

Montrose County School District RE-1J
2026-2027 Teacher Salary Schedule (178 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 51,516	\$ 52,302	\$ 53,044	\$ 53,813	\$ 54,553	\$ 55,339	\$ 56,080	\$ 56,868	\$ 57,607	\$ 58,380	\$ 59,122	\$ 59,907	\$ 60,658	\$ 61,408
2	\$ 52,546	\$ 53,349	\$ 54,371	\$ 55,160	\$ 56,080	\$ 56,888	\$ 57,650	\$ 58,462	\$ 59,220	\$ 60,015	\$ 60,776	\$ 61,585	\$ 62,355	\$ 63,127
3	\$ 53,597	\$ 54,415	\$ 55,729	\$ 56,537	\$ 57,595	\$ 58,424	\$ 59,206	\$ 60,040	\$ 60,819	\$ 61,635	\$ 62,418	\$ 63,247	\$ 64,039	\$ 64,831
4	\$ 54,669	\$ 55,504	\$ 57,122	\$ 57,951	\$ 59,034	\$ 60,002	\$ 60,806	\$ 61,661	\$ 62,461	\$ 63,299	\$ 64,104	\$ 64,955	\$ 65,769	\$ 66,582
5	\$ 55,380	\$ 56,613	\$ 58,550	\$ 59,399	\$ 60,510	\$ 61,501	\$ 62,325	\$ 63,202	\$ 64,023	\$ 64,882	\$ 65,706	\$ 66,578	\$ 67,412	\$ 68,247
6	\$ 56,100	\$ 57,746	\$ 60,015	\$ 60,707	\$ 61,963	\$ 62,978	\$ 63,822	\$ 64,719	\$ 65,560	\$ 66,373	\$ 67,217	\$ 68,110	\$ 68,964	\$ 69,816
7	\$ 56,830	\$ 58,901	\$ 61,215	\$ 62,042	\$ 63,449	\$ 64,489	\$ 65,290	\$ 66,207	\$ 67,067	\$ 67,901	\$ 68,763	\$ 69,677	\$ 70,550	\$ 71,422
8	\$ 57,569	\$ 59,667	\$ 62,439	\$ 63,407	\$ 64,972	\$ 65,973	\$ 66,741	\$ 67,730	\$ 68,610	\$ 69,326	\$ 70,207	\$ 71,140	\$ 72,031	\$ 72,922
9	\$ 58,317	\$ 60,441	\$ 63,250	\$ 64,802	\$ 66,532	\$ 67,490	\$ 68,264	\$ 69,220	\$ 70,119	\$ 70,783	\$ 71,682	\$ 72,634	\$ 73,544	\$ 74,454
10	\$ 59,076	\$ 61,227	\$ 64,072	\$ 66,228	\$ 68,128	\$ 68,974	\$ 69,777	\$ 70,742	\$ 71,661	\$ 72,269	\$ 73,187	\$ 74,159	\$ 75,088	\$ 76,017
11	\$ 59,843	\$ 62,024	\$ 64,905	\$ 67,088	\$ 69,627	\$ 70,492	\$ 71,340	\$ 72,230	\$ 73,166	\$ 73,714	\$ 74,650	\$ 75,642	\$ 76,590	\$ 77,536
12	\$ 60,621	\$ 62,830	\$ 65,749	\$ 67,961	\$ 71,160	\$ 72,042	\$ 72,868	\$ 73,746	\$ 74,703	\$ 75,188	\$ 76,144	\$ 77,155	\$ 78,121	\$ 79,088
13	\$ 61,409	\$ 63,647	\$ 66,604	\$ 68,844	\$ 72,582	\$ 73,554	\$ 74,377	\$ 75,221	\$ 76,197	\$ 76,692	\$ 77,666	\$ 78,699	\$ 79,684	\$ 80,670
14	\$ 62,207	\$ 64,474	\$ 67,470	\$ 69,739	\$ 74,033	\$ 75,100	\$ 75,905	\$ 76,725	\$ 77,721	\$ 78,225	\$ 79,219	\$ 80,272	\$ 81,278	\$ 82,283
15	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 75,514	\$ 76,602	\$ 77,433	\$ 78,172	\$ 79,275	\$ 79,790	\$ 80,804	\$ 81,878	\$ 82,903	\$ 83,929
16	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 77,024	\$ 78,135	\$ 78,944	\$ 79,683	\$ 80,861	\$ 81,386	\$ 82,420	\$ 83,515	\$ 84,561	\$ 85,607
17	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 78,564	\$ 79,697	\$ 80,472	\$ 81,209	\$ 82,478	\$ 83,015	\$ 84,069	\$ 85,186	\$ 86,252	\$ 87,319
18	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 80,136	\$ 81,291	\$ 82,000	\$ 82,739	\$ 84,127	\$ 84,675	\$ 85,751	\$ 86,889	\$ 87,977	\$ 89,065
19	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 81,578	\$ 82,836	\$ 83,508	\$ 84,265	\$ 85,810	\$ 86,368	\$ 87,466	\$ 88,627	\$ 89,738	\$ 90,847
20	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 83,048	\$ 84,326	\$ 85,012	\$ 85,775	\$ 87,526	\$ 88,095	\$ 89,214	\$ 90,400	\$ 91,532	\$ 92,664
21	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 83,048	\$ 85,843	\$ 86,542	\$ 87,319	\$ 89,102	\$ 89,856	\$ 90,998	\$ 92,208	\$ 93,363	\$ 94,517
22	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 83,048	\$ 87,389	\$ 88,100	\$ 88,891	\$ 90,707	\$ 91,655	\$ 92,818	\$ 94,052	\$ 95,230	\$ 96,408
23	\$ 63,016	\$ 65,312	\$ 68,348	\$ 70,647	\$ 83,048	\$ 88,962	\$ 89,685	\$ 90,491	\$ 92,340	\$ 93,487	\$ 94,675	\$ 95,933	\$ 97,134	\$ 98,335

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of fourteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14
	14	15

Updated: June 2026

Montrose County School District RE-1J
2026-2027 Building Resource Teacher Salary Schedule (188 Days)

EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 54,111	\$ 54,939	\$ 55,723	\$ 56,535	\$ 57,316	\$ 58,147	\$ 58,928	\$ 59,763	\$ 60,541	\$ 61,357	\$ 62,142	\$ 62,971	\$ 63,764	\$ 64,557
2	\$ 55,193	\$ 56,038	\$ 57,116	\$ 57,949	\$ 58,921	\$ 59,775	\$ 60,578	\$ 61,435	\$ 62,236	\$ 63,075	\$ 63,882	\$ 64,734	\$ 65,550	\$ 66,365
3	\$ 56,297	\$ 57,159	\$ 58,543	\$ 59,397	\$ 60,513	\$ 61,389	\$ 62,214	\$ 63,095	\$ 63,917	\$ 64,779	\$ 65,606	\$ 66,482	\$ 67,320	\$ 68,157
4	\$ 57,423	\$ 58,302	\$ 60,007	\$ 60,881	\$ 62,025	\$ 63,046	\$ 63,893	\$ 64,798	\$ 65,643	\$ 66,527	\$ 67,378	\$ 68,278	\$ 69,138	\$ 69,997
5	\$ 58,168	\$ 59,468	\$ 61,507	\$ 62,404	\$ 63,576	\$ 64,623	\$ 65,492	\$ 66,417	\$ 67,284	\$ 68,191	\$ 69,063	\$ 69,984	\$ 70,866	\$ 71,748
6	\$ 58,925	\$ 60,658	\$ 63,045	\$ 63,778	\$ 65,102	\$ 66,174	\$ 67,062	\$ 68,013	\$ 68,899	\$ 69,759	\$ 70,651	\$ 71,594	\$ 72,496	\$ 73,397
7	\$ 59,692	\$ 61,870	\$ 64,305	\$ 65,180	\$ 66,664	\$ 67,763	\$ 68,605	\$ 69,577	\$ 70,483	\$ 71,364	\$ 72,275	\$ 73,240	\$ 74,163	\$ 75,085
8	\$ 60,467	\$ 62,676	\$ 65,592	\$ 66,614	\$ 68,263	\$ 69,321	\$ 70,188	\$ 71,176	\$ 72,105	\$ 72,861	\$ 73,793	\$ 74,778	\$ 75,720	\$ 76,663
9	\$ 61,253	\$ 63,490	\$ 66,444	\$ 68,080	\$ 69,903	\$ 70,914	\$ 71,798	\$ 72,743	\$ 73,691	\$ 74,392	\$ 75,342	\$ 76,350	\$ 77,311	\$ 78,273
10	\$ 62,049	\$ 64,315	\$ 67,308	\$ 69,578	\$ 71,580	\$ 72,475	\$ 73,396	\$ 74,342	\$ 75,312	\$ 75,954	\$ 76,926	\$ 77,952	\$ 78,934	\$ 79,916
11	\$ 62,857	\$ 65,152	\$ 68,183	\$ 70,482	\$ 73,155	\$ 74,069	\$ 75,046	\$ 75,904	\$ 76,894	\$ 77,474	\$ 78,464	\$ 79,512	\$ 80,513	\$ 81,514
12	\$ 63,674	\$ 65,998	\$ 69,070	\$ 71,399	\$ 74,765	\$ 75,699	\$ 76,661	\$ 77,498	\$ 78,508	\$ 79,023	\$ 80,033	\$ 81,102	\$ 82,124	\$ 83,145
13	\$ 64,501	\$ 66,855	\$ 69,968	\$ 72,326	\$ 76,259	\$ 77,289	\$ 78,254	\$ 79,047	\$ 80,078	\$ 80,603	\$ 81,635	\$ 82,723	\$ 83,766	\$ 84,808
14	\$ 65,340	\$ 67,725	\$ 70,877	\$ 73,266	\$ 77,785	\$ 78,911	\$ 79,866	\$ 80,628	\$ 81,680	\$ 82,215	\$ 83,266	\$ 84,379	\$ 85,442	\$ 86,504
15	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 79,340	\$ 80,490	\$ 81,482	\$ 82,262	\$ 83,314	\$ 83,860	\$ 84,932	\$ 86,066	\$ 87,149	\$ 88,234
16	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 80,927	\$ 82,100	\$ 83,079	\$ 83,858	\$ 84,980	\$ 85,536	\$ 86,630	\$ 87,787	\$ 88,893	\$ 89,998
17	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 82,545	\$ 83,742	\$ 84,691	\$ 85,471	\$ 86,680	\$ 87,247	\$ 88,364	\$ 89,543	\$ 90,671	\$ 91,798
18	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 84,196	\$ 85,417	\$ 86,304	\$ 87,084	\$ 88,413	\$ 88,993	\$ 90,130	\$ 91,333	\$ 92,484	\$ 93,634
19	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 85,711	\$ 87,039	\$ 87,899	\$ 88,698	\$ 90,182	\$ 90,772	\$ 91,934	\$ 93,160	\$ 94,335	\$ 95,507
20	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 87,255	\$ 88,606	\$ 89,481	\$ 90,292	\$ 91,985	\$ 92,588	\$ 93,772	\$ 95,024	\$ 96,220	\$ 97,417
21	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 87,255	\$ 90,201	\$ 91,092	\$ 91,917	\$ 93,640	\$ 94,440	\$ 95,647	\$ 96,924	\$ 98,146	\$ 99,365
22	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 87,255	\$ 91,825	\$ 92,732	\$ 93,572	\$ 95,325	\$ 96,329	\$ 97,561	\$ 98,862	\$ 100,108	\$ 101,353
23	\$ 66,189	\$ 68,605	\$ 71,799	\$ 74,219	\$ 87,255	\$ 93,478	\$ 94,401	\$ 95,256	\$ 97,042	\$ 98,255	\$ 99,511	\$ 100,840	\$ 102,110	\$ 103,380

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of fourteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14
	14	15

Updated: June 2026

Montrose County School District RE-1J
2026-2027 Related Service Providers Salary Schedule (182 Days)
EXEMPT

School Psychologist, Nurse Coordinator, Motor Therapist, Audiologist, Vision Specialist, Hearing Specialist, Speech Pathologist, Mental Health, Social Worker

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 62,604	\$ 63,026	\$ 63,447	\$ 63,867	\$ 64,288	\$ 64,762	\$ 65,396	\$ 66,026	\$ 66,660	\$ 67,291	\$ 67,925	\$ 68,556	\$ 69,202	\$ 69,846
2	\$ 63,857	\$ 64,286	\$ 65,033	\$ 65,465	\$ 66,088	\$ 66,576	\$ 67,227	\$ 67,875	\$ 68,526	\$ 69,176	\$ 69,828	\$ 70,476	\$ 71,139	\$ 71,802
3	\$ 65,134	\$ 65,572	\$ 66,660	\$ 67,101	\$ 67,873	\$ 68,373	\$ 69,042	\$ 69,707	\$ 70,376	\$ 71,043	\$ 71,713	\$ 72,377	\$ 73,060	\$ 73,742
4	\$ 66,436	\$ 66,883	\$ 68,325	\$ 68,779	\$ 69,569	\$ 70,220	\$ 70,906	\$ 71,590	\$ 72,275	\$ 72,961	\$ 73,649	\$ 74,332	\$ 75,031	\$ 75,733
5	\$ 67,300	\$ 68,222	\$ 70,034	\$ 70,498	\$ 71,309	\$ 71,975	\$ 72,679	\$ 73,379	\$ 74,083	\$ 74,786	\$ 75,490	\$ 76,191	\$ 76,908	\$ 77,626
6	\$ 68,175	\$ 69,586	\$ 71,784	\$ 72,050	\$ 73,021	\$ 73,703	\$ 74,423	\$ 75,140	\$ 75,862	\$ 76,505	\$ 77,226	\$ 77,943	\$ 78,677	\$ 79,411
7	\$ 69,062	\$ 70,978	\$ 73,220	\$ 73,635	\$ 74,773	\$ 75,471	\$ 76,135	\$ 76,868	\$ 77,605	\$ 78,266	\$ 79,003	\$ 79,735	\$ 80,486	\$ 81,237
8	\$ 69,960	\$ 71,900	\$ 74,684	\$ 75,254	\$ 76,567	\$ 77,207	\$ 77,887	\$ 78,636	\$ 79,390	\$ 79,908	\$ 80,662	\$ 81,410	\$ 82,176	\$ 82,944
9	\$ 70,868	\$ 72,834	\$ 75,656	\$ 76,910	\$ 78,405	\$ 78,983	\$ 79,599	\$ 80,367	\$ 81,137	\$ 81,587	\$ 82,356	\$ 83,120	\$ 83,902	\$ 84,685
10	\$ 71,789	\$ 73,782	\$ 76,638	\$ 78,601	\$ 80,286	\$ 80,721	\$ 81,351	\$ 82,134	\$ 82,922	\$ 83,300	\$ 84,086	\$ 84,865	\$ 85,664	\$ 86,463
11	\$ 72,723	\$ 74,741	\$ 77,635	\$ 79,623	\$ 82,053	\$ 82,496	\$ 83,059	\$ 83,860	\$ 84,663	\$ 84,966	\$ 85,767	\$ 86,562	\$ 87,377	\$ 88,193
12	\$ 73,669	\$ 75,713	\$ 78,645	\$ 80,658	\$ 83,858	\$ 84,311	\$ 84,804	\$ 85,621	\$ 86,442	\$ 86,666	\$ 87,482	\$ 88,294	\$ 89,125	\$ 89,956
13	\$ 74,626	\$ 76,697	\$ 79,667	\$ 81,707	\$ 85,535	\$ 86,082	\$ 86,584	\$ 87,333	\$ 88,170	\$ 88,399	\$ 89,232	\$ 90,059	\$ 90,907	\$ 91,755
14	\$ 75,596	\$ 77,694	\$ 80,703	\$ 82,769	\$ 87,246	\$ 87,889	\$ 88,315	\$ 89,080	\$ 89,933	\$ 90,167	\$ 91,017	\$ 91,861	\$ 92,726	\$ 93,590
15	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 88,990	\$ 89,647	\$ 90,082	\$ 90,861	\$ 91,733	\$ 91,970	\$ 92,837	\$ 93,698	\$ 94,580	\$ 95,462
16	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 90,771	\$ 91,440	\$ 91,884	\$ 92,678	\$ 93,567	\$ 93,809	\$ 94,694	\$ 95,572	\$ 96,472	\$ 97,371
17	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 92,586	\$ 93,270	\$ 93,722	\$ 94,531	\$ 95,439	\$ 95,685	\$ 96,587	\$ 97,483	\$ 98,401	\$ 99,320
18	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 94,438	\$ 95,135	\$ 95,409	\$ 96,233	\$ 97,346	\$ 97,599	\$ 98,518	\$ 99,433	\$ 100,369	\$ 101,306
19	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 96,137	\$ 96,943	\$ 97,126	\$ 97,965	\$ 99,294	\$ 99,552	\$ 100,489	\$ 101,422	\$ 102,377	\$ 103,332
20	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 97,869	\$ 98,687	\$ 98,874	\$ 99,729	\$ 101,280	\$ 101,543	\$ 102,499	\$ 103,450	\$ 104,423	\$ 105,399
21	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 97,869	\$ 100,463	\$ 100,654	\$ 101,524	\$ 103,103	\$ 103,573	\$ 104,549	\$ 105,518	\$ 106,512	\$ 107,506
22	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 97,869	\$ 102,272	\$ 102,465	\$ 103,351	\$ 104,958	\$ 105,644	\$ 106,640	\$ 107,630	\$ 108,643	\$ 109,656
23	\$ 76,579	\$ 78,704	\$ 81,751	\$ 83,845	\$ 97,869	\$ 104,112	\$ 104,310	\$ 105,211	\$ 106,848	\$ 107,758	\$ 108,773	\$ 109,782	\$ 110,817	\$ 111,850

	Years of experience	Enter step
Outside experience credit:	0	1
A maximum of fourteen years may be granted for outside experience.	1	2
Outside experience credit is not granted for teaching experience outside the USA.	2	3
All credit hours based on semester hours.	3	4
School Psychologists, upon approval of the Director of Student Services may request additional days (maximum of 5) with proven need at their daily rate of pay.	4	5
	5	6
	6	7
EdS - Will enter MA30	7	8
PhD - \$4,000	8	9
	9	10
	10	11
Insurance:	11	12
District will pay a portion of the employee's premium.	12	13
	13	14
	14	15

Updated: June 2026

Montrose County School District RE-1J
2026-2027 Licensed Coordinator Salary Schedule (196 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 56,185	\$ 57,048	\$ 57,865	\$ 58,714	\$ 59,527	\$ 60,392	\$ 61,210	\$ 62,078	\$ 62,891	\$ 63,738	\$ 64,555	\$ 65,424	\$ 66,160	\$ 66,896
2	\$ 57,309	\$ 58,189	\$ 59,313	\$ 60,182	\$ 61,194	\$ 62,084	\$ 62,924	\$ 63,817	\$ 64,652	\$ 65,523	\$ 66,363	\$ 67,256	\$ 68,013	\$ 68,769
3	\$ 58,456	\$ 59,353	\$ 60,796	\$ 61,686	\$ 62,845	\$ 63,759	\$ 64,623	\$ 65,540	\$ 66,397	\$ 67,292	\$ 68,155	\$ 69,072	\$ 69,848	\$ 70,626
4	\$ 59,624	\$ 60,539	\$ 62,316	\$ 63,228	\$ 64,417	\$ 65,480	\$ 66,368	\$ 67,309	\$ 68,191	\$ 69,109	\$ 69,995	\$ 70,936	\$ 71,734	\$ 72,533
5	\$ 60,399	\$ 61,752	\$ 63,873	\$ 64,809	\$ 66,028	\$ 67,119	\$ 68,027	\$ 68,992	\$ 69,895	\$ 70,837	\$ 71,746	\$ 72,710	\$ 73,528	\$ 74,346
6	\$ 61,184	\$ 62,986	\$ 65,470	\$ 66,235	\$ 67,612	\$ 68,730	\$ 69,660	\$ 70,648	\$ 71,573	\$ 72,467	\$ 73,395	\$ 74,382	\$ 75,220	\$ 76,056
7	\$ 61,979	\$ 64,245	\$ 66,779	\$ 67,692	\$ 69,235	\$ 70,378	\$ 71,263	\$ 72,272	\$ 73,219	\$ 74,133	\$ 75,083	\$ 76,093	\$ 76,949	\$ 77,806
8	\$ 62,786	\$ 65,081	\$ 68,115	\$ 69,181	\$ 70,897	\$ 71,997	\$ 72,947	\$ 73,934	\$ 74,903	\$ 75,690	\$ 76,660	\$ 77,691	\$ 78,564	\$ 79,440
9	\$ 63,601	\$ 65,927	\$ 69,001	\$ 70,703	\$ 72,599	\$ 73,653	\$ 74,625	\$ 75,562	\$ 76,551	\$ 77,279	\$ 78,270	\$ 79,322	\$ 80,215	\$ 81,107
10	\$ 64,429	\$ 66,783	\$ 69,897	\$ 72,259	\$ 74,340	\$ 75,273	\$ 76,293	\$ 77,224	\$ 78,235	\$ 78,903	\$ 79,914	\$ 80,988	\$ 81,899	\$ 82,811
11	\$ 65,266	\$ 67,651	\$ 70,806	\$ 73,198	\$ 75,976	\$ 76,929	\$ 78,011	\$ 78,845	\$ 79,878	\$ 80,480	\$ 81,512	\$ 82,608	\$ 83,537	\$ 84,467
12	\$ 66,115	\$ 68,531	\$ 71,727	\$ 74,150	\$ 77,649	\$ 78,622	\$ 79,693	\$ 80,501	\$ 81,554	\$ 82,090	\$ 83,143	\$ 84,260	\$ 85,208	\$ 86,157
13	\$ 66,975	\$ 69,423	\$ 72,658	\$ 75,113	\$ 79,201	\$ 80,273	\$ 81,356	\$ 82,112	\$ 83,186	\$ 83,732	\$ 84,805	\$ 85,945	\$ 86,912	\$ 87,880
14	\$ 67,845	\$ 70,324	\$ 73,603	\$ 76,090	\$ 80,784	\$ 81,958	\$ 83,040	\$ 83,754	\$ 84,849	\$ 85,407	\$ 86,500	\$ 87,664	\$ 88,651	\$ 89,638
15	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 82,401	\$ 83,598	\$ 84,722	\$ 85,533	\$ 86,547	\$ 87,114	\$ 88,231	\$ 89,417	\$ 90,425	\$ 91,430
16	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 84,048	\$ 85,270	\$ 86,383	\$ 87,199	\$ 88,278	\$ 88,857	\$ 89,995	\$ 91,205	\$ 92,232	\$ 93,259
17	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 85,730	\$ 86,975	\$ 88,064	\$ 88,881	\$ 90,044	\$ 90,634	\$ 91,796	\$ 93,031	\$ 94,077	\$ 95,125
18	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 87,444	\$ 88,715	\$ 89,747	\$ 90,563	\$ 91,844	\$ 92,447	\$ 93,631	\$ 94,890	\$ 95,958	\$ 97,026
19	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 89,019	\$ 90,401	\$ 91,413	\$ 92,246	\$ 93,681	\$ 94,295	\$ 95,504	\$ 96,789	\$ 97,878	\$ 98,967
20	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 90,620	\$ 92,027	\$ 93,058	\$ 93,907	\$ 95,554	\$ 96,181	\$ 97,414	\$ 98,723	\$ 99,836	\$ 100,946
21	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 90,620	\$ 93,684	\$ 94,733	\$ 95,597	\$ 97,275	\$ 98,105	\$ 99,362	\$ 100,699	\$ 101,832	\$ 102,965
22	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 90,620	\$ 95,370	\$ 96,439	\$ 97,317	\$ 99,025	\$ 100,068	\$ 101,349	\$ 102,713	\$ 103,869	\$ 105,025
23	\$ 68,728	\$ 71,239	\$ 74,561	\$ 77,079	\$ 90,620	\$ 97,087	\$ 98,174	\$ 99,070	\$ 100,808	\$ 102,068	\$ 103,376	\$ 104,767	\$ 105,946	\$ 107,125

Outside experience credit:	Years of experience	Enter step
A maximum of fourteen years may be granted for outside experience.	0	1
Outside experience credit is not granted for teaching experience outside the USA.	1	2
All credit hours based on semester hours.	2	3
	3	4
	4	5
EdS - Additional \$1,500	5	6
EdD - Additional \$4,000	6	7
	7	8
	8	9
Insurance:	9	10
District will pay a portion of the employee's premium.	10	11
	11	12
	12	13
	13	14
	14	15

Montrose County School District RE-1J
2026-2027 Licensed Coordinator Salary Schedule (200 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 60,007	\$ 60,943	\$ 61,818	\$ 62,733	\$ 63,608	\$ 64,543	\$ 65,416	\$ 66,354	\$ 67,227	\$ 68,146	\$ 69,025	\$ 69,961	\$ 70,703	\$ 71,445
2	\$ 61,207	\$ 62,163	\$ 63,364	\$ 64,301	\$ 65,389	\$ 66,350	\$ 67,249	\$ 68,211	\$ 69,109	\$ 70,053	\$ 70,959	\$ 71,919	\$ 72,682	\$ 73,445
3	\$ 62,431	\$ 63,405	\$ 64,948	\$ 65,909	\$ 67,154	\$ 68,142	\$ 69,131	\$ 70,052	\$ 71,044	\$ 71,944	\$ 72,875	\$ 73,860	\$ 74,645	\$ 75,429
4	\$ 63,680	\$ 64,674	\$ 66,571	\$ 67,557	\$ 68,834	\$ 69,981	\$ 70,997	\$ 71,943	\$ 72,962	\$ 73,887	\$ 74,842	\$ 75,855	\$ 76,660	\$ 77,464
5	\$ 64,508	\$ 65,966	\$ 68,234	\$ 69,246	\$ 70,554	\$ 71,730	\$ 72,844	\$ 73,815	\$ 74,860	\$ 75,809	\$ 76,713	\$ 77,753	\$ 78,577	\$ 79,402
6	\$ 65,346	\$ 67,286	\$ 69,941	\$ 70,768	\$ 72,247	\$ 73,451	\$ 74,738	\$ 75,661	\$ 76,731	\$ 77,704	\$ 78,630	\$ 79,696	\$ 80,541	\$ 81,386
7	\$ 66,195	\$ 68,632	\$ 71,340	\$ 72,326	\$ 73,981	\$ 75,215	\$ 76,606	\$ 77,400	\$ 78,650	\$ 79,647	\$ 80,439	\$ 81,529	\$ 82,393	\$ 83,258
8	\$ 67,056	\$ 69,524	\$ 72,767	\$ 73,918	\$ 75,758	\$ 76,945	\$ 78,445	\$ 79,181	\$ 80,458	\$ 81,479	\$ 82,289	\$ 83,404	\$ 84,288	\$ 85,173
9	\$ 67,927	\$ 70,427	\$ 73,713	\$ 75,543	\$ 77,575	\$ 78,715	\$ 80,327	\$ 81,002	\$ 82,308	\$ 83,353	\$ 84,017	\$ 85,155	\$ 86,059	\$ 86,962
10	\$ 68,811	\$ 71,343	\$ 74,671	\$ 77,205	\$ 79,437	\$ 80,446	\$ 82,174	\$ 82,865	\$ 84,201	\$ 85,186	\$ 85,781	\$ 86,943	\$ 87,865	\$ 88,789
11	\$ 69,706	\$ 72,271	\$ 75,641	\$ 78,209	\$ 81,185	\$ 82,216	\$ 83,983	\$ 84,605	\$ 85,970	\$ 86,975	\$ 87,583	\$ 88,682	\$ 89,668	\$ 90,653
12	\$ 70,612	\$ 73,210	\$ 76,626	\$ 79,226	\$ 82,971	\$ 84,025	\$ 85,830	\$ 86,381	\$ 87,776	\$ 88,801	\$ 89,423	\$ 90,457	\$ 91,506	\$ 92,557
13	\$ 71,529	\$ 74,162	\$ 77,622	\$ 80,256	\$ 84,630	\$ 85,790	\$ 87,719	\$ 88,109	\$ 89,532	\$ 90,578	\$ 91,211	\$ 92,265	\$ 93,382	\$ 94,500
14	\$ 72,461	\$ 75,126	\$ 78,630	\$ 81,298	\$ 86,322	\$ 87,591	\$ 89,561	\$ 89,872	\$ 91,322	\$ 92,389	\$ 93,036	\$ 94,111	\$ 95,298	\$ 96,485
15	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 88,050	\$ 89,342	\$ 91,440	\$ 91,669	\$ 93,148	\$ 94,237	\$ 94,896	\$ 95,992	\$ 97,252	\$ 98,510
16	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 89,811	\$ 91,129	\$ 93,270	\$ 93,396	\$ 95,011	\$ 96,122	\$ 96,794	\$ 97,913	\$ 99,197	\$ 100,481
17	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 91,606	\$ 92,953	\$ 95,135	\$ 95,208	\$ 96,911	\$ 98,045	\$ 98,730	\$ 99,871	\$ 101,181	\$ 102,491
18	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 93,439	\$ 94,812	\$ 97,037	\$ 97,020	\$ 98,849	\$ 100,006	\$ 100,704	\$ 101,868	\$ 103,205	\$ 104,541
19	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 95,119	\$ 96,613	\$ 98,785	\$ 98,831	\$ 100,827	\$ 102,005	\$ 102,719	\$ 103,905	\$ 105,268	\$ 106,632
20	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 96,832	\$ 98,352	\$ 100,562	\$ 100,622	\$ 102,843	\$ 104,045	\$ 104,773	\$ 105,983	\$ 107,373	\$ 108,764
21	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 96,832	\$ 100,122	\$ 102,373	\$ 102,434	\$ 104,694	\$ 106,126	\$ 106,868	\$ 108,103	\$ 109,521	\$ 110,938
22	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 96,832	\$ 101,925	\$ 104,215	\$ 104,276	\$ 106,579	\$ 108,249	\$ 109,006	\$ 110,266	\$ 111,712	\$ 113,158
23	\$ 73,401	\$ 76,103	\$ 79,652	\$ 82,356	\$ 96,832	\$ 103,759	\$ 106,092	\$ 106,153	\$ 108,497	\$ 110,414	\$ 111,185	\$ 112,471	\$ 113,946	\$ 115,421

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of fourteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14
	14	15

Montrose County School District RE-1J
2026-2027 Librarian (186 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 53,559	\$ 54,383	\$ 55,154	\$ 55,962	\$ 56,733	\$ 57,555	\$ 58,326	\$ 59,153	\$ 59,921	\$ 60,732	\$ 61,506	\$ 62,331	\$ 63,073	\$ 63,814
2	\$ 54,630	\$ 55,471	\$ 56,534	\$ 57,362	\$ 58,322	\$ 59,167	\$ 59,959	\$ 60,809	\$ 61,599	\$ 62,431	\$ 63,229	\$ 64,077	\$ 64,839	\$ 65,601
3	\$ 55,723	\$ 56,580	\$ 57,948	\$ 58,795	\$ 59,897	\$ 60,765	\$ 61,579	\$ 62,451	\$ 63,263	\$ 64,118	\$ 64,935	\$ 65,807	\$ 66,590	\$ 67,371
4	\$ 56,836	\$ 57,711	\$ 59,395	\$ 60,264	\$ 61,395	\$ 62,406	\$ 63,241	\$ 64,137	\$ 64,969	\$ 65,849	\$ 66,689	\$ 67,584	\$ 68,387	\$ 69,191
5	\$ 57,576	\$ 58,867	\$ 60,880	\$ 61,771	\$ 62,930	\$ 63,965	\$ 64,822	\$ 65,741	\$ 66,595	\$ 67,495	\$ 68,356	\$ 69,274	\$ 70,097	\$ 70,921
6	\$ 58,324	\$ 60,044	\$ 62,403	\$ 63,130	\$ 64,440	\$ 65,501	\$ 66,378	\$ 67,318	\$ 68,193	\$ 69,047	\$ 69,929	\$ 70,866	\$ 71,709	\$ 72,552
7	\$ 59,083	\$ 61,245	\$ 63,651	\$ 64,519	\$ 65,986	\$ 67,073	\$ 67,904	\$ 68,867	\$ 69,761	\$ 70,635	\$ 71,537	\$ 72,497	\$ 73,359	\$ 74,220
8	\$ 59,850	\$ 62,041	\$ 64,924	\$ 65,939	\$ 67,569	\$ 68,616	\$ 69,465	\$ 70,451	\$ 71,366	\$ 72,119	\$ 73,038	\$ 74,020	\$ 74,900	\$ 75,779
9	\$ 60,629	\$ 62,846	\$ 65,768	\$ 67,389	\$ 69,191	\$ 70,193	\$ 71,063	\$ 72,001	\$ 72,935	\$ 73,633	\$ 74,573	\$ 75,573	\$ 76,472	\$ 77,371
10	\$ 61,417	\$ 63,663	\$ 66,622	\$ 68,872	\$ 70,853	\$ 71,737	\$ 72,643	\$ 73,585	\$ 74,540	\$ 75,180	\$ 76,140	\$ 77,161	\$ 78,077	\$ 78,995
11	\$ 62,216	\$ 64,491	\$ 67,489	\$ 69,767	\$ 72,411	\$ 73,316	\$ 74,274	\$ 75,129	\$ 76,106	\$ 76,684	\$ 77,662	\$ 78,704	\$ 79,640	\$ 80,575
12	\$ 63,024	\$ 65,331	\$ 68,366	\$ 70,674	\$ 74,003	\$ 74,928	\$ 75,869	\$ 76,707	\$ 77,704	\$ 78,217	\$ 79,215	\$ 80,278	\$ 81,232	\$ 82,187
13	\$ 63,844	\$ 66,180	\$ 69,255	\$ 71,593	\$ 75,484	\$ 76,503	\$ 77,448	\$ 78,242	\$ 79,259	\$ 79,781	\$ 80,799	\$ 81,883	\$ 82,856	\$ 83,831
14	\$ 64,674	\$ 67,040	\$ 70,154	\$ 72,523	\$ 76,994	\$ 78,109	\$ 79,046	\$ 79,806	\$ 80,844	\$ 81,377	\$ 82,415	\$ 83,521	\$ 84,514	\$ 85,506
15	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 78,533	\$ 79,672	\$ 80,640	\$ 81,412	\$ 82,460	\$ 83,005	\$ 84,063	\$ 85,191	\$ 86,204	\$ 87,217
16	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 80,104	\$ 81,265	\$ 82,219	\$ 82,991	\$ 84,109	\$ 84,664	\$ 85,744	\$ 86,895	\$ 87,929	\$ 88,961
17	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 81,706	\$ 82,890	\$ 83,817	\$ 84,587	\$ 85,791	\$ 86,357	\$ 87,460	\$ 88,633	\$ 89,687	\$ 90,741
18	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 83,339	\$ 84,549	\$ 85,412	\$ 86,185	\$ 87,507	\$ 88,085	\$ 89,209	\$ 90,406	\$ 91,480	\$ 92,556
19	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 84,840	\$ 86,153	\$ 86,992	\$ 87,780	\$ 89,258	\$ 89,847	\$ 90,993	\$ 92,215	\$ 93,311	\$ 94,407
20	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 86,368	\$ 87,705	\$ 88,558	\$ 89,360	\$ 91,043	\$ 91,643	\$ 92,813	\$ 94,059	\$ 95,177	\$ 96,295
21	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 86,368	\$ 89,283	\$ 90,152	\$ 90,969	\$ 92,681	\$ 93,477	\$ 94,669	\$ 95,939	\$ 97,081	\$ 98,221
22	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 86,368	\$ 90,891	\$ 91,774	\$ 92,605	\$ 94,349	\$ 95,346	\$ 96,563	\$ 97,859	\$ 99,022	\$ 100,186
23	\$ 65,514	\$ 67,912	\$ 71,067	\$ 73,467	\$ 86,368	\$ 92,527	\$ 93,426	\$ 94,272	\$ 96,049	\$ 97,253	\$ 98,494	\$ 99,815	\$ 101,003	\$ 102,189

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of fourteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14
	14	15

Updated: June 2026

Montrose County School District RE-1J
2026-2027 Elementary/ Middle School Counselors Salary Schedule (188 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 54,070	\$ 54,903	\$ 55,681	\$ 56,498	\$ 57,277	\$ 58,111	\$ 58,890	\$ 59,725	\$ 60,504	\$ 61,319	\$ 62,101	\$ 62,934	\$ 63,666	\$ 64,400
2	\$ 55,151	\$ 56,000	\$ 57,072	\$ 57,910	\$ 58,881	\$ 59,738	\$ 60,538	\$ 61,397	\$ 62,198	\$ 63,036	\$ 63,839	\$ 64,696	\$ 65,449	\$ 66,203
3	\$ 56,253	\$ 57,121	\$ 58,499	\$ 59,358	\$ 60,471	\$ 61,351	\$ 62,173	\$ 63,056	\$ 63,878	\$ 64,738	\$ 65,564	\$ 66,442	\$ 67,217	\$ 67,991
4	\$ 57,379	\$ 58,263	\$ 59,961	\$ 60,842	\$ 61,983	\$ 63,007	\$ 63,852	\$ 64,757	\$ 65,602	\$ 66,485	\$ 67,334	\$ 68,236	\$ 69,031	\$ 69,827
5	\$ 58,126	\$ 59,429	\$ 61,461	\$ 62,362	\$ 63,532	\$ 64,582	\$ 65,448	\$ 66,375	\$ 67,241	\$ 68,148	\$ 69,017	\$ 69,942	\$ 70,757	\$ 71,573
6	\$ 58,881	\$ 60,617	\$ 62,997	\$ 63,734	\$ 65,058	\$ 66,132	\$ 67,019	\$ 67,970	\$ 68,857	\$ 69,715	\$ 70,604	\$ 71,551	\$ 72,385	\$ 73,218
7	\$ 59,646	\$ 61,830	\$ 64,258	\$ 65,137	\$ 66,618	\$ 67,719	\$ 68,561	\$ 69,532	\$ 70,441	\$ 71,318	\$ 72,229	\$ 73,197	\$ 74,050	\$ 74,902
8	\$ 60,421	\$ 62,633	\$ 65,543	\$ 66,570	\$ 68,218	\$ 69,277	\$ 70,150	\$ 71,132	\$ 72,060	\$ 72,817	\$ 73,745	\$ 74,735	\$ 75,605	\$ 76,475
9	\$ 61,207	\$ 63,447	\$ 66,395	\$ 68,034	\$ 69,856	\$ 70,870	\$ 71,762	\$ 72,696	\$ 73,645	\$ 74,344	\$ 75,293	\$ 76,303	\$ 77,192	\$ 78,081
10	\$ 62,003	\$ 64,272	\$ 67,258	\$ 69,531	\$ 71,531	\$ 72,429	\$ 73,358	\$ 74,296	\$ 75,265	\$ 75,906	\$ 76,875	\$ 77,906	\$ 78,814	\$ 79,721
11	\$ 62,809	\$ 65,107	\$ 68,132	\$ 70,434	\$ 73,105	\$ 74,023	\$ 75,007	\$ 75,855	\$ 76,845	\$ 77,425	\$ 78,413	\$ 79,465	\$ 80,389	\$ 81,315
12	\$ 63,625	\$ 65,954	\$ 69,018	\$ 71,350	\$ 74,714	\$ 75,650	\$ 76,621	\$ 77,450	\$ 78,459	\$ 78,972	\$ 79,981	\$ 81,054	\$ 81,997	\$ 82,942
13	\$ 64,452	\$ 66,812	\$ 69,915	\$ 72,278	\$ 76,208	\$ 77,241	\$ 78,215	\$ 78,998	\$ 80,029	\$ 80,552	\$ 81,581	\$ 82,674	\$ 83,637	\$ 84,601
14	\$ 65,291	\$ 67,680	\$ 70,825	\$ 73,218	\$ 77,732	\$ 78,862	\$ 79,830	\$ 80,578	\$ 81,629	\$ 82,163	\$ 83,212	\$ 84,328	\$ 85,310	\$ 86,292
15	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 79,286	\$ 80,440	\$ 81,443	\$ 82,221	\$ 83,262	\$ 83,807	\$ 84,876	\$ 86,014	\$ 87,016	\$ 88,018
16	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 80,873	\$ 82,049	\$ 83,040	\$ 83,819	\$ 84,927	\$ 85,483	\$ 86,574	\$ 87,734	\$ 88,756	\$ 89,778
17	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 82,490	\$ 83,738	\$ 84,654	\$ 85,431	\$ 86,626	\$ 87,193	\$ 88,305	\$ 89,489	\$ 90,532	\$ 91,574
18	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 84,140	\$ 85,412	\$ 86,267	\$ 87,045	\$ 88,359	\$ 88,936	\$ 90,071	\$ 91,280	\$ 92,343	\$ 93,406
19	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 85,654	\$ 87,035	\$ 87,860	\$ 88,658	\$ 90,126	\$ 90,715	\$ 91,872	\$ 93,106	\$ 94,189	\$ 95,273
20	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 87,196	\$ 88,602	\$ 89,442	\$ 90,257	\$ 91,928	\$ 92,529	\$ 93,710	\$ 94,967	\$ 96,073	\$ 97,179
21	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 87,196	\$ 90,197	\$ 91,052	\$ 91,882	\$ 93,583	\$ 94,380	\$ 95,585	\$ 96,866	\$ 97,994	\$ 99,123
22	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 87,196	\$ 91,819	\$ 92,691	\$ 93,535	\$ 95,267	\$ 96,267	\$ 97,496	\$ 98,803	\$ 99,955	\$ 101,106
23	\$ 66,139	\$ 68,560	\$ 71,746	\$ 74,169	\$ 87,196	\$ 93,473	\$ 94,359	\$ 95,218	\$ 96,982	\$ 98,193	\$ 99,447	\$ 100,779	\$ 101,954	\$ 103,128

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of fourteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14
	14	15

Montrose County School District RE-1J
2026-2027 High School Counselors Salary Schedule (193 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50 MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 55,346	\$ 56,200	\$ 57,002	\$ 57,839	\$ 58,639	\$ 59,495	\$ 60,292	\$ 61,150	\$ 61,949	\$ 62,790	\$ 63,593	\$ 64,451	\$ 65,189	\$ 65,925
2	\$ 56,452	\$ 57,324	\$ 58,427	\$ 59,285	\$ 60,281	\$ 61,160	\$ 61,981	\$ 62,862	\$ 63,684	\$ 64,548	\$ 65,373	\$ 66,256	\$ 67,013	\$ 67,771
3	\$ 57,581	\$ 58,471	\$ 59,888	\$ 60,767	\$ 61,908	\$ 62,812	\$ 63,654	\$ 64,559	\$ 65,403	\$ 66,291	\$ 67,138	\$ 68,045	\$ 68,823	\$ 69,601
4	\$ 58,733	\$ 59,640	\$ 61,385	\$ 62,286	\$ 63,455	\$ 64,508	\$ 65,373	\$ 66,303	\$ 67,170	\$ 68,081	\$ 68,951	\$ 69,882	\$ 70,681	\$ 71,480
5	\$ 59,497	\$ 60,833	\$ 62,920	\$ 63,844	\$ 65,041	\$ 66,122	\$ 67,007	\$ 67,959	\$ 68,848	\$ 69,783	\$ 70,676	\$ 71,629	\$ 72,448	\$ 73,267
6	\$ 60,270	\$ 62,049	\$ 64,492	\$ 65,247	\$ 66,603	\$ 67,708	\$ 68,616	\$ 69,591	\$ 70,501	\$ 71,388	\$ 72,300	\$ 73,277	\$ 74,114	\$ 74,952
7	\$ 61,053	\$ 63,290	\$ 65,782	\$ 66,684	\$ 68,201	\$ 69,332	\$ 70,193	\$ 71,192	\$ 72,123	\$ 73,030	\$ 73,963	\$ 74,961	\$ 75,819	\$ 76,676
8	\$ 61,847	\$ 64,113	\$ 67,098	\$ 68,151	\$ 69,838	\$ 70,928	\$ 71,853	\$ 72,829	\$ 73,781	\$ 74,564	\$ 75,517	\$ 76,536	\$ 77,411	\$ 78,286
9	\$ 62,652	\$ 64,948	\$ 67,971	\$ 69,651	\$ 71,515	\$ 72,558	\$ 73,509	\$ 74,432	\$ 75,405	\$ 76,129	\$ 77,103	\$ 78,144	\$ 79,037	\$ 79,930
10	\$ 63,467	\$ 65,791	\$ 68,853	\$ 71,182	\$ 73,231	\$ 74,155	\$ 75,149	\$ 76,070	\$ 77,064	\$ 77,728	\$ 78,722	\$ 79,785	\$ 80,696	\$ 81,609
11	\$ 64,292	\$ 66,646	\$ 69,749	\$ 72,108	\$ 74,842	\$ 75,786	\$ 76,839	\$ 77,666	\$ 78,682	\$ 79,283	\$ 80,296	\$ 81,380	\$ 82,310	\$ 83,240
12	\$ 65,128	\$ 67,512	\$ 70,656	\$ 73,045	\$ 76,489	\$ 77,454	\$ 78,500	\$ 79,298	\$ 80,335	\$ 80,868	\$ 81,901	\$ 83,008	\$ 83,956	\$ 84,906
13	\$ 65,974	\$ 68,390	\$ 71,575	\$ 73,995	\$ 78,018	\$ 79,080	\$ 80,136	\$ 80,883	\$ 81,942	\$ 82,485	\$ 83,540	\$ 84,668	\$ 85,635	\$ 86,603
14	\$ 66,831	\$ 69,280	\$ 72,505	\$ 74,956	\$ 79,579	\$ 80,742	\$ 81,792	\$ 82,502	\$ 83,580	\$ 84,135	\$ 85,211	\$ 86,361	\$ 87,348	\$ 88,336
15	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 81,170	\$ 82,356	\$ 83,452	\$ 84,249	\$ 85,251	\$ 85,818	\$ 86,914	\$ 88,089	\$ 89,096	\$ 90,102
16	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 82,793	\$ 84,003	\$ 85,088	\$ 85,887	\$ 86,957	\$ 87,534	\$ 88,653	\$ 89,850	\$ 90,877	\$ 91,905
17	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 84,450	\$ 85,683	\$ 86,745	\$ 87,543	\$ 88,695	\$ 89,285	\$ 90,427	\$ 91,647	\$ 92,695	\$ 93,742
18	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 86,139	\$ 87,397	\$ 88,400	\$ 89,200	\$ 90,469	\$ 91,071	\$ 92,234	\$ 93,480	\$ 94,549	\$ 95,618
19	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 87,689	\$ 89,057	\$ 90,042	\$ 90,854	\$ 92,279	\$ 92,892	\$ 94,080	\$ 95,349	\$ 96,440	\$ 97,531
20	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 89,267	\$ 90,661	\$ 91,662	\$ 92,494	\$ 94,124	\$ 94,750	\$ 95,961	\$ 97,257	\$ 98,368	\$ 99,480
21	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 89,267	\$ 92,292	\$ 93,312	\$ 94,158	\$ 95,819	\$ 96,645	\$ 97,880	\$ 99,202	\$ 100,335	\$ 101,470
22	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 89,267	\$ 93,954	\$ 94,991	\$ 95,853	\$ 97,543	\$ 98,578	\$ 99,838	\$ 101,186	\$ 102,343	\$ 103,500
23	\$ 67,700	\$ 70,180	\$ 73,447	\$ 75,931	\$ 89,267	\$ 95,645	\$ 96,702	\$ 97,579	\$ 99,299	\$ 100,550	\$ 101,835	\$ 103,210	\$ 104,389	\$ 105,569

	Years of experience	Enter step
	0	1
	1	2
Outside experience credit:	2	3
A maximum of fourteen years may be granted for outside experience.	3	4
Outside experience credit is not granted for teaching experience outside the USA.	4	5
All credit hours based on semester hours.	5	6
	6	7
	7	8
EdS - Additional \$1,500	8	9
EdD - Additional \$4,000	9	10
	10	11
	11	12
Insurance:	12	13
District will pay a portion of the employee's premium.	13	14
	14	15

Montrose County School District RE-1J
2026-2027 Assistant Principal Salary Schedule - EXEMPT
Elementary (188 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 77,655	\$ 80,683	\$ 81,548	\$ 82,412	\$ 83,279	\$ 84,141	\$ 85,009	\$ 85,876	\$ 86,740	\$ 87,608
2	\$ 79,007	\$ 82,036	\$ 82,903	\$ 83,769	\$ 84,635	\$ 85,499	\$ 86,364	\$ 87,232	\$ 88,098	\$ 88,961
3	\$ 80,370	\$ 83,393	\$ 84,264	\$ 85,126	\$ 85,992	\$ 86,859	\$ 87,727	\$ 88,593	\$ 89,456	\$ 90,321
4	\$ 81,717	\$ 84,748	\$ 85,613	\$ 86,475	\$ 87,342	\$ 88,204	\$ 89,075	\$ 89,941	\$ 90,805	\$ 91,670
5	\$ 83,070	\$ 86,099	\$ 86,967	\$ 87,830	\$ 88,696	\$ 89,562	\$ 90,431	\$ 91,296	\$ 92,158	\$ 93,025
6	\$ 84,419	\$ 87,451	\$ 88,314	\$ 89,182	\$ 90,049	\$ 90,910	\$ 91,779	\$ 92,641	\$ 93,511	\$ 94,376
7	\$ 85,768	\$ 88,799	\$ 89,668	\$ 90,532	\$ 91,398	\$ 92,264	\$ 93,128	\$ 93,993	\$ 94,859	\$ 95,726
8	\$ 87,125	\$ 90,156	\$ 91,021	\$ 91,887	\$ 92,753	\$ 93,620	\$ 94,483	\$ 95,349	\$ 96,214	\$ 97,076
9	\$ 88,474	\$ 91,505	\$ 92,371	\$ 93,237	\$ 94,103	\$ 94,968	\$ 95,837	\$ 96,701	\$ 97,566	\$ 98,432
10	\$ 89,831	\$ 92,859	\$ 93,725	\$ 94,590	\$ 95,455	\$ 96,321	\$ 97,187	\$ 98,052	\$ 98,920	\$ 99,784
11	\$ 91,183	\$ 94,211	\$ 95,078	\$ 95,942	\$ 96,812	\$ 97,674	\$ 98,539	\$ 99,403	\$ 100,271	\$ 101,135
12	\$ 92,533	\$ 95,565	\$ 96,430	\$ 97,294	\$ 98,162	\$ 99,028	\$ 99,894	\$ 100,758	\$ 101,623	\$ 102,489
13	\$ 93,887	\$ 97,003	\$ 97,784	\$ 98,647	\$ 99,516	\$ 100,378	\$ 101,246	\$ 102,112	\$ 102,977	\$ 103,842
14	\$ 95,248	\$ 98,274	\$ 99,143	\$ 100,007	\$ 100,871	\$ 101,738	\$ 102,604	\$ 103,471	\$ 104,339	\$ 105,203
15	\$ 96,605	\$ 99,638	\$ 100,504	\$ 101,368	\$ 102,233	\$ 103,099	\$ 103,963	\$ 104,832	\$ 105,697	\$ 106,560
16	\$ 97,957	\$ 100,992	\$ 101,857	\$ 102,722	\$ 103,588	\$ 104,452	\$ 105,316	\$ 106,185	\$ 107,052	\$ 107,915

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Assistant Principal Salary Schedule - EXEMPT
Middle School (6-8) (199 Days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 91,499	\$ 94,615	\$ 95,504	\$ 96,394	\$ 97,282	\$ 98,171	\$ 99,062	\$ 99,951	\$ 100,842	\$ 101,732
2	\$ 92,894	\$ 96,006	\$ 96,895	\$ 97,787	\$ 98,675	\$ 99,564	\$ 100,453	\$ 101,344	\$ 102,237	\$ 103,126
3	\$ 94,293	\$ 97,403	\$ 98,291	\$ 99,180	\$ 100,070	\$ 100,959	\$ 101,852	\$ 102,740	\$ 103,626	\$ 104,515
4	\$ 95,678	\$ 98,789	\$ 99,680	\$ 100,565	\$ 101,456	\$ 102,345	\$ 103,237	\$ 104,128	\$ 105,018	\$ 105,904
5	\$ 97,069	\$ 100,180	\$ 101,068	\$ 101,960	\$ 102,849	\$ 103,736	\$ 104,627	\$ 105,515	\$ 106,406	\$ 107,297
6	\$ 98,455	\$ 101,567	\$ 102,456	\$ 103,344	\$ 104,235	\$ 105,124	\$ 106,017	\$ 106,904	\$ 107,796	\$ 108,685
7	\$ 99,840	\$ 102,957	\$ 103,847	\$ 104,737	\$ 105,624	\$ 106,514	\$ 107,505	\$ 108,290	\$ 109,183	\$ 110,071
8	\$ 101,236	\$ 104,346	\$ 105,239	\$ 106,126	\$ 107,019	\$ 107,908	\$ 108,794	\$ 109,687	\$ 110,574	\$ 111,464
9	\$ 102,622	\$ 105,737	\$ 106,626	\$ 107,513	\$ 108,404	\$ 109,293	\$ 110,187	\$ 111,073	\$ 111,963	\$ 112,853
10	\$ 104,014	\$ 107,127	\$ 108,018	\$ 108,905	\$ 109,796	\$ 110,688	\$ 111,576	\$ 112,464	\$ 113,354	\$ 114,242
11	\$ 105,403	\$ 108,516	\$ 109,407	\$ 110,295	\$ 111,186	\$ 112,076	\$ 112,964	\$ 113,852	\$ 114,743	\$ 115,632
12	\$ 106,790	\$ 109,907	\$ 110,796	\$ 111,684	\$ 112,578	\$ 113,464	\$ 114,355	\$ 115,242	\$ 116,131	\$ 117,021
13	\$ 108,183	\$ 111,296	\$ 112,186	\$ 113,074	\$ 113,964	\$ 114,855	\$ 115,744	\$ 116,634	\$ 117,523	\$ 118,409
14	\$ 109,580	\$ 112,692	\$ 113,582	\$ 114,471	\$ 115,362	\$ 116,252	\$ 117,142	\$ 118,030	\$ 118,923	\$ 119,808
15	\$ 110,978	\$ 114,092	\$ 114,980	\$ 115,867	\$ 116,758	\$ 117,644	\$ 118,534	\$ 119,429	\$ 120,316	\$ 121,205
16	\$ 112,369	\$ 115,483	\$ 116,372	\$ 117,261	\$ 118,147	\$ 119,037	\$ 119,925	\$ 120,821	\$ 121,710	\$ 122,597

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.
Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Assistant Principal Salary Schedule - EXEMPT
High School (9-12) and Middle/High School (6-12) (200 days)

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 97,248	\$ 100,361	\$ 101,253	\$ 102,141	\$ 103,034	\$ 103,925	\$ 104,817	\$ 105,707	\$ 106,592	\$ 107,482
2	\$ 98,643	\$ 101,758	\$ 102,650	\$ 103,541	\$ 104,433	\$ 105,322	\$ 106,212	\$ 107,101	\$ 107,994	\$ 108,884
3	\$ 100,041	\$ 103,158	\$ 104,048	\$ 104,938	\$ 105,828	\$ 106,717	\$ 107,609	\$ 108,498	\$ 109,390	\$ 110,280
4	\$ 101,440	\$ 104,557	\$ 105,448	\$ 106,337	\$ 107,228	\$ 108,118	\$ 109,008	\$ 109,898	\$ 110,792	\$ 111,680
5	\$ 102,836	\$ 105,953	\$ 106,843	\$ 107,732	\$ 108,622	\$ 109,513	\$ 110,408	\$ 111,295	\$ 112,185	\$ 113,075
6	\$ 104,235	\$ 107,352	\$ 108,244	\$ 109,132	\$ 110,024	\$ 110,912	\$ 111,805	\$ 112,693	\$ 113,584	\$ 114,476
7	\$ 105,639	\$ 108,755	\$ 109,649	\$ 110,539	\$ 111,424	\$ 112,318	\$ 113,206	\$ 114,097	\$ 114,988	\$ 115,880
8	\$ 107,036	\$ 110,152	\$ 111,041	\$ 111,930	\$ 112,822	\$ 113,710	\$ 114,601	\$ 115,493	\$ 116,383	\$ 117,272
9	\$ 108,430	\$ 111,544	\$ 112,440	\$ 113,326	\$ 114,218	\$ 115,106	\$ 116,001	\$ 116,887	\$ 117,779	\$ 118,670
10	\$ 109,829	\$ 112,943	\$ 113,839	\$ 114,726	\$ 115,615	\$ 116,506	\$ 117,395	\$ 118,289	\$ 119,180	\$ 120,069
11	\$ 111,227	\$ 114,343	\$ 115,230	\$ 116,123	\$ 117,015	\$ 117,904	\$ 118,795	\$ 119,684	\$ 120,574	\$ 121,466
12	\$ 112,622	\$ 115,739	\$ 116,634	\$ 117,633	\$ 118,413	\$ 119,303	\$ 120,192	\$ 121,079	\$ 121,974	\$ 122,865
13	\$ 114,025	\$ 117,139	\$ 118,030	\$ 118,917	\$ 119,813	\$ 120,700	\$ 121,590	\$ 122,482	\$ 123,371	\$ 124,261
14	\$ 115,420	\$ 118,535	\$ 119,424	\$ 120,315	\$ 121,206	\$ 122,096	\$ 122,989	\$ 123,880	\$ 124,768	\$ 125,658
15	\$ 116,816	\$ 119,932	\$ 120,825	\$ 121,713	\$ 122,600	\$ 123,493	\$ 124,386	\$ 125,273	\$ 126,165	\$ 127,052
16	\$ 118,215	\$ 121,331	\$ 122,224	\$ 123,112	\$ 124,001	\$ 124,893	\$ 125,784	\$ 126,675	\$ 127,564	\$ 128,453

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.
Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Elementary Principal Salary Schedule (200 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 104,001	\$ 107,153	\$ 108,057	\$ 108,958	\$ 109,859	\$ 110,756	\$ 111,659	\$ 112,557	\$ 113,459	\$ 114,359
2	\$ 105,509	\$ 108,662	\$ 109,565	\$ 110,463	\$ 111,363	\$ 112,265	\$ 113,167	\$ 114,067	\$ 114,968	\$ 115,867
3	\$ 106,890	\$ 110,045	\$ 110,944	\$ 111,846	\$ 112,745	\$ 113,646	\$ 114,548	\$ 115,448	\$ 116,347	\$ 117,247
4	\$ 108,334	\$ 111,487	\$ 112,391	\$ 113,290	\$ 114,192	\$ 115,092	\$ 115,990	\$ 116,893	\$ 117,795	\$ 118,693
5	\$ 109,782	\$ 112,937	\$ 113,840	\$ 114,739	\$ 115,640	\$ 116,541	\$ 117,439	\$ 118,342	\$ 119,242	\$ 120,142
6	\$ 111,228	\$ 114,378	\$ 115,282	\$ 116,181	\$ 117,083	\$ 117,984	\$ 118,886	\$ 119,783	\$ 120,687	\$ 121,585
7	\$ 112,675	\$ 115,821	\$ 116,723	\$ 117,624	\$ 118,527	\$ 119,429	\$ 120,329	\$ 121,227	\$ 122,131	\$ 123,029
8	\$ 114,120	\$ 117,270	\$ 118,170	\$ 119,071	\$ 119,976	\$ 120,875	\$ 121,775	\$ 122,676	\$ 123,576	\$ 124,474
9	\$ 115,563	\$ 118,712	\$ 119,615	\$ 120,514	\$ 121,414	\$ 122,317	\$ 123,219	\$ 124,117	\$ 125,017	\$ 125,919
10	\$ 117,010	\$ 120,160	\$ 121,060	\$ 121,961	\$ 122,863	\$ 123,766	\$ 124,665	\$ 125,565	\$ 126,464	\$ 127,364
11	\$ 118,458	\$ 121,611	\$ 122,509	\$ 123,405	\$ 124,310	\$ 125,210	\$ 126,112	\$ 127,011	\$ 127,912	\$ 128,814
12	\$ 119,898	\$ 123,053	\$ 123,954	\$ 124,854	\$ 125,755	\$ 126,654	\$ 127,560	\$ 128,457	\$ 129,357	\$ 130,257
13	\$ 121,345	\$ 124,497	\$ 125,399	\$ 126,298	\$ 127,202	\$ 128,097	\$ 129,000	\$ 129,897	\$ 130,803	\$ 131,701
14	\$ 122,790	\$ 125,945	\$ 126,847	\$ 127,747	\$ 128,647	\$ 129,547	\$ 130,450	\$ 131,348	\$ 132,249	\$ 133,149
15	\$ 124,240	\$ 127,388	\$ 128,291	\$ 129,194	\$ 130,094	\$ 130,991	\$ 131,898	\$ 132,793	\$ 133,697	\$ 134,594
16	\$ 125,685	\$ 128,835	\$ 129,735	\$ 130,638	\$ 131,536	\$ 132,439	\$ 133,341	\$ 134,239	\$ 135,144	\$ 136,042

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Middle School Principal Salary Schedule (206 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 110,595	\$ 113,697	\$ 114,581	\$ 115,466	\$ 116,351	\$ 117,237	\$ 118,123	\$ 119,006	\$ 119,894	\$ 120,777
2	\$ 111,993	\$ 115,092	\$ 115,980	\$ 116,862	\$ 117,749	\$ 118,635	\$ 119,520	\$ 120,406	\$ 121,292	\$ 122,173
3	\$ 113,384	\$ 116,484	\$ 117,367	\$ 118,255	\$ 119,140	\$ 120,027	\$ 120,913	\$ 121,796	\$ 122,680	\$ 123,567
4	\$ 114,782	\$ 117,878	\$ 118,765	\$ 119,650	\$ 120,538	\$ 121,424	\$ 122,307	\$ 123,193	\$ 124,079	\$ 124,961
5	\$ 116,179	\$ 119,278	\$ 120,162	\$ 121,048	\$ 121,931	\$ 122,819	\$ 123,707	\$ 124,590	\$ 125,476	\$ 126,361
6	\$ 117,573	\$ 120,675	\$ 121,561	\$ 122,446	\$ 123,332	\$ 124,215	\$ 125,098	\$ 125,984	\$ 126,871	\$ 127,754
7	\$ 118,968	\$ 122,067	\$ 122,954	\$ 123,838	\$ 124,725	\$ 125,609	\$ 126,495	\$ 127,379	\$ 128,270	\$ 129,151
8	\$ 120,367	\$ 123,468	\$ 124,351	\$ 125,234	\$ 126,124	\$ 127,008	\$ 127,894	\$ 128,778	\$ 129,663	\$ 130,548
9	\$ 121,758	\$ 124,857	\$ 125,742	\$ 126,628	\$ 127,513	\$ 128,398	\$ 129,286	\$ 130,168	\$ 131,054	\$ 131,939
10	\$ 123,152	\$ 126,252	\$ 127,137	\$ 128,022	\$ 128,908	\$ 129,794	\$ 130,680	\$ 131,562	\$ 132,451	\$ 133,335
11	\$ 124,553	\$ 127,650	\$ 128,533	\$ 129,421	\$ 130,304	\$ 131,191	\$ 132,078	\$ 132,960	\$ 133,849	\$ 134,733
12	\$ 125,946	\$ 129,046	\$ 129,931	\$ 130,812	\$ 131,703	\$ 132,589	\$ 133,472	\$ 134,356	\$ 135,242	\$ 136,124
13	\$ 127,342	\$ 130,442	\$ 131,329	\$ 132,213	\$ 133,101	\$ 133,984	\$ 134,869	\$ 135,753	\$ 136,641	\$ 137,525
14	\$ 128,742	\$ 131,840	\$ 132,727	\$ 133,610	\$ 134,498	\$ 135,380	\$ 136,268	\$ 137,153	\$ 138,036	\$ 138,922
15	\$ 130,135	\$ 133,234	\$ 134,120	\$ 135,004	\$ 135,893	\$ 136,779	\$ 137,663	\$ 138,549	\$ 139,433	\$ 140,321
16	\$ 131,529	\$ 134,629	\$ 135,516	\$ 136,401	\$ 137,286	\$ 138,172	\$ 139,058	\$ 139,942	\$ 140,829	\$ 141,717

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 High School Principal Salary Schedule (217 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 119,316	\$ 122,436	\$ 123,331	\$ 124,225	\$ 125,118	\$ 126,006	\$ 126,901	\$ 127,790	\$ 128,686	\$ 129,576
2	\$ 120,723	\$ 123,847	\$ 124,740	\$ 125,631	\$ 126,524	\$ 127,415	\$ 128,309	\$ 129,199	\$ 130,091	\$ 130,981
3	\$ 122,137	\$ 125,258	\$ 126,152	\$ 127,042	\$ 127,936	\$ 128,828	\$ 129,722	\$ 130,610	\$ 131,504	\$ 132,394
4	\$ 123,543	\$ 126,664	\$ 127,560	\$ 128,449	\$ 129,341	\$ 130,231	\$ 131,125	\$ 132,016	\$ 132,908	\$ 133,803
5	\$ 124,954	\$ 128,074	\$ 128,967	\$ 129,858	\$ 130,749	\$ 131,643	\$ 132,536	\$ 133,426	\$ 134,319	\$ 135,209
6	\$ 126,368	\$ 129,490	\$ 130,383	\$ 131,275	\$ 132,168	\$ 133,061	\$ 133,953	\$ 134,843	\$ 135,738	\$ 136,630
7	\$ 127,773	\$ 130,898	\$ 131,790	\$ 132,678	\$ 133,572	\$ 134,463	\$ 135,354	\$ 136,249	\$ 137,141	\$ 138,032
8	\$ 129,184	\$ 132,307	\$ 133,199	\$ 134,092	\$ 134,984	\$ 135,876	\$ 136,764	\$ 137,656	\$ 138,551	\$ 139,441
9	\$ 130,600	\$ 133,719	\$ 134,612	\$ 135,504	\$ 136,398	\$ 137,286	\$ 138,181	\$ 139,075	\$ 139,966	\$ 140,856
10	\$ 132,004	\$ 135,125	\$ 136,019	\$ 136,908	\$ 137,802	\$ 138,535	\$ 139,585	\$ 140,477	\$ 141,371	\$ 142,261
11	\$ 133,414	\$ 136,538	\$ 137,431	\$ 138,323	\$ 139,216	\$ 140,105	\$ 140,999	\$ 141,891	\$ 142,785	\$ 143,674
12	\$ 134,823	\$ 137,946	\$ 138,837	\$ 139,728	\$ 140,622	\$ 141,512	\$ 142,408	\$ 143,299	\$ 144,190	\$ 145,081
13	\$ 136,231	\$ 139,354	\$ 140,245	\$ 141,137	\$ 142,031	\$ 142,922	\$ 143,816	\$ 144,705	\$ 145,598	\$ 146,490
14	\$ 137,643	\$ 140,767	\$ 141,657	\$ 142,547	\$ 143,441	\$ 144,333	\$ 145,228	\$ 146,117	\$ 147,010	\$ 147,902
15	\$ 139,054	\$ 142,175	\$ 143,067	\$ 143,958	\$ 144,849	\$ 145,744	\$ 146,636	\$ 147,528	\$ 148,419	\$ 149,309
16	\$ 140,465	\$ 143,583	\$ 144,478	\$ 145,367	\$ 146,262	\$ 147,156	\$ 148,048	\$ 148,938	\$ 149,827	\$ 150,719

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Licensed Program Manager Salary Schedule (200 Days)
EXEMPT

	BA	BA10	BA20	BA30	BA40	BA50/MA	MA10	MA20	MA30	MA40	MA50	MA60	MA70	MA80
1	\$ 82,300	\$ 83,007	\$ 83,714	\$ 84,421	\$ 85,126	\$ 85,833	\$ 86,542	\$ 87,247	\$ 87,954	\$ 88,660	\$ 89,367	\$ 90,074	\$ 90,780	\$ 91,487
2	\$ 83,451	\$ 84,156	\$ 84,863	\$ 85,570	\$ 86,276	\$ 86,982	\$ 87,689	\$ 88,396	\$ 89,102	\$ 89,808	\$ 90,515	\$ 91,224	\$ 91,931	\$ 92,636
3	\$ 84,600	\$ 85,306	\$ 86,012	\$ 86,719	\$ 87,425	\$ 88,132	\$ 88,839	\$ 89,544	\$ 90,252	\$ 90,957	\$ 91,664	\$ 92,372	\$ 93,079	\$ 93,786
4	\$ 85,750	\$ 86,455	\$ 87,162	\$ 87,868	\$ 88,575	\$ 89,281	\$ 89,987	\$ 90,694	\$ 91,401	\$ 92,107	\$ 92,813	\$ 93,521	\$ 94,227	\$ 94,934
5	\$ 86,897	\$ 87,604	\$ 88,310	\$ 89,016	\$ 89,722	\$ 90,431	\$ 91,136	\$ 91,843	\$ 92,550	\$ 93,256	\$ 93,964	\$ 94,670	\$ 95,377	\$ 96,083
6	\$ 88,046	\$ 88,752	\$ 89,460	\$ 90,165	\$ 90,872	\$ 91,578	\$ 92,285	\$ 92,991	\$ 93,699	\$ 94,405	\$ 95,113	\$ 95,820	\$ 96,526	\$ 97,232
7	\$ 89,195	\$ 89,901	\$ 90,608	\$ 91,315	\$ 92,021	\$ 92,728	\$ 93,434	\$ 94,141	\$ 94,848	\$ 95,553	\$ 96,262	\$ 96,968	\$ 97,675	\$ 98,381
8	\$ 90,344	\$ 91,051	\$ 91,758	\$ 92,464	\$ 93,171	\$ 93,877	\$ 94,583	\$ 95,290	\$ 95,998	\$ 96,704	\$ 97,410	\$ 98,118	\$ 98,824	\$ 99,530
9	\$ 91,493	\$ 92,199	\$ 92,906	\$ 93,613	\$ 94,320	\$ 95,027	\$ 95,732	\$ 96,439	\$ 97,148	\$ 97,853	\$ 98,560	\$ 99,266	\$ 99,973	\$ 100,679
10	\$ 92,641	\$ 93,349	\$ 94,055	\$ 94,761	\$ 95,468	\$ 96,175	\$ 96,881	\$ 97,589	\$ 98,296	\$ 99,003	\$ 99,709	\$ 100,416	\$ 101,122	\$ 101,828
11	\$ 93,791	\$ 94,498	\$ 95,205	\$ 95,911	\$ 96,617	\$ 97,325	\$ 98,030	\$ 98,738	\$ 99,444	\$ 100,151	\$ 100,858	\$ 101,565	\$ 102,272	\$ 102,977
12	\$ 94,940	\$ 95,647	\$ 96,354	\$ 97,060	\$ 97,767	\$ 98,473	\$ 99,181	\$ 99,887	\$ 100,594	\$ 101,299	\$ 102,007	\$ 102,713	\$ 103,419	\$ 104,126
13	\$ 96,089	\$ 96,795	\$ 97,503	\$ 98,209	\$ 98,916	\$ 99,624	\$ 100,329	\$ 101,037	\$ 101,743	\$ 102,449	\$ 103,156	\$ 103,862	\$ 104,569	\$ 105,275
14	\$ 97,238	\$ 97,945	\$ 98,651	\$ 99,357	\$ 100,065	\$ 100,772	\$ 101,479	\$ 102,185	\$ 102,892	\$ 103,598	\$ 104,305	\$ 105,012	\$ 105,718	\$ 106,425
15	\$ 98,388	\$ 99,094	\$ 99,800	\$ 100,506	\$ 101,215	\$ 101,921	\$ 102,627	\$ 103,334	\$ 104,040	\$ 104,748	\$ 105,454	\$ 106,160	\$ 106,868	\$ 107,574
16	\$ 99,536	\$ 100,244	\$ 100,949	\$ 101,656	\$ 102,363	\$ 103,070	\$ 103,777	\$ 104,483	\$ 105,189	\$ 105,896	\$ 106,603	\$ 107,308	\$ 108,015	\$ 108,722

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.
Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.
All credit hours based on semester hours.

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Director Salary Schedule (220 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 108,045	\$ 110,751	\$ 111,523	\$ 112,298	\$ 113,072	\$ 113,842	\$ 114,616	\$ 115,454	\$ 116,163	\$ 116,933
2	\$ 109,306	\$ 112,011	\$ 112,787	\$ 113,556	\$ 114,331	\$ 115,100	\$ 115,876	\$ 116,650	\$ 117,424	\$ 118,195
3	\$ 110,569	\$ 113,275	\$ 114,048	\$ 114,818	\$ 115,595	\$ 116,368	\$ 117,141	\$ 117,912	\$ 118,688	\$ 119,457
4	\$ 111,831	\$ 114,536	\$ 115,310	\$ 116,083	\$ 116,857	\$ 117,627	\$ 118,403	\$ 119,174	\$ 119,946	\$ 120,718
5	\$ 113,093	\$ 115,799	\$ 116,572	\$ 117,345	\$ 118,118	\$ 118,891	\$ 119,663	\$ 120,435	\$ 121,210	\$ 121,982
6	\$ 114,356	\$ 117,060	\$ 117,833	\$ 118,606	\$ 119,379	\$ 120,150	\$ 120,925	\$ 121,699	\$ 122,473	\$ 123,244
7	\$ 115,612	\$ 118,320	\$ 119,095	\$ 119,865	\$ 120,640	\$ 121,412	\$ 122,184	\$ 122,958	\$ 123,730	\$ 124,502
8	\$ 116,881	\$ 119,588	\$ 120,362	\$ 121,132	\$ 121,907	\$ 122,677	\$ 123,452	\$ 124,223	\$ 124,999	\$ 125,769
9	\$ 118,143	\$ 120,847	\$ 121,622	\$ 122,396	\$ 123,167	\$ 123,940	\$ 124,717	\$ 125,488	\$ 126,260	\$ 127,034
10	\$ 119,402	\$ 122,105	\$ 122,881	\$ 123,654	\$ 124,427	\$ 125,197	\$ 125,971	\$ 126,747	\$ 127,517	\$ 128,289
11	\$ 120,666	\$ 123,371	\$ 124,145	\$ 124,917	\$ 125,692	\$ 126,464	\$ 127,238	\$ 128,009	\$ 128,784	\$ 129,556
12	\$ 121,931	\$ 124,636	\$ 125,410	\$ 126,179	\$ 126,954	\$ 127,727	\$ 128,503	\$ 129,273	\$ 130,047	\$ 130,819
13	\$ 123,194	\$ 125,898	\$ 126,672	\$ 127,443	\$ 128,214	\$ 128,989	\$ 129,761	\$ 130,535	\$ 131,311	\$ 132,082
14	\$ 124,454	\$ 127,161	\$ 127,932	\$ 128,706	\$ 129,478	\$ 130,251	\$ 131,026	\$ 131,798	\$ 132,571	\$ 133,344
15	\$ 125,720	\$ 128,427	\$ 129,199	\$ 129,971	\$ 130,745	\$ 131,516	\$ 132,287	\$ 133,063	\$ 133,833	\$ 134,608
16	\$ 126,983	\$ 129,687	\$ 130,460	\$ 131,233	\$ 132,008	\$ 132,779	\$ 133,550	\$ 134,319	\$ 135,099	\$ 135,870

Credit received for out-of-district administrative experience will be determined by the Superintendent.

Movement from step to step in the District when changing administrative assignment will be determined by the Superintendent.

Length of assignment, administrative experience, risk and responsibility of job will all be factors considered in a change in administrative assignment.

All credit hours based on semester hours.

Actual years of service in any capacity apply; however, these must be actual years and entry level cannot be considered as completed years of service.

BENEFITS:

Paid holidays:

10 Month Employee: Labor Day (1), Thanksgiving (3), Christmas (3),

New Years (1), MLK (1), Presidents Day (1) TOTAL OF 10 DAYS

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Director Salary Schedule (252 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 123,761	\$ 126,860	\$ 127,745	\$ 128,632	\$ 129,518	\$ 130,401	\$ 131,289	\$ 132,247	\$ 133,060	\$ 133,941
2	\$ 125,206	\$ 128,304	\$ 129,192	\$ 130,074	\$ 130,961	\$ 131,842	\$ 132,730	\$ 133,617	\$ 134,505	\$ 135,387
3	\$ 126,652	\$ 129,752	\$ 130,637	\$ 131,520	\$ 132,409	\$ 133,294	\$ 134,180	\$ 135,063	\$ 135,951	\$ 136,833
4	\$ 128,098	\$ 131,196	\$ 132,082	\$ 132,967	\$ 133,854	\$ 134,737	\$ 135,625	\$ 136,508	\$ 137,393	\$ 138,278
5	\$ 129,542	\$ 132,642	\$ 133,527	\$ 134,413	\$ 135,300	\$ 136,184	\$ 137,069	\$ 137,953	\$ 138,841	\$ 139,725
6	\$ 130,989	\$ 134,086	\$ 134,972	\$ 135,858	\$ 136,743	\$ 137,626	\$ 138,513	\$ 139,400	\$ 140,287	\$ 141,170
7	\$ 132,429	\$ 135,532	\$ 136,416	\$ 137,300	\$ 138,188	\$ 139,072	\$ 139,956	\$ 140,843	\$ 141,727	\$ 142,612
8	\$ 133,882	\$ 136,983	\$ 137,869	\$ 138,752	\$ 139,637	\$ 140,521	\$ 141,409	\$ 142,291	\$ 143,180	\$ 144,063
9	\$ 135,329	\$ 138,425	\$ 139,314	\$ 140,198	\$ 141,082	\$ 141,968	\$ 142,856	\$ 143,741	\$ 144,625	\$ 145,511
10	\$ 136,769	\$ 139,867	\$ 140,755	\$ 141,639	\$ 142,525	\$ 143,407	\$ 144,294	\$ 145,182	\$ 146,065	\$ 146,950
11	\$ 138,217	\$ 141,316	\$ 142,203	\$ 143,088	\$ 143,973	\$ 144,859	\$ 145,745	\$ 146,630	\$ 147,517	\$ 148,400
12	\$ 139,667	\$ 142,766	\$ 143,650	\$ 144,533	\$ 145,421	\$ 146,305	\$ 147,193	\$ 148,077	\$ 148,963	\$ 149,847
13	\$ 141,113	\$ 144,209	\$ 145,097	\$ 145,981	\$ 146,864	\$ 147,750	\$ 148,636	\$ 149,522	\$ 150,410	\$ 151,294
14	\$ 142,557	\$ 145,657	\$ 146,541	\$ 147,426	\$ 148,312	\$ 149,197	\$ 150,084	\$ 150,968	\$ 151,855	\$ 152,739
15	\$ 144,005	\$ 147,107	\$ 147,991	\$ 148,875	\$ 149,763	\$ 150,645	\$ 151,528	\$ 152,417	\$ 153,300	\$ 154,187
16	\$ 145,454	\$ 148,551	\$ 149,437	\$ 150,321	\$ 151,208	\$ 152,093	\$ 152,976	\$ 153,857	\$ 154,749	\$ 155,633

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BENEFITS:

Paid holidays:

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),
New Years (1), MLK (1), Presidents Day (1), Memorial Day (1) TOTAL OF 12 DAYS

Insurance:

District will pay a portion of the employee's premium.

Montrose County School District RE-1J
2026-2027 Executive Director Salary Schedule (252 Days)
EXEMPT

	Base	MA30	MA40	MA50	MA60	MA70	MA80	MA90	MA100- Doctorate	MA110
1	\$ 133,498	\$ 136,844	\$ 137,798	\$ 138,754	\$ 139,710	\$ 140,664	\$ 141,619	\$ 142,656	\$ 143,532	\$ 144,481
2	\$ 135,058	\$ 138,402	\$ 139,357	\$ 140,310	\$ 141,267	\$ 142,218	\$ 143,176	\$ 144,131	\$ 145,089	\$ 146,041
3	\$ 136,620	\$ 139,964	\$ 140,917	\$ 141,870	\$ 142,827	\$ 143,785	\$ 144,740	\$ 145,691	\$ 146,648	\$ 147,601
4	\$ 138,178	\$ 141,522	\$ 142,478	\$ 143,433	\$ 144,387	\$ 145,340	\$ 146,297	\$ 147,250	\$ 148,205	\$ 149,162
5	\$ 139,738	\$ 143,082	\$ 144,037	\$ 144,992	\$ 145,946	\$ 146,902	\$ 147,855	\$ 148,810	\$ 149,767	\$ 150,719
6	\$ 141,298	\$ 144,638	\$ 145,594	\$ 146,548	\$ 147,503	\$ 148,456	\$ 149,416	\$ 150,370	\$ 151,327	\$ 152,279
7	\$ 142,851	\$ 146,197	\$ 147,151	\$ 148,107	\$ 149,063	\$ 150,016	\$ 150,970	\$ 151,925	\$ 152,882	\$ 153,834
8	\$ 144,420	\$ 147,762	\$ 148,718	\$ 149,669	\$ 150,624	\$ 151,579	\$ 152,537	\$ 153,492	\$ 154,447	\$ 155,399
9	\$ 145,981	\$ 149,318	\$ 150,277	\$ 151,232	\$ 152,185	\$ 153,140	\$ 154,096	\$ 155,053	\$ 156,004	\$ 156,962
10	\$ 147,532	\$ 150,873	\$ 151,832	\$ 152,786	\$ 153,741	\$ 154,694	\$ 155,649	\$ 156,607	\$ 157,562	\$ 158,514
11	\$ 149,095	\$ 152,438	\$ 153,394	\$ 154,348	\$ 155,301	\$ 156,260	\$ 157,215	\$ 158,170	\$ 159,126	\$ 160,077
12	\$ 150,659	\$ 154,003	\$ 154,955	\$ 155,908	\$ 156,865	\$ 157,821	\$ 158,778	\$ 159,729	\$ 160,685	\$ 161,640
13	\$ 152,219	\$ 155,560	\$ 156,517	\$ 157,469	\$ 158,423	\$ 159,377	\$ 160,333	\$ 161,291	\$ 162,247	\$ 163,201
14	\$ 153,776	\$ 157,120	\$ 158,076	\$ 159,029	\$ 159,985	\$ 160,939	\$ 161,895	\$ 162,850	\$ 163,807	\$ 164,757
15	\$ 155,338	\$ 158,684	\$ 159,638	\$ 160,590	\$ 161,549	\$ 162,502	\$ 163,456	\$ 164,411	\$ 165,364	\$ 166,322
16	\$ 156,899	\$ 160,240	\$ 161,197	\$ 162,151	\$ 163,109	\$ 164,059	\$ 165,014	\$ 165,966	\$ 166,926	\$ 167,883

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BENEFITS:

Paid holidays:

12 Month Employee: July 4th (1), Labor Day (1), Thanksgiving (3), Christmas (3),
New Years (1), MLK (1), Presidents day (1) Memorial Day (1) TOTAL OF 12 DAYS

Insurance:

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