Poudre School District
Special Pay Schedule (S)
2026-2027 School Year

Positions on the Special Salary Schedule (S) are varied hour assignments and therefore do not count towards benefit eligibility.

LICENSED (educator license required)				
Grade	**Job Code**	**Position**	**Pay Rate**	
T1/01	20113	Licensed Hourly	$35.00/hour	
T1/01	20212	Homebound Instructor	$35.00/hour	
T9/01	20170	High Dosage Tutor (licensed instructor)	$30.00/hour	
			Full Day (8 hours)	**Half Day (4 hours or less)**
T4/01	20400	Substitute Teacher	$145 - $165/day	$72.50 - $82.50/day
		Substitute SSP (Special Service Provider)	$200.00/day	$100.00/day
		Substitute Teacher PERA Retiree	$165.00/day	$82.50/day
		Substitute Teacher Long Term (15 days or more)	$185.00/day	$92.50/day
		Substitute SSP Long Term (15 days or more)	$250.00/day	$125.00/day
		Licensed In-House Substitute	$35.00/hour	
			Mountain School	Maximum Mileage
		NOTE: Substitutes that work in the Mountain Schools (Stove Prairie,	Stove Prairie	35.2 miles
		Livermore and Red Feather) will be compensated for mileage.	Livermore	37.8 miles
		Maximum roundtrip mileage allowance applies.	Red Feather	86.8 miles

ADMINISTRATOR SUBSTITUTE (principal/administrator license required)			
Grade	**Job Code**	**Position**	**Pay Rate**
A1/01	99996	Substitute Administrator	$50.00/hour
		Substitute Administrator PERA Retiree	$60.00/hour
		Substitute Administrator Long Term (15 days or more)	$65.00/hour
		Substitute Administrator PERA Retiree Long Term (15 days or more)	$75.00/hour

CLASSIFIED SUBSTITUTE			
Grade	**Job Code**	**Position**	**Pay Rate**
C2/01	60700	Substitute Child Nutrition Team Member I	$15.50/hour
C3/01	60702	Substitute Child Nutrition Team Member II	$17.91/hour
C4/01	51401	Substitute Para Non Instructional, Crossing Guard	$16.69/hour
"	"	Substitute Para Instructional & Media Tech Assistant I	$18.35/hour
"	"	Substitute Para I Integrated Services	$19.65/hour
"	"	Substitute Paras 504, Voc, ECIS	$20.02/hour
"	"	Substitute School Office Assistant	$20.04/hour
"	"	Substitute Health Technician	$20.36/hour
"	"	Substitute Para IS Medical	$20.42/hour
"	"	Substitute Paras II Integrated Services	$20.42/hour

AFTER HOURS				
Grade	**Job Code**	**Position**	**Minimum**	**Maximum**
AH05	41508	Paraprofessional Instructional After Hours Program	$18.35	$25.69
AH15	41802	Tutor After Hours Program	$20.02	$28.02
AH15	40702	Odyssey of the Mind Coordinator	$20.02	$28.02
AH15	40701	Site Facilitator	$20.02	$28.02
AH30	40714	Support Instructor - After 3 Program	$22.00	$22.00
AH31	40713	Lead Instructor I - After 3 Program	$30.00	$30.00
AH32	40712	Lead Instructor II - After 3 Program	$35.00	$35.00
AH32	40711	Site Manager - After 3 Program	$35.00	$35.00

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OTHER/MISCELLANEOUS				
Grade	**Job Code**	**Position**	**Pay Rate**	
M3/01	41705	Grader	$15.50/hour	
M4/01	40301	Childcare Provider	$15.50/hour	
M5/01	41704	Non-Licensed Proctor	$18.35/hour	
M6/01	60203	Bus Operator Trainee	$23.58/hour	
M7/01	38231	Video Assistant Hourly	$22.66/hour	
M8/01	63210	Athletics Stadium/Event Manager	$25.75/hour	
M8/01	63234	Athletic Events Concession Manager	$25.75/hour	
M8/01	77760	Music Coach	$25.75/hour	
M9/01	77768	Theater Technician	$31.93/hour	
M13	35805	Hourly Interpretation/Translation	$26.10/hour	$36.55/hour
M10	99992	Temporary Administrative Assignment	$40.00/hour	$60.00/hour
M11	99994	Temporary Classified Assignment	$15.00/hour	$35.00/hour
M15	41650	Temporary Integrated Services Para II	$20.42/hour	$28.59/hour
M16	99970	JROTC MIP Adjustment (annual)	$1.00	$10,000.00

2027 SUMMER SCHOOL RATES				
Grade	**Job Code**	**Position**	**Pay Rate**	
Licensed (educator license required)				
T1/01	20105	Teacher Summer School	$35.00/hour	
T1/01	20119	Teacher Elementary Camp Sol	$35.00/hour	
T1/01	20205	Teacher Summer School Integrated Services (ESY) (external hire)	$35.00/hour	
T1/01	21803	Intervention Specialist Summer School (ESY)	$35.00/hour	
T1/01	23401	Occupational Therapist Summer School	$35.00/hour	
T1/01	23501	Physical Therapist Summer School	$35.00/hour	
T1/01	23801	Speech Language Therapist Summer School	$35.00/hour	
T1/01	23602	Psychologist Summer School	$35.00/hour	
T1/01	23702	Social Worker Summer School	$35.00/hour	
T1/01	22402	Board Certified Behavior Analyst Summer School	$35.00/hour	
T3/01	23301	Nurse Summer School	$45.00/hour	
T7/01	20118	Teacher Genius Week Summer School	$1,000/session	
T6/01	20116	Teacher STEM Summer School	$1,500/session	(full-day session)
T5/01	20106	Teacher Summer School Secondary	$2,400/session	(max of 2 sessions per year)
T5/01	21113	Counselor Summer School	$2,400/session	
T8/01	20112	Teacher Summer Musical	$4,000/summer	
Classified			**Minimum**	**Maximum**
SU05	41504	Instructional Paraprofessional Summer School	$18.35	$25.69
SU06	41410	Paraprofessional Bus Attendant I Summer School	$17.91	$25.07
SU09	41411	Paraprofessional Bus Attendant II Summer School	$20.02	$28.02
SU07	41610	Special Education Paraprofessional I Summer School	$19.65	$27.51
SU09	41617	Special Education Paraprofessional II Summer School	$20.42	$28.59
SU09	50406	Dispatch Assistant Summer	$20.02	$28.02
SU10/01	41801	Tutor Camp Sol	$22.00	n/a
SU11/01	50671	Site Facilitator Camp Sol	$26.00	n/a
SU13	60210	Bus Operator Summer School	$23.58	$33.01
Administrative				
SU35	90028	Camp Sol Coordinator/Summer School Coordinator	$45.00/hour	
SU45	90033	Extended School Year Coordinator	$3,500/session	
SU45	90040	Secondary Summer School Coordinator	$3,500/session	
SU45	90039	STEM Coordinator	$3,500/session	
SU45	21105	Summer School Music Coordinator	$3,500/session	
Miscellaneous				
SU40	90011	Summer Musical Production Assistant	$2,000/summer	
SU40	90012	Summer Musical Technical Assistant	$2,000/summer	
SU40	90013	Summer Musical Coordinator	$2,000/summer	

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SEASONAL WORKERS				
Grade	**Job Code**	**Position**	**Pay Rate**	
S1/01	63226	Seasonal Worker (open)	$15.50/hour	First Summer
S1/01	63221	Seasonal Custodial Worker	$16.00/hour	Returning Rate
S1/01	63224	Seasonal Maintenance Worker I		
S1/01	63223	Seasonal Outdoor Services Worker I (3 month)		
S1/01	51406	Seasonal Media Worker (Textbooks)		
S11/01	63230	Seasonal Information Technology Worker II	$22.00/hour	
			Minimum	**Maximum**
S6/MN	63228	Seasonal Child Nutrition Worker	$15.50	$25.07
S9/MN	61914	Seasonal Outdoor Services Worker II (6 month)	$17.50	$23.40
S9/MN	63227	Seasonal Maintenance Worker II	$17.50	$23.40
S9/MN	61703	Seasonal Transportation Worker/Mechanic Helper	$17.50	$23.40
S10/MN	63229	Seasonal Child Nutrition Kitchen Manager	$24.69	$34.57

STUDENT WORKERS				
Grade	**Job Code**	**Position**	**Minimum**	**Maximum**
P4/MN	43415	Student Worker (pay will be set at minimum of Student Worker's position)	$15.16/hour	$30.00/hour
P1/01	60705	Student Worker - Child Nutrition	$15.16/hour	
P1/01	60805	Student Worker - Custodial	$15.16/hour	
P1/01	43425	Student Worker - Early Childhood	$15.16/hour	
P1/01	43420	Student Worker - Summer	$15.16/hour	
P2/01	62302	Student Worker - Theater Technician	$15.50/hour	
P3/01	62301	Student Apprentice - Maintenance Technician	$15.50 hour	
P3/01	38249	Student Apprentice - Information Technology	$15.50/hour	
P3/01	61705	Student Apprentice - Automotive Technician	$15.50/hour	
P3/01	63201	Apprentice (to complete apprenticeship program after graduation)	$15.50/hour	

STIPENDS				
Grade	**Job Code**	**Position**	**Minimum**	**Maximum**
Summer Athletic Coaches				
SC1/MN	77795	Summer Coach Head Stipend is calcuated based on daily rate of $39.00/day*	$312	$1,248
SC2/MN	77796	Summer Coach Assistant Stipend is calcuated based on daily rate of $28.50/day* *refer to Summer Coach Guidelines	$228	$912
Licensed (educator license required)				
L1/01	77763	Early Childhood Lead Teacher Stipend (per semester)	$750	$750
L2/01	77786	Technology Learning Lead Stipend	$700	$700
L4/01	21104	District Guidance Coordinator Stipend	$1,000	$1,000
L4/01	21121	Mental Health Specialist Team Lead Stipend	$1,000	$1,000
L4/01	77739	Secondary Lead Dean Stipend	$1,000	$1,000
L5/01	88814	Licensed Career Incentive/Longevity Plan	$1,500	$3,000
L8/01	88821	Designated Licensed Employee Bilingual Stipend	$2,400	$2,400
L3/01	77788	High Dosage Tutoring Site Facilitator	$3,500	$3,500
L6/01	77737	Secondary School Dean Stipend	$5,000	$5,000
Administrative				
A2/01	77740	Administrative Doctorate Stipend (PASE)	$600	$600
A3/01	88811	Administrative Career Incentive/Longevity Plan (PASE)	$1,000	$8,000
Miscellaneous				
M50/01	88805	Athletic Game Worker (payroll use only)	$0	$0
M50/01	88808	Leave of Absence Unpaid (payroll use only)	$0	$0
M80/01	88820	Bilingual Stipend	$1,200	$1,200
M60/01	77706	On Call 24/7 Pay Stipend	$2,500	$2,500
M70/01	77777	In District Mileage Allowance	$1,000	$8,000

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CLASSIFIED RECOGNITION PAY

Recognition payments for non-exempt classified employees are in addition to regular compensation requirements as defined under the Fair Labor Standards Act. Employees may not receive more than one recognition per category per year. All classified employees who have performed the tasks associated with a particular category shall receive the amount indicated. These amounts are not discretionary; if individuals are performing these tasks, the amount must be paid.

Category	Amount
Special Program Support (Summer School, STEM, etc.)	$200
Graduation Weekend Work/Support	$300
Office Manager Mentor	$500
Student Apprentice Support	$500 per quarter
Classified Professional Growth Allowance*	$400

*CPG paperwork must be submitted and approved by ACE Office to be paid

ONE-TIME PAY RATES

Hourly One-Time Pay Rates	**Pay Rate**
Curriculum Development Writing Team	$35.00/hour
Staff Development Class Attendance Licensed (not taken for credit)	$35.00/hour
Staff Development Instructor Licensed & Classified*	$50.00/hour
*if two teachers team-teach	$40.00/hour
*if training is provided during regular working hours	$25.00/hour

*non-exempt classified employees will receive one and one half times regular hourly rate of pay or $40, which ever is greater
*must be an approved Professional Development course

Per Student One-Time Pay Rates	
IB Extended Essay & IB Personal Projects	$100/student
IB Community Activity Service Supervision	$50/student

Semester One-Time Pay Rates	
GT Site Coordinator (Elementary)	$250/semester
GT Site Coordinator (Secondary)	$400/semester
McKinney-Vento Site Contact Stipend	$150, $275 or $400/semester
(for staff designated by LCE as site contacts for McKinney-Vento - stipend not available to positions whose job descriptions include McKinney-Vento support)	
MHSP (Mental Health Svc Provider) Language Support Stipend	$250/semester
CTE Lead Teacher/Counselor	$700/semester
Calendar Committee Facilitation	$1,000/semester
PASE President	$10,701/semester
PASE Chair	$2,378/semester
PASE President Elect	$2,378/semester
PASE Representative	$1,421/semester

Annual One-Time Pay Rates	
Administrative Mentor	$1,000/year
BCA & STEM Academy Summer Intership	$1,500/year
Educator Externship Stipend	$1,000/year
Employee Wellness Team Leader Tier 1	$150.00/year
Employee Wellness Team Leader Tier 2	$225.00/year
Employee Wellness Team Leader Tier 3	$325.00/year
Graduation Video Support	$1,420/year
Graduation Video Support Lead	$1,560/year
Licensed Guide	$500/year
Licensed Mentor	$1,000/year
National Board Certification Renewal	$500/renewal
National Board of Professional Teaching Standards Certification	$1,500/year
READ Lead Teacher	$300/year

Extended Pay for High School Coaches (for playoff/state competition)*	
Head Coach	$150/week
Assistant Coach	$100/week
*refer to guidelines	

Game Worker Pay Rates: Refer to S Schedule Addendum - *Athletic Game-Tournament Worker Pay Rates*