	\$3,600	\$2,550	\$1,700	\$1,300
8	\$3,750	\$2,650	\$1,750	\$1,350
9	\$3,900	\$2,750	\$1,800	\$1,400
10	\$4,050	\$2,850	\$1,850	\$1,450
11	\$4,200	\$2,950	\$1,900	\$1,500



Compensation for Supplemental Work/Assignments All School District Employees
Effective 2025-26 School Year

Position	Employee Type	Compensation
Daily Substitute (teacher)	Certified	\$175 per day
Daily Substitute (support staff)	Classified	Step 1 hourly rate of the position
Floating Substitute (teacher) <i>Effective 7/1/2023</i>	Certified	75% of BA Step 1 with benefits
Licensed Long-term Substitute	Certified	BA Step 1 with benefits for a single assignment
Emergency Licensed Long- term Substitute	Certified	BA Step 1 with benefits for a single assignment
Extended Day/Year and Tutoring Instruction	Certified	\$35 per hour
Extended Day/Year and Tutoring Instruction	Classified	\$19 per hour
Professional Development/ Curriculum Writing	Certified	\$35 per hour
Professional Development	Classified	Current Hourly Wage
Mentor Teacher	Certified	\$750
Cardinal Club Teacher		\$25 per hour
Cardinal Club Director		\$40 per hour
Summer Program Teacher		\$35 per hour
Summer Program Assistant		\$19 per hour
Summer Program Coordinator		\$45 per hour
Interpreter/Translator	Interpreter Certified	\$40 per hour/\$40 per hour beyond the contractual day for employees
Interpreter/Translator	Non-interpreter Certified	\$25 per hour/Regular hourly rate for employees beyond the contractual day
Game Workers- GVMS & GVHS	All	\$25 per hour beyond the contractual day
Ropes Course Facilitator	All	\$25 per hour beyond the contractual day
Student Worker	Classified	\$16 per hour

Work performed in any position must be authorized by the supervisor prior to conducting services

* Program coordinator supplemental pay may be hourly, or a stipend based on the estimated number of hours needed to fulfill the responsibilities of the assignment.