

Mesa County Valley School District 51

2115 Grand Avenue
Grand Junction, Colorado 81501

Exempt Support Staff Employee Salary Schedule

January 1, 2026- June 30, 2026
260 days/year

CLASSIFIED EXEMPT (CXN)																
Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1						59,632	61,298	63,003	64,759	66,563	68,416	70,322	72,283	74,296	76,364	78,350
2					60,108	61,782	63,505	65,271	67,090	68,961	70,885	72,858	74,887	76,973	79,117	81,174
3			58,875	60,514	62,201	63,934	65,714	67,546	69,429	71,362	73,350	75,393	77,496	79,652	81,872	84,001
4	59,509	60,110	60,852	62,550	64,291	66,083	67,923	69,814	71,759	73,756	75,815	77,925	80,095	82,330	84,623	86,824
5	61,467	62,088	62,831	64,582	66,380	68,231	70,133	72,087	74,094	76,157	78,280	80,463	82,703	85,008	87,374	89,647
6	63,430	64,070	64,811	66,617	68,473	70,380	72,340	74,357	76,429	78,558	80,746	82,999	85,309	87,683	90,128	92,472
7	65,390	66,051	66,791	68,652	70,564	72,531	74,551	76,630	78,763	80,959	83,214	85,531	87,912	90,363	92,881	95,296
8	67,351	68,031	68,772	70,689	72,659	74,681	76,764	78,901	81,098	83,359	85,681	88,068	90,520	93,042	95,635	98,121
9	69,313	70,012	70,752	72,721	74,750	76,830	78,970	81,173	83,437	85,759	88,147	90,603	93,128	95,723	98,389	100,947
10	71,271	71,991	72,732	74,758	76,841	78,982	81,182	83,445	85,768	88,158	90,615	93,138	95,736	98,401	101,141	103,771
11	73,228	73,969	74,711	76,791	78,928	81,131	83,393	85,712	88,101	90,557	93,078	95,673	98,339	101,078	103,892	106,593
12	75,189	75,949	76,689	78,828	81,024	83,281	85,600	87,985	90,439	92,955	95,546	98,208	100,946	103,756	106,646	109,419
13	77,149	77,928	78,669	80,861	83,113	85,430	87,810	90,254	92,771	95,356	98,012	100,742	103,549	106,433	109,400	112,243
14	79,109	79,908	80,649	82,898	85,206	87,580	90,021	92,529	95,104	97,756	100,479	103,277	106,156	109,112	112,152	115,068
15	81,071	81,889	82,630	84,929	87,299	89,731	92,230	94,801	97,441	100,155	102,947	105,813	108,761	111,792	114,909	117,895
16	83,031	83,869	84,612	86,967	89,391	91,880	94,441	97,073	99,778	102,555	105,413	108,353	111,371	114,473	117,662	120,721
17	85,024	85,884	87,085	89,349	91,672	94,056	96,501	99,011	101,584	104,226	106,936	109,717	112,568	115,495	118,498	121,580
18	86,979	87,859	89,089	91,404	93,781	96,219	98,721	101,289	103,921	106,623	109,396	112,239	115,158	118,152	121,224	124,375
19	88,719	89,615	90,870	93,232	95,656	98,143	100,695	103,313	105,999	108,755	111,583	114,484	117,461	120,515	123,648	126,863
20	90,493	91,407	92,687	95,097	97,570	100,106	102,709	105,380	108,119	110,930	113,815	116,774	119,810	122,925	126,121	129,400
21	92,303	93,236	94,541	96,999	99,521	102,108	104,763	107,487	110,282	113,149	116,091	119,109	122,206	125,384	128,644	131,988
22	94,149	95,100	96,432	98,939	101,511	104,151	106,859	109,637	112,487	115,412	118,413	121,492	124,650	127,891	131,216	134,628
23	96,032	97,002	98,360	100,918	103,542	106,234	108,996	111,830	114,737	117,720	120,781	123,921	127,143	130,449	133,841	137,321
24	97,953	98,942	100,328	102,936	105,612	108,358	111,176	114,066	117,032	120,075	123,197	126,400	129,686	133,058	136,518	140,067
25	99,912	100,921	102,334	104,995	107,725	110,525	113,399	116,348	119,373	122,476	125,661	128,928	132,280	135,719	139,248	142,868
26	101,910	102,940	104,381	107,095	109,879	112,736	115,667	118,674	121,760	124,926	128,174	131,506	134,926	138,434	142,033	145,726
27	103,949	104,998	106,468	109,237	112,077	114,991	117,980	121,048	124,195	127,424	130,737	134,136	137,624	141,202	144,874	148,640

Position Titles and Salary Placement

Grade Range 2 - Attendance Case Manager

Grade Range 3 - Executive Chef & Training Kitchen Manager, Family Education Program: Student and Family Support Specialist

Grade Range 4 - Payroll Analyst, Substitute Coordinator Specialist, Warehouse Supervisor

Grade Range 5 - Employee Benefits Specialist, Certified Staff Recruiting Specialist, Employee Relations Specialist, Support Staff Recruiting Specialist

Grade Range 6 - Exec Assistant to Superintendent/BOE, Cataloging and Library Services Specialist, Media/Communications Specialist, Medicaid Coordinator, Senior Purchasing Buyer

Grade Range 7 - Work-Based Learning Liaison, Technology Contracts & Budget Analysis

Grade Range 8 - Tech Applications Support/Data Analyst, Assessment Data Specialist, Paralegal/Title IX Coordination

Grade Range 10 - Accountant/Grant Accountant, Transportation Coordinator

Grade Range 11 - Systems Administrator

Grade Range 12 - Data Integration Developer, Network Engineer

Grade Range 13 - Assessment Data Analyst

Grade Range 14 - Payroll Supervisor, Programmer Analyst/Software Developer

Grade Range 15 - Risk Manager

Grade Range 18 - Senior Network Engineer, Senior Programmer/Analyst, Senior Systems Administrator

Grade Range 20 - Senior Software Developer/Database Administrator

Grade Range 21 - Benefits Manager, HRIS/Compensation Manager

Grade Range 24 - Accounting Supervisor/Internal Auditor

Grade Range 27 - IT Manager of Enterprise Operations

No positions in Grade Ranges: 1, 9,16,17,19,22,23,25,26

ADDENDUM TO SUPPORT STAFF SALARY SCHEDULE

PLACEMENT – Employees new to the district will be placed into the appropriate grade/range for their position based upon prior relative experience. A maximum of five (5) years’ experience within the last ten (10) will be granted to newly hired employees. Only the Human Resources Department may quote starting salary for hires. All prior experience must be submitted for salary placement review within 60 days of hire.

SICK LEAVE – Full time support staff accumulate sick leave at the rate of 10 hours for each full month of employment. Sick leave for employees who work less than full-time accumulates at a lesser rate based upon the amount of time actually worked. Sick leave begins to accumulate the 1st month of employment.

PERSONAL LEAVE – Personal leave is limited to 3 days per fiscal year for 12-month employees, and 6 days per fiscal year for less than 12-month employees. Personal leave may not be used before or after vacation days or holidays and may not be used for the purpose of a job interview, recreation, or entertainment. Employees must submit an online Leave Request form for any personal leave used. Personal leave is charged against accrued sick leave and does not accumulate from year to year.

BENEFITS – Depending on their position, employees may be eligible for one or all of the following benefits: PERA, medical insurance, dental insurance, life insurance, vision insurance, worker’s compensation, and various leaves. Employees will be informed of specific benefits by the Human Resource office when they are employed.

INCREMENTS - Step increments on each salary schedule will occur July 1 of each year providing:

- (1) New hires must work the last semester of the school year or equivalent number of days for employees working an extended calendar. Paid leaves, holidays, and/or vacations are included in the accumulation of this time.
- (2) An additional step is available and approved by the Board of Education.

WORK SHIFT – A straight work shift shall mean an employee’s assigned hours up to eight (8) consecutive hours of work, exclusive of lunch periods. Split shifts shall mean eight (8) hours of work within a period not to exceed eleven (11) hours of time. All employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular scheduled starting and quitting time. A regular work shift shall be interpreted as either a straight work shift or split work shift assignment.

NIGHT SHIFT– shall mean any regular work shift scheduled to start anytime from 2:30 p.m. to 3:00 a.m. and extend for a period of a regular work shift.

NIGHT SHIFT DIFFERENTIAL –

- Work shift – regular hourly rate only
- Night shift – 50 cents per hour “premium” for the entire shift
- Part-Time Custodians are not eligible for shift differential pay.

LUNCH LIZARD PREP KITCHEN – Managers responsible for Lunch Lizard prep sites will receive a 50 cents per hour “premium” for the entire shift.