

Mesa County Valley School District 51

Teacher/Counselor/Psychologist Salary Schedule

2026-27

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	50,765	52,286	53,806	55,327	56,685	58,042	59,400	61,083	62,875
1	51,883	53,437	54,990	56,544	57,932	59,319	60,707	62,428	64,259
2	53,025	54,612	56,200	57,789	59,206	60,624	62,042	63,800	65,673
3	54,191	55,813	57,437	59,060	60,508	61,958	63,407	65,205	67,117
4	55,383	57,042	58,700	60,359	61,840	63,321	64,803	66,639	68,594
5	56,600	58,296	59,991	61,687	63,201	64,714	66,228	68,104	70,102
6	57,846	59,578	61,312	63,044	64,591	66,137	67,685	69,603	71,645
7	59,119	60,890	62,660	64,431	66,013	67,593	69,174	71,134	73,220
8	60,419	62,230	64,039	65,848	67,464	69,079	70,696	72,699	74,832
9	61,749	63,598	65,448	67,298	68,948	70,599	72,251	74,299	76,478
10	63,107	64,997	66,888	68,777	70,465	72,153	73,840	75,933	78,161
11	64,495	66,427	68,359	70,290	72,015	73,741	75,465	77,604	79,881
12	64,495	66,427	69,862	71,837	73,600	75,362	77,125	79,311	81,637
13	64,495	66,427	71,400	73,417	75,219	77,020	78,822	81,055	83,434
14	64,495	66,427	72,971	75,033	76,874	78,714	80,555	82,838	85,269
15	64,495	66,427	74,576	76,684	78,565	80,447	82,328	84,661	87,145
16				78,370	80,294	82,216	84,139	86,524	89,062
17				80,094	82,060	84,026	85,990	88,427	91,022
18				81,857	83,864	85,874	87,882	90,373	93,024
19				83,657	85,710	87,763	89,815	92,361	95,071
20				85,499	87,596	89,694	91,792	94,393	97,162
21				87,379	89,523	91,667	93,812	96,470	99,299
22					89,523	93,683	95,874	98,592	101,484
23					89,523	93,683	97,984	100,760	103,717
24					89,523	93,683	97,984	102,977	105,998

SALARY SCHEDULE ADDENDUM - 2026-27

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.

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- 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:

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 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 obtained prior to 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.

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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.

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. For the 2026-27 school year, a 1.5% Cost of Living Adjustment (COLA) has been applied to the salary schedule.
2. 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.
3. A direct deposit paycheck system will be utilized by the District for all Covered Employees.
4. Salary and sick leave will be prorated for any Covered Employee employed after the beginning of the contract year.
5. Day leave will be awarded as per the negotiated agreement Section 9.

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6. 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.
7. District and employee share of health insurance premiums for the 2027 plan year are as follows (full-time benefit eligibility):

Plan Options	2026 Monthly Premium	2027 Monthly Premium	Increase to District Share	Increase to Employee
Employee	870.54	870.54	0.00	0.00
Employee + Child(ren)	1,440.34	1,440.34	0.00	0.00
Employee + Spouse	1,741.07	1,741.07	0.00	0.00
Family	2,263.40	2,263.40	0.00	0.00

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, including recurring funds generated through the passage of a new Mill Levy Override that permits this use. 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.