

Compensation Grade Profile	Job Profile	Pay Range - Minimum	Pay Range - Midpoint	Pay Range - Maximum
Professional Technical 1	Assistant Event Coordinator - Foundation for Douglas County Schools	\$ 55,220.35	\$ 69,435.49	\$ 83,650.63
	Assistant Event Coordinator (Legacy Campus)			
	Assistant Program Manager - Stone Canyon			
	Athletic Trainer Lead			
	Bond Buyer			
	Buyer			
	Buyer - Nutrition Services			
	Challenge Course Coordinator - Stone Canyon			
	Communications Assistant			
	Energy Analyst			
	Grant Manager			
	HOPE Director - Learning Site			
	HR Generalist - Charter			
	HR Generalist - Staffing			
	HR Generalist - Substitute Program Manager			
	Human Resources Generalist - Staffing - Student Support Services			
	IT - Help Desk - Trainer I			
	Lead Graphic Designer			
	Mental Health Data Management Specialist			
	Payroll Analyst I			
	Program Coordinator - Stone Canyon			
	Supervisor - Special Education Transportation			
	Supervisor - Transportation			
	Sustainability Program Specialist			
	Truancy Specialist			
Professional Technical 2	Accountant	\$ 61,073.20	\$ 76,795.02	\$ 92,516.85
	Accountant - Construction			
	Accountant - Grant			
	Accountant - IT			
	Assistant Manager - Transportation			
	Benefits Analyst			
	Bond Accountant			
	Communications Coordinator (Charter)			
	Coordinator - Cloverleaf - Home Education			
	Coordinator - Procurement & Sourcing			
	Coordinator - School Medicaid Reimbursement			
	Coordinator - Charter School Operations			
	Device Engineer II			
	Distribution Warehouse Foreman			
	District Librarian			
	Grant Coordinator			
	Grounds Manager I			
	IT - Help Desk - Trainer II			
	Manager - Safety			
	Manager - Training			

Compensation Grade Profile	Job Profile	Pay Range - Minimum	Pay Range - Midpoint	Pay Range - Maximum
Professional				
Technical 2 (cont.)	Payroll Analyst II	\$ 61,073.20	\$ 76,795.02	\$ 92,516.85
	Program Manager - BASE			
	Program Manager - BASE - Select Charter			
	Program Manager - Conference & Retreat - SCOE			
	Program Manager - Stone Canyon			
	Program Manager - Stone Canyon - Summer Camp			
	Program Operations Coordinator - Retreat			
	Project Coordinator - Construction			
	Security Operations Administrator			
	Software Engineer I			
	Staff Wellness Coordinator			
	Sustainability Coordinator			
Professional				
Technical 3	Accounting Manager - Foundation DCS	\$ 68,325.64	\$ 85,914.41	\$ 103,503.19
	Area Manager - Transportation			
	Bond Analyst - Financial Planning & Analysis			
	Business Analyst - Financial Systems			
	Classified Staff Developer			
	Compliance Manager - Transportation			
	Data Analyst			
	Device Engineer III			
	Dispatch Manager - Security			
	ERP Analyst			
	Financial Analyst			
	HRIS Analyst			
	Human Resources Coordinator			
	Infrastructure Engineer			
	IT Business Analyst			
	Manager - Security			
	Manager - Security Systems			
	Multimedia Producer			
	Network Engineer - VoIP			
	Network Engineer I			
	Professional Development & Technology Specialist			
	Program Manager - Budget Planning, Development and Analysis			
	Program Specialist - ASCENT/ Extended Year			
	Project Accountant			
	Security Operations Engineer I			
	Senior Analyst - Financial Planning and Analysis			
	Senior Strategic Sourcing Analyst			
	Shop Foreman			
	Strategic Sourcing Specialist			
	Systems Engineer I			

Compensation Grade Profile	Job Profile	Pay Range - Minimum	Pay Range - Midpoint	Pay Range - Maximum
Professional Technical 4	Area Manager - BASE	\$ 75,450.85	\$ 94,873.83	\$ 114,296.82
	Assessment & Data Specialist			
	Assessment & Data Specialist - Elementary			
	Assessment Specialist & School Readiness Coordinator			
	Attendance Specialist - Truancy			
	Business Manager - BASE			
	Charter School Accountant			
	Communications Coordinator - Content Creation			
	Community Relations Coordinator			
	Community Relations Specialist			
	Coordinator - District Recruitment, Retention & Staffing Systems			
	Coordinator - Science			
	Custodial Manager			
	Data Management Specialist			
	Data Management Specialist - District Assessment Coordinator			
	Device Operations Manager			
	Digital Communications Coordinator			
	Dropout Reduction Specialist			
	EEO - Title IX Investigator/Analyst			
	Environmental Health Manager			
	Facilities Capital Planner			
	Facility Rental Manager			
	Financial Systems Manager			
	Formative Assessment Specialist & READ Act Coordinator			
	HRIS Manager			
	Improvement Planning & Data Specialist			
	Lead - Health, Prevention and Social Emotional Learning			
	Manager - Event, Meeting and Partnerships			
	Manager - HR Operations			
	Manager - Operations & Maintenance			
	Out of District Liaison - Student Support Services			
	Parent Support Coordinator			
	Payroll Supervisor			
	Planning Manager			
	Planning Specialist			
	Re-Engagement Specialist			
	Security Operations Engineer II			
	Senior Accountant - Construction			
	Senior Accountant - Student Support Services			
	Senior Bond Accountant			
	Senior Financial Analyst			
	Senior Project Accountant			
	Software Support Specialist - Individual Student Plans			
	Staff Support Coordinator			
	Strategic Sourcing Manager			
	Systems Engineer II			
	Technology Procurement Strategist			
	Trans Fleet Manager			

DCSD Professionals/Technical Salary Schedule 2026-2027

Effective 7-1-2026

Compensation Grade Profile	Job Profile	Pay Range - Minimum	Pay Range - Midpoint	Pay Range - Maximum
Professional Technical 5	Accounting Manager	\$ 83,975.65	\$ 105,593.14	\$ 127,210.64
	Bond Program Project Manager - Construction			
	Bond Project Manager - Security			
	Communications & Marketing Specialist			
	Communications and Marketing Coordinator			
	Contract Strategist			
	Coordinator - Choice Programming and Home Education			
	Data Visualization Designer			
	Data Visualization Engineer			
	Distribution and Sourcing Manager			
	Grant & Federal Program Manager			
	IT Support-Manager			
	Manager - Financial Planning & Analysis			
	Manager - Student Data & Information Services			
	Pathway Program Developer - DCSD Legacy Campus			
	Payroll Manager			
	Project Manager - Construction			
	Project Manager - Construction & Modifications			
	Project Manager I			
	Recruitment & Retention Manager			
	School Technology and Innovation Partner			
	Senior Compensation Analyst			
	Senior Project Manager - O&M			
	Software Engineer II			
	Systems Engineer III			
	Teacher - Advanced Manufacturing & Aerospace – CTE			
	Teacher - Advanced Robotics - CTE			
	Teacher - Architectural Engineering - CTE			
	Teacher - Automotive Technology – CTE			
	Teacher - Aviation - CTE			
	Teacher - Construction Trades - CTE			
	Teacher - Culinary Arts & Hospitality Management - CTE			
	Teacher - Electrical Trades Pathway Developer - CTE			
	Teacher - Future Educator - DCSD Legacy Campus			
	Teacher - Secure Network Technology - CTE			
Professional Technical 6	Agile Product Owner	\$ 94,790.69	\$ 119,192.27	\$ 143,593.85
	School Technology and Support Lead			
	Security Operations Engineer - Lead			
	Senior Project Manager - Construction			
Professional Technical 7	Bond Manager	\$ 105,605.73	\$ 132,791.37	\$ 159,977.01
	IT Software Integration Manager			
	Manager IT Systems			
	Manager - IT Systems - Charter			
	Manager IT Systems			
	Software Engineer III			
	Software Engineer Technical Lead			

DCSD Professionsl/Technical Salary Schedule 2026-2027

Effective 7-1-2026

Compensation Grade Profile	Job Profile	Pay Range - Minimum	Pay Range - Midpoint	Pay Range - Maximum
Professional Technical 8	Athletic Trainer	\$ 57,784.00	\$ 69,079.93	\$ 80,375.90
Coordinator - 200	CTE Specialist CTE Specialist - Work-Based Learning	\$ 68,607.55	\$ 84,477.00	\$ 100,346.46
Coordinator - 215	504 Specialist Coordinator - Alternative Licensure & Induction Programs Coordinator - At Risk Students Coordinator - Curriculum Coordinator - Curriculum, Instruction and Assessment Coordinator - Individual Student Plan Software Program Coordinator - Postsecondary Readiness Dyslexia Specialist Homeless Student Liaison Library Specialist - Dgtl Res Integ Catalog Psychological Safety Coordinator Specialist - Student Support Services - Crisis Team Student Support Services Strategist - CIPG	\$ 75,578.09	\$ 93,059.87	\$ 110,541.66
Coordinator - Annual	Coordinator - Assessment Technology Coordinator - Professional Development: CLS & Pro-Tech Coordinator - SWAP	\$ 82,703.30	\$ 101,833.20	\$ 120,963.10
Coordinator - E - 205	Coordinator - HWP and Behavior Supports	\$ 75,132.88	\$ 87,436.19	\$ 99,739.50
Coordinator - E - 215	Coordinator - Advanced Academics & Gifted Programming Coordinator - Early Childhood Education Coordinator - ESL Coordinator - Gifted Education Coordinator - Homebound Education Program Coordinator - Language and Cultural Engagement Coordinator - Literacy Interventions Coordinator - Mental Health-Student Support Services Coordinator - Nursing Services Coordinator - SPED Coordinator - Student Performance Coordinator - Title III - Student Support Services - Language and Cultural Engagement Coordinator - Special Education Alternative Licensure	\$ 87,792.74	\$ 108,099.86	\$ 128,406.98
Coordinator - E - Annual	Project Manager - Digital Content - CIPG	\$ 92,882.17	\$ 114,366.51	\$ 135,850.86