

**Mesa County Valley School District 51**  
**Exempt Support Staff Employee Salary Schedule**

July 1, 2026 - June 30, 2027  
 260 days/year

CLASSIFIED EXEMPT (CXN)																
Range	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1-3																
4	60,401	61,011	61,764	63,489	65,255	67,074	68,942	70,861	72,836	74,863	76,952	79,094	81,297	83,565	85,893	88,127
5	62,390	63,020	63,773	65,551	67,376	69,254	71,185	73,168	75,205	77,299	79,454	81,670	83,944	86,283	88,685	90,992
6	64,381	65,031	65,783	67,617	69,500	71,436	73,425	75,473	77,575	79,736	81,957	84,244	86,589	88,999	91,480	93,859
7	66,371	67,041	67,793	69,682	71,623	73,619	75,669	77,779	79,944	82,173	84,462	86,814	89,231	91,718	94,274	96,726
8	68,362	69,051	69,804	71,750	73,749	75,801	77,915	80,084	82,315	84,609	86,967	89,389	91,878	94,438	97,069	99,593
9	70,353	71,062	71,813	73,812	75,871	77,982	80,154	82,390	84,688	87,046	89,469	91,962	94,525	97,159	99,864	102,461
10	72,340	73,071	73,823	75,879	77,993	80,167	82,400	84,697	87,054	89,481	91,974	94,535	97,172	99,877	102,658	105,327
11	74,327	75,079	75,831	77,943	80,112	82,348	84,644	86,998	89,423	91,916	94,474	97,108	99,814	102,594	105,451	108,192
12	76,317	77,088	77,839	80,010	82,239	84,531	86,884	89,305	91,795	94,350	96,979	99,681	102,460	105,313	108,246	111,060
13	78,307	79,097	79,849	82,074	84,360	86,712	89,127	91,608	94,162	96,786	99,483	102,253	105,102	108,029	111,041	113,927
14	80,296	81,107	81,859	84,141	86,484	88,894	91,371	93,917	96,531	99,222	101,986	104,826	107,749	110,749	113,835	116,794
15	82,287	83,118	83,870	86,203	88,609	91,077	93,613	96,223	98,903	101,658	104,491	107,400	110,392	113,469	116,632	119,664
16	84,276	85,127	85,881	88,271	90,732	93,258	95,857	98,529	101,274	104,093	106,994	109,978	113,041	116,190	119,427	122,532
17	86,300	87,172	88,392	90,689	93,047	95,467	97,949	100,496	103,108	105,789	108,540	111,363	114,257	117,228	120,276	123,404
18	88,284	89,177	90,425	92,775	95,188	97,662	100,202	102,808	105,480	108,222	111,037	113,923	116,885	119,924	123,042	126,241
19	90,050	90,959	92,233	94,631	97,091	99,616	102,206	104,863	107,589	110,387	113,257	116,201	119,223	122,322	125,503	128,766
20	91,851	92,779	94,077	96,523	99,033	101,608	104,250	106,960	109,741	112,594	115,522	118,525	121,607	124,769	128,013	131,341
21	93,688	94,634	95,959	98,454	101,014	103,640	106,335	109,099	111,936	114,846	117,832	120,896	124,039	127,264	130,573	133,968
22	95,562	96,527	97,878	100,423	103,034	105,713	108,461	111,281	114,175	117,143	120,189	123,314	126,520	129,810	133,185	136,647
23	97,473	98,457	99,836	102,431	105,095	107,827	110,631	113,507	116,458	119,486	122,593	125,780	129,050	132,406	135,848	139,380
24	99,422	100,426	101,832	104,480	107,197	109,984	112,843	115,777	118,787	121,876	125,045	128,296	131,631	135,054	138,565	142,168
25	101,411	102,435	103,869	106,570	109,341	112,183	115,100	118,093	121,163	124,313	127,546	130,862	134,264	137,755	141,337	145,011
26	103,439	104,484	105,946	108,701	111,527	114,427	117,402	120,455	123,586	126,800	130,096	133,479	136,949	140,510	144,163	147,912
27	105,508	106,573	108,065	110,875	113,758	116,716	119,750	122,864	126,058	129,336	132,698	136,149	139,688	143,320	147,047	150,870

**Position Titles and Salary Placement**

- Range 4** - Attendance Case Manager, Executive Chef/HS Operations, Payroll Analyst, Substitute Coordinator Specialist
- Range 5** - Employee Benefits Specialist, Certified Staff Recruiting Specialist, Employee Relations Specialist, Support Staff Recruiting Specialist, Warehouse Supervisor
- Range 6** - Exec Assistant to Superintendent/BOE, Media/Communications Specialist, Medicaid Coordinator, Senior Purchasing Buyer
- Range 7** - Cataloging and Library Services Specialist, Technology Contracts & Budget Analysis
- Range 8** - Tech Applications Support/Data Analyst, Assessment Data Specialist, Paralegal/Title IX Coordination
- Range 10** - Accountant/Grant Accountant, Transportation Coordinator
- Range 11** - Systems Administrator
- Range 12** - Data Integration Developer, Network Engineer
- Range 13** - Assessment Data Analyst
- Range 14** - Payroll Supervisor, Programmer Analyst/Software Developer
- Range 15** - Risk Manager
- Range 18** - Senior Network Engineer, Senior Programmer/Analyst, Senior Systems Administrator
- Range 20** - Senior Software Developer/Database Administrator
- Range 21** - Benefits Manager, HRIS/Compensation Manager
- Range 24** - Accounting Supervisor/Internal Auditor
- Range 27** - IT Manager of Enterprise Operations

No positions in Grade Ranges: 1,2,3, 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 1<sup>st</sup> 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.