

**East Otero School District R-1  
La Junta, Colorado  
Classified Salary Schedule**

**Effective July 2025**

File: GDBA-E-1

Revised June 2024

Approved: June 2024

**New employees will be granted a maximum of ten (10) years of experience in the same and/or comparable position.**

**Advancement is limited to one step per year. Employee must have demonstrated competencies, served at the previous level for at least one year, and have Supervisor's recommendation.**

**Advancement is not based on seniority.**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25
<b>Central Office Staff* (S075)</b>																									
<b>Executive Asst to Supt (12 month/200 day contract/8 hrs) S075A</b>								0.48																	
<b>Hourly Rate Includes Board of Education Duties = exempt status</b>																									
HS Diploma	23.97	24.45	24.93	25.41	25.89	26.37	26.85	27.33	27.81	28.29	28.77	29.25	29.73	30.21	30.69	31.17	31.65	32.13	32.61	33.09	33.57	34.05	34.53	35.01	35.49
AA Degree	24.45	24.93	25.41	25.89	26.37	26.85	27.33	27.81	28.29	28.77	29.25	29.73	30.21	30.69	31.17	31.65	32.13	32.61	33.09	33.57	34.05	34.53	35.01	35.49	35.97
BA Degree	24.93	25.41	25.89	26.37	26.85	27.33	27.81	28.29	28.77	29.25	29.73	30.21	30.69	31.17	31.65	32.13	32.61	33.09	33.57	34.05	34.53	35.01	35.49	35.97	36.45
<b>Head Bookkeeper (12 month/200 day contract/8 hrs) S075B</b>																									
HS Diploma	20.76	21.18	21.60	22.02	22.44	22.86	23.28	23.70	24.12	24.54	24.96	25.38	25.80	26.22	26.64	27.06	27.48	27.90	28.32	28.74	29.16	29.58	30.00	30.42	30.84
AA Degree	21.18	21.60	22.02	22.44	22.86	23.28	23.70	24.12	24.54	24.96	25.38	25.80	26.22	26.64	27.06	27.48	27.90	28.32	28.74	29.16	29.58	30.00	30.42	30.84	31.26
BA Degree	21.60	22.02	22.44	22.86	23.28	23.70	24.12	24.54	24.96	25.38	25.80	26.22	26.64	27.06	27.48	27.90	28.32	28.74	29.16	29.58	30.00	30.42	30.84	31.26	31.68
<b>Secretaries (S072)</b>																									
<b>Administrative Assistants (10 month/171 day contract/8.50 hrs) S072A</b>																									
HS Diploma	18.24	18.60	18.96	19.32	19.68	20.04	20.40	20.76	21.12	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52	26.88
AA Degree	18.60	18.96	19.32	19.68	20.04	20.40	20.76	21.12	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52	26.88	27.24
BA Degree	18.96	19.32	19.68	20.04	20.40	20.76	21.12	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52	26.88	27.24	27.60
<b>Bookkeeper - Jr/Sr High School (10 month/181 day contract/8 hrs) S072B</b>																									
HS Diploma	18.24	18.60	18.96	19.32	19.68	20.04	20.40	20.76	21.12	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52	26.88
AA Degree	18.60	18.96	19.32	19.68	20.04	20.40	20.76	21.12	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52	26.88	27.24
BA Degree	18.96	19.32	19.68	20.04	20.40	20.76	21.12	21.48	21.84	22.20	22.56	22.92	23.28	23.64	24.00	24.36	24.72	25.08	25.44	25.80	26.16	26.52	26.88	27.24	27.60
<b>Health Care Technicians (S080)</b>																									
<b>Health Care Technicians - (9 month/161 day contract/8.25 hrs) S080</b>																									
HS Diploma	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88
AA Degree	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20
BA Degree	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20	24.52
<b>Library Media Assistant (S074)</b>																									
<b>Library Media Assistant - (9 1/2 month/167 day contract/8.25hrs) S074</b>																									
HS Diploma	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88
AA Degree	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20
BA Degree	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20	24.52
<b>General and Special Ed Para** (S073)</b>																									
<b>Para - (9 month/161 day contract/8.75 hrs) CDS S073C</b>																									
HS Diploma/WorkKeys	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88
AA Degree/WorkKeys	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20
1-on-1/ELL Spec/BA/Spec Training	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20	24.52
<b>Student Advocate (S082)</b>																									
<b>Student Advocate - (9 month/161 day contract/8.25 hrs) S082J</b>																									
HS Diploma	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88
AA Degree	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20
BA Degree	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88	24.20	24.52

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<b>Media &amp; Technology Specialist (S088)</b>																									
Media & Technology Specialist (10 month/185 day contract/8 hrs) <b>S088</b>	<b>0.44</b>																								
HS Diploma	21.76	22.20	22.64	23.08	23.52	23.96	24.40	24.84	25.28	25.72	26.16	26.60	27.04	27.48	27.92	28.36	28.80	29.24	29.68	30.12	30.56	31.00	31.44	31.88	32.28
AA Degree	22.20	22.64	23.08	23.52	23.96	24.40	24.84	25.28	25.72	26.16	26.60	27.04	27.48	27.92	28.36	28.80	29.24	29.68	30.12	30.56	31.00	31.44	31.88	32.32	32.72
BA Degree	22.64	23.08	23.52	23.96	24.40	24.84	25.28	25.72	26.16	26.60	27.04	27.48	27.92	28.36	28.80	29.24	29.68	30.12	30.56	31.00	31.44	31.88	32.32	32.76	33.16
<b>Technology Website Coordinator (S086)</b>																									
Technology Coordinator (10 month/185 day contract/8 hrs) <b>S086</b>	<b>0.45</b>																								
HS Diploma	22.43	22.88	23.33	23.78	24.23	24.68	25.13	25.58	26.03	26.48	26.93	27.38	27.83	28.28	28.73	29.18	29.63	30.08	30.53	30.98	31.43	31.88	32.33	32.78	33.23
AA Degree	22.88	23.33	23.78	24.23	24.68	25.13	25.58	26.03	26.48	26.93	27.38	27.83	28.28	28.73	29.18	29.63	30.08	30.53	30.98	31.43	31.88	32.33	32.78	33.23	33.68
BA Degree	23.33	23.78	24.23	24.68	25.13	25.58	26.03	26.48	26.93	27.38	27.83	28.28	28.73	29.18	29.63	30.08	30.53	30.98	31.43	31.88	32.33	32.78	33.23	33.68	34.13
<b>Information Systems Coordinator (S087)</b>																									
Information Systems Coordinator (12 month/200 day contract/8 hrs) <b>S087</b>	<b>0.61</b>																								
HS Diploma	30.27	30.88	31.49	32.10	32.71	33.32	33.93	34.54	35.15	35.76	36.37	36.98	37.59	38.20	38.81	39.42	40.03	40.64	41.25	41.86	42.47	43.08	43.69	44.30	44.91
AA Degree	30.88	31.49	32.10	32.71	33.32	33.93	34.54	35.15	35.76	36.37	36.98	37.59	38.20	38.81	39.42	40.03	40.64	41.25	41.86	42.47	43.08	43.69	44.30	44.91	45.52
BA Degree	31.49	32.10	32.71	33.32	33.93	34.54	35.15	35.76	36.37	36.98	37.59	38.20	38.81	39.42	40.03	40.64	41.25	41.86	42.47	43.08	43.69	44.30	44.91	45.52	46.13
<b>Directors (S089)</b>																									
Technology Director/Human Resources/Transportation Director (12 month/200 day contract)	<b>0.6</b>																								
AA Degree	30.17	30.77	31.37	31.97	32.57	33.17	33.77	34.37	34.97	35.57	36.17	36.77	37.37	37.97	38.57	39.17	39.77	40.37	40.97	41.57	42.17	42.77	43.37	43.97	44.57
BA Degree	30.77	31.37	31.97	32.57	33.17	33.77	34.37	34.97	35.57	36.17	36.77	37.37	37.97	38.57	39.17	39.77	40.37	40.97	41.57	42.17	42.77	43.37	43.97	44.57	45.17
MA Degree	31.37	31.97	32.57	33.17	33.77	34.37	34.97	35.57	36.17	36.77	37.37	37.97	38.57	39.17	39.77	40.37	40.97	41.57	42.17	42.77	43.37	43.97	44.57	45.17	45.77
<b>Dean of Students/Safety &amp; Security Coordinator (S084 )</b>																									
Safety & Security (12 month/200 day contract/8 hrs) <b>S084</b>	<b>0.64</b>																								
HS Diploma	31.89	32.53	33.17	33.81	34.45	35.09	35.73	36.37	37.01	37.65	38.29	38.93	39.57	40.21	40.85	41.49	42.13	42.77	43.41	44.05	44.69	45.33	45.97	46.61	47.25
AA Degree	32.53	33.17	33.81	34.45	35.09	35.73	36.37	37.01	37.65	38.29	38.93	39.57	40.21	40.85	41.49	42.13	42.77	43.41	44.05	44.69	45.33	45.97	46.61	47.25	47.89
BA Degree	33.17	33.81	34.45	35.09	35.73	36.37	37.01	37.65	38.29	38.93	39.57	40.21	40.85	41.49	42.13	42.77	43.41	44.05	44.69	45.33	45.97	46.61	47.25	47.89	48.53
<b>Maintenance Specialist (M050)</b>																									
Maintenance - (12 month/250 day contract/8 hrs) <b>M050</b>	<b>0.34</b>																								
HS Diploma	16.97	17.31	17.65	17.99	18.33	18.67	19.01	19.35	19.69	20.03	20.37	20.71	21.05	21.39	21.73	22.07	22.41	22.75	23.09	23.43	23.77	24.11	24.45	24.79	25.13
<b>Custodial (M051)</b>																									
Custodial - (12 month/250 day contract/8 hrs) <b>M051</b>	<b>0.32</b>																								
HS Diploma	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88
<b>Custodial/Route Driver (S076)</b>																									
Custodial - (12 month/250 day contract/8 hrs) <b>S076</b>	<b>0.38</b>																								
HS Diploma	18.90	19.28	19.66	20.04	20.42	20.80	21.18	21.56	21.94	22.32	22.70	23.08	23.46	23.84	24.22	24.60	24.98	25.36	25.74	26.12	26.50	26.88	27.26	27.64	28.02
<b>Bus Drivers (S077)</b>																									
Route Drivers - (9 month/145 day contract/4 to 5 hrs daily) <b>S077</b>	<b>0.43</b>																								
Route Drivers	21.60	22.03	22.46	22.89	23.32	23.75	24.18	24.61	25.04	25.47	25.90	26.33	26.76	27.19	27.62	28.05	28.48	28.91	29.34	29.77	30.20	30.63	31.06	31.49	31.92
								<b>0.43</b>																	
Activity Drivers Active Driving	21.60	22.03	22.46	22.89	23.32	23.75	24.18	24.61	25.04	25.47	25.90	26.33	26.76	27.19	27.62	28.05	28.48	28.91	29.34	29.77	30.20	30.63	31.06	31.49	31.92
Activity Drivers Inactive Duty on Trip	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88

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<b>Special Needs Bus Aide (145 days)</b> <b>SO77C</b>																											
Special Needs Bus Aide (145 days)								0.32																			
HS Diploma	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88		
<b>Tiger Pool-Jr/Sr HS - (Hourly)</b>																											
Lifeguards		Current Minimum Wage																									
		0.32																									
Pool Manager	16.20	16.52	16.84	17.16	17.48	17.80	18.12	18.44	18.76	19.08	19.40	19.72	20.04	20.36	20.68	21.00	21.32	21.64	21.96	22.28	22.60	22.92	23.24	23.56	23.88		
<b>AA = Associate of Arts Degree or its equivalence (60 semester hrs)</b>																											
<b>**Highly Qualified per CDE = 48 Semester Hours or Work Keys Test</b>																											
<b>Longevity Pay</b>																											
<b>Years of Employment</b>	<b>Pay</b>																										
Beginning of 10th through 14th ye	\$ 500																										
Beginning of 15th through 19th ye	\$ 700																										
Beginning of 20th through 24th ye	\$ 1,200																										
Beginning of 25th through 29th ye	\$ 1,700																										
Beginning of 30th through 34th ye	\$ 2,200																										