

2025/2026 Salary Schedules

Ellicott School District 22 322 S Ellicott Hwy Ellicott, CO 80808
(719) 683-2700

Full-Time Employee Benefits

Quality Medical, Vision, and Dental (District pays up to \$647 per month depending on health plan chosen)

4 Day Work Week (M-Th)

144 student contact days

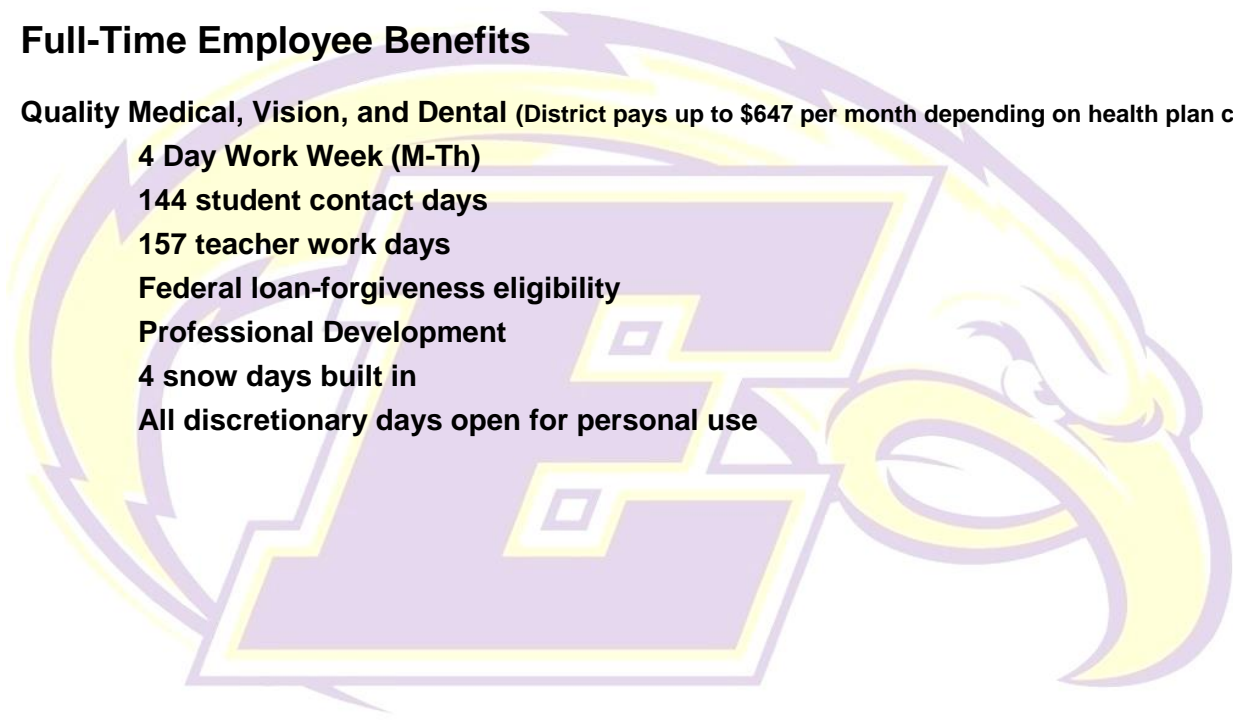
157 teacher work days

Federal loan-forgiveness eligibility

Professional Development

4 snow days built in

All discretionary days open for personal use



Teacher Salary Schedule Certified and Non Certified

	Non Certified Teachers	Certified BA	Certified BA+12	Certified BA+24	Certified MA	Certified MA+12	Certified MA+24	Certified MA+36/PhD
A	36,000	42,000	42,600	43,200	44,200	44,800	45,400	46,400
B	36,350	42,350	42,950	43,550	44,550	45,150	45,750	46,750
C	36,700	42,700	43,300	43,900	44,900	45,500	46,100	47,100
D	37,150	43,150	43,750	44,350	45,350	45,950	46,550	47,550
E	37,600	43,600	44,200	44,800	45,800	46,400	47,000	48,100
F	38,150	44,150	44,750	45,350	46,350	46,950	47,550	48,650
G	38,700	44,700	45,300	45,900	46,900	47,500	48,100	49,200
H	39,250	45,250	45,850	46,450	47,450	48,050	48,650	49,750
I	39,800	45,800	46,400	47,000	48,000	48,600	49,200	50,300
J	40,350	46,350	46,950	47,550	48,550	49,150	49,750	50,850
K	40,850	46,850	47,600	48,200	49,200	49,800	50,400	51,500
L	41,250	47,250	48,250	48,850	49,850	50,450	51,050	52,150
M	41,550	47,550	48,900	49,500	50,500	51,100	51,700	52,800
N	41,750	47,750	49,550	50,150	51,150	51,750	52,350	53,450
O	41,850	47,850	50,150	50,800	51,800	52,400	53,000	54,100
P	41,850	47,850	50,650	51,550	52,550	53,150	53,750	54,850
Q	41,850	47,850	51,050	52,300	53,300	53,900	54,500	55,600
R	41,850	47,850	51,350	53,050	54,050	54,650	55,250	56,350
S	41,850	47,850	51,550	53,750	54,800	55,400	56,000	57,100
T	41,850	47,850	51,550	54,350	55,550	56,150	56,750	57,850
U	41,850	47,850	51,550	54,850	56,400	57,000	57,600	58,700
V	41,850	47,850	51,550	55,250	57,250	57,850	58,450	59,550
W	41,850	47,850	51,550	55,550	58,100	58,700	59,300	60,400
X	41,850	47,850	51,550	55,550	58,900	59,550	60,150	61,250
Y	41,850	47,850	51,550	55,550	59,500	60,400	61,000	62,100
Z	41,850	47,850	51,550	55,550	59,900	61,350	61,950	63,050
AA	41,850	47,850	51,550	55,550	60,100	62,250	62,900	64,000
BB	41,850	47,850	51,550	55,550	60,150	62,950	63,800	64,950
CC	41,850	47,850	51,550	55,550	60,150	63,450	64,500	65,900
DD	41,850	47,850	51,550	55,550	60,150	63,750	65,000	66,850

Instructional Leadership Salary Schedule

Step	Preschool & Elementary Principal	Middle Principal	High Principal	AP	Social Emotional	TOSA*	Step
A	\$66,756	\$68,762	\$71,282	\$57,807	\$37,338	\$39,087	A
B	\$67,956	\$69,962	\$72,482	\$58,807	\$38,367	\$40,115	B
C	\$69,156	\$71,162	\$73,682	\$59,807	\$39,395	\$41,144	C
D	\$70,356	\$72,362	\$74,882	\$60,807	\$40,424	\$42,173	D
E	\$71,556	\$73,562	\$76,082	\$61,807	\$41,453	\$43,201	E
F	\$72,756	\$74,762	\$77,282	\$62,807	\$42,481	\$44,230	F
G	\$73,956	\$75,962	\$78,482	\$63,807	\$43,510	\$45,258	G
H	\$75,156	\$77,162	\$79,682	\$64,807	\$44,538	\$46,287	H
I	\$76,356	\$78,362	\$80,882	\$65,807	\$45,567	\$47,316	I
J	\$77,556	\$79,562	\$82,082	\$66,807	\$46,596	\$48,344	J
K	\$78,756	\$80,762	\$83,282	\$67,807	\$47,624	\$49,373	K
L	\$79,956	\$81,962	\$84,482	\$68,807	\$48,653	\$50,401	L
M	\$81,156	\$83,162	\$85,682	\$69,807	\$49,681	\$51,430	M
N	\$82,356	\$84,362	\$86,882	\$70,807	\$50,710	\$52,459	N
O	\$83,556	\$85,562	\$88,082	\$71,807	\$51,739	\$53,487	O
P	\$84,756	\$86,762	\$89,282	\$72,807	\$52,767	\$54,516	P
Q	\$85,956	\$87,962	\$90,482	\$73,807	\$53,796	\$55,544	Q
R	\$87,156	\$89,162	\$91,682	\$74,807	\$54,824	\$56,573	R
S	\$88,356	\$90,362	\$92,882	\$75,807	\$55,853	\$57,602	S
T	\$89,556	\$91,562	\$94,082	\$76,807	\$56,882	\$58,630	T
U	\$90,756	\$92,762	\$95,282	\$77,807	\$57,910	\$59,659	U
V	\$91,956	\$93,962	\$96,482	\$78,807	\$58,939	\$60,687	V
W	\$93,156	\$95,162	\$97,682	\$79,807	\$59,967	\$61,716	W
X	\$94,356	\$96,362	\$98,882	\$80,807	\$60,996	\$62,745	X
Y	\$95,556	\$97,562	\$100,082	\$81,807	\$62,025	\$63,773	Y
Z	\$96,756	\$98,762	\$101,282	\$82,807	\$63,053	\$64,802	Z

*possible roles include: Dean, ELD Coordinator, GT Coordinator,
 Superintendent at negotiated rate from base of \$100,000

Year-Round Salary Schedule

Step	Maintenance/ Nutrition/HR/ Custodial Lead/ District AD	Transportation Director	Tech Director	Business Manager	Instructional Support Coordinator	Step
A	\$41,658	\$42,173	\$57,499	\$61,716	\$51,430	A
B	\$42,858	\$43,373	\$58,699	\$62,916	\$52,630	B
C	\$44,058	\$44,573	\$59,899	\$64,116	\$53,830	C
D	\$45,258	\$45,773	\$61,099	\$65,316	\$55,030	D
E	\$46,458	\$46,973	\$62,299	\$66,516	\$56,230	E
F	\$47,658	\$48,173	\$63,499	\$67,716	\$57,430	F
G	\$48,858	\$49,373	\$64,699	\$68,916	\$58,630	G
H	\$50,058	\$50,573	\$65,899	\$70,116	\$59,830	H
I	\$51,258	\$51,773	\$67,099	\$71,316	\$61,030	I
J	\$52,458	\$52,973	\$68,299	\$72,516	\$62,230	J
K	\$53,658	\$54,173	\$69,499	\$73,716	\$63,430	K
L	\$54,858	\$55,373	\$70,699	\$74,916	\$64,630	L
M	\$56,058	\$56,573	\$71,899	\$76,116	\$65,830	M
N	\$57,258	\$57,773	\$73,099	\$77,316	\$67,030	N
O	\$58,458	\$58,973	\$74,299	\$78,516	\$68,230	O
P	\$59,658	\$60,173	\$75,499	\$79,716	\$69,430	P
Q	\$60,858	\$61,373	\$76,699	\$80,916	\$70,630	Q
R	\$62,058	\$62,573	\$77,899	\$82,116	\$71,830	R
S	\$63,258	\$63,773	\$79,099	\$83,316	\$73,030	S
T	\$64,458	\$64,973	\$80,299	\$84,516	\$74,230	T
U	\$65,658	\$66,173	\$81,499	\$85,716	\$75,430	U
V	\$66,858	\$67,373	\$82,699	\$86,916	\$76,630	V
W	\$68,058	\$68,573	\$83,899	\$88,116	\$77,830	W
X	\$69,258	\$69,773	\$85,099	\$89,316	\$79,030	X
Y	\$70,458	\$70,973	\$86,299	\$90,516	\$80,230	Y

Classified Staff Hourly Rates

STEP	Kitchen Staff/Para 2 /Custodial	Para 1/ Lib. Assist	Sec. L2 Maint Assist	Sec. L1	IT Assist Executive Admin Mechanic	STEP
A	\$14.81*	\$14.81*	\$15.43	\$16.05	\$17.28	A
B	\$14.81*	\$14.81	\$15.84	\$16.48	\$17.76	B
C	\$14.81*	\$14.96	\$16.27	\$16.92	\$18.22	C
D	\$14.81*	\$15.36	\$16.70	\$17.37	\$18.70	D
E	\$15.09	\$15.77	\$17.15	\$17.84	\$19.21	E
F	\$15.50	\$16.19	\$17.61	\$18.32	\$19.72	F
G	\$15.91	\$16.63	\$18.08	\$18.81	\$20.25	G
H	\$16.34	\$17.08	\$18.57	\$19.31	\$20.79	H
I	\$16.78	\$17.53	\$19.07	\$19.83	\$21.35	I
J	\$17.23	\$18.01	\$19.58	\$20.36	\$21.93	J
K	\$17.69	\$18.49	\$20.10	\$20.91	\$22.52	K
L	\$18.17	\$18.99	\$20.65	\$21.47	\$23.12	L
M	\$18.66	\$19.50	\$21.20	\$22.05	\$23.74	M
N	\$19.16	\$20.03	\$21.77	\$22.65	\$24.38	N
O	\$19.68	\$20.57	\$22.36	\$23.26	\$25.04	O
P	\$20.21	\$21.12	\$22.96	\$23.88	\$25.72	P
Q	\$20.75	\$21.69	\$23.58	\$24.53	\$26.41	Q
R	\$21.31	\$22.28	\$24.22	\$25.19	\$27.12	R
S	\$21.89	\$22.88	\$24.87	\$25.87	\$27.86	S
T	\$22.48	\$23.50	\$25.55	\$26.57	\$28.61	T
U	\$23.09	\$24.13	\$26.24	\$27.29	\$29.38	U
V	\$23.71	\$24.78	\$26.95	\$28.03	\$30.18	V
W	\$24.36	\$25.46	\$27.68	\$28.79	\$30.99	W
X	\$25.02	\$26.14	\$28.45	\$29.56	\$31.83	X
Y	\$25.69	\$26.85	\$29.19	\$30.36	\$32.70	Y

Substitute Daily Rates		
Paraprofessional/Classified Substitute	\$120.00	per day (effective 1-1-24)
Teacher Substitute	\$150.00	per day (effective 1-1-23)
Long Term Teacher Substitute	\$180.00	per day (effective 1-1-23)

*Changes effective 1-1-25 due to min wage increase

Drivers

STEP				Office Meeting Bus Monitor	STEP
	Route	Activity	Sub		
A	\$20.40	15.30	15.30	\$15.30	A
B	\$20.74	15.30	15.30	\$15.64	B
C	\$21.09	15.30	15.30	\$15.99	C
D	\$21.45	15.30	15.30	\$16.35	D
E	\$21.81	15.30	15.30	\$16.71	E
F	\$22.19	15.30	15.30	\$17.09	F
G	\$22.58	15.30	15.30	\$17.48	G
H	\$22.98	15.30	15.30	\$17.88	H
I	\$23.39	15.30	15.30	\$18.29	I
J	\$23.81	15.30	15.30	\$18.71	J
K	\$24.24	15.30	15.30	\$19.14	K
L	\$24.69	15.30	15.30	\$19.59	L
M	\$25.14	15.30	15.30	\$20.04	M
N	\$25.61	15.30	15.30	\$20.51	N
O	\$26.10	15.30	15.30	\$21.00	O
P	\$26.59	15.30	15.30	\$21.49	P
Q	\$27.10	15.30	15.30	\$22.00	Q
R	\$27.62	15.30	15.30	\$22.52	R
S	\$28.16	15.30	15.30	\$23.06	S
T	\$28.72	15.30	15.30	\$23.62	T
U	\$29.28	15.30	15.30	\$24.18	U
V	\$29.87	15.30	15.30	\$24.77	V
W	\$30.47	15.30	15.30	\$25.37	W
X	\$31.08	15.30	15.30	\$25.98	X
Y	\$31.71	15.30	15.30	\$26.61	Y

**Extra Curricular Stipends
Teacher Base Pay
\$42,000**

1%	1.5%	2%	2.5%	3%	3.5%
\$420	\$630	\$840	\$1,050	\$1,260	\$1,470
ES Yearbook	NJHS (MS)	Drama	HS Matchwits	FBLA	Tech Coach
MS Yearbook	NHS (HS)	Music Accompanist	SAC	VICA	
Freshman Sponsor	Teacher Mentor (yr 1)		Team Lead	MS Stucco	
ES Lego Club	Junior Sponsor		GT Building Lead		
STEAM Club	Senior Sponsor		Secretary 1 (Frontline, OLR)		
ES Matchwits					
Drama Accompanist					
Teacher Mentor (yr 2)					
Sophomore Sponsor					

4%	4.5%	5%	5.5%	6%	6.5%
\$1,680	\$1,890	\$2,100	\$2,310	\$2,520	\$2,730
ES Music	Secondary Music	Grant Coordinator		Concessions	Teacher Induction Coordinator
				HS Student Council	
				UCCS Coordinator	

Stipend	Rate	Period	Paid
National Certification	\$1,500	Per Year	Dec/May
CTE Certified	\$2,000	Per Year	Dec/May
Tutoring/Translating	\$20	Per Hour	Month After
In house Sub Cover Plan Time	\$20	Per Plan	Month After
In House Sub Split Class	\$30	Full Day	Month After
Event Cover (Gate, Clock, Line)	\$20	Per Event	After Season

Notes:

* Award grant amount needs to be over \$20,000

** Must hold a National Board for Professional Teaching Standards (NBTS) certificate, National Board for Certified Counselors (NCC, CCMHC, or NCSC only), or CTE Specialist certification

*** Must have a CTE Endorsement on License and 50% of classes taught must be approved CTE/CTA courses

**** Divided among all coordinators

Class sponsors have two positions budgeted each. The stipend amount will be split if there are more that 2 employees per class sponsor position.

Ellicott School District Athletic Coaching Stipend Schedule

Head Coaches

Base Pay: \$3,000

Sport	Multiplier	Final Amount
Football	1.75	5250
Basketball	1.5	4500
Volleyball	1	3000
Soccer	1	3000
Baseball	1	3000
Wrestling	1	3000
Track	1	3000
Cross Country	0.8	2400
Cheer (per season)	0.5	1500
ESports (per season)	0.5	1500

Middle School Head and High School Assistant Coach

Base Pay \$1,750

Sport	Multiplier	Final Amount
Football	1.4	\$2,450.00
Basketball	1.2	\$2,100.00
Volleyball	1	\$1,750.00
Soccer	1	\$1,750.00
Baseball	1	\$1,750.00
Wrestling	1	\$1,750.00
Track	1	\$1,750.00
Cross Country	0.8	\$1,400.00
Cheer	0.5	\$875.00

Middle School Assistant

Base Pay: \$1,000

Sport	Multiplier	Final Amount
Football	1.4	\$1,400.00
Basketball	1.2	\$1,200.00
Volleyball	1	\$1,000.00
soccer	1	\$1,000.00
Baseball	1	\$1,000.00
Wrestling	1	\$1,000.00
Track	1	\$1,000.00
Cross Country	0.8	\$800.00
Cheer (per season)	0.5	\$500.00