

Licensed Employees Salary Setting Guide

2026-27 School Year



JEFFCO
PUBLIC SCHOOLS

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About Jeffco Public Schools' Licensed Compensation System

At Jeffco Public Schools (Jeffco), we strive to offer a compensation system that is transparent, comparable to, and competitive with our surrounding school districts. This compensation program is reviewed, updated and improved regularly to attract and retain exceptional educators who are crucial to the ongoing growth and success of our students.





Jeffco's Compensation Philosophy:

- Compensate our employees in a manner that adequately shows the value they provide to our students, families and community.

Our Compensation Principles:

- **Equity:** Our pay practices will be fair and equitable. Equal work deserves equal pay regardless of an employee's race, gender, ethnicity, age, religion or other non-job-related factors.
- **Transparency:** Our pay practices will be easy to understand and will be shared with our employees and candidates.
- **Stewardship:** We will be good stewards of our taxpayers and community dollars.
- **Sustainable:** Compensation decisions are made for the long term, and not the immediate need.
- **Competitive:** We aspire to maintain competitive compensation by comparing our pay rates to those of our competitors.

My First Salary at Jeffco:

Licensed positions at Jeffco include classroom teachers, instructional coaches, counselors, deans, special service providers (nurses, speech language pathologists, etc) and CTE instructors. When you are hired into a licensed position at Jeffco, your initial salary is determined by two factors:

1. Previous relevant work experience
2. Level of education, including additional graduate level hours completed

Your salary is calculated after you have accepted your offer, completed online onboarding and entered your applicable experience. Your salary is based on the experience and official transcripts you submit.

1. Experience

At salary setting, new hires will receive a salary step for each full year of applicable, licensed work experience gained outside of Jeffco up to a maximum of eight (8) years (maximum placement Step 9). Jeffco grants experience credit in full and half increments -See bullet points below. Total applicable years of service are combined and rounded down to the nearest full year.

- **Full credit:** Worked full time (at least 0.75 FTE) for at least 75% of the school year.
- **Half credit:** Worked part time (0.50 FTE or more) for at least 75% of the school year or worked full time for one semester/half the school year.



What Experience is Accepted for Credit?

Educators _____

Accepted:

- Licensed K-12 positions at public, private or charter schools located within the United States, territories or military bases
- Licensed K-12 positions at public, private or charter schools located outside the United States **upon verification of licensing requirements.**
- Licensed SPED positions for PreK or 18-21 year old students.
- Licensed preschool teaching at public schools located in the United States, territory or military bases. This does **not** include preschool instructor certificates.
- Volunteer positions that include a teaching/training for at least half of the work **and** include a training program/licensing requirement.

Not Accepted:

- Teaching College Courses
- Daycare
- Preschool Instructor
- Paraprofessional/Para-Educator
- Tutoring & Private Instruction
- Learning Pods/Running a "Home School"
- Summer School
- Student Teaching
- Internships
- Substitute Teaching
- On-Call Positions
- Administration Positions

Special Service Providers: _____

Accepted:

- Licensed K-12 positions at public, private or charter schools located within the United States, territories or military bases
- Licensed K-12 positions at public, private or charter schools located outside the United States **upon verification of licensing requirements.**
- Related private sector paid positions for Special Services Providers.
- Licensed SPED/Special Service Provider positions for PreK and/or 18-21 year old students.
- Volunteer positions that relate to the Special Service Providers field of study.

Not Accepted:

- Paraprofessional/Para-Educator
- Internships
- On-Call Positions
- Administration Positions

2. Education

- All degrees must be obtained from an accredited program per the current Colorado Department of Education (CDE) guidelines, and official transcripts are required for a degree and additional credit hours to be evaluated and awarded. CDE's definition per Colorado state statute, to be considered toward licensure requirements, degrees and course credits must be earned through institutions of higher education that are accredited by one of the regional associations linked below. Degrees and course credits earned through a college or university not accredited by one of these associations cannot be accepted as fulfilling licensure requirements in accordance with CRS 22-60.5-102(1). [Learn more.](#)

The Lane thresholds are:

- Lane 1 (L01) - Bachelor's Degree
- Lane 2 (L02) - Bachelor's Degree with 18 graduate semester credit hours
- Lane 3 (L03) - Master's Degree
- Lane 4 (L04) - Master's Degree with 60 graduate semester credit hours
- Lane 5 (L05) - Master's Degree with 75 graduate semester credit hours
- Lane 6 (L06) - Master's Degree with 90 graduate semester credit hours

International Applicants: Educators with completed degrees outside of the United States will have to submit a full evaluation including credit hours at their own expense performed by a [National Association of Credential Evaluation Services](#) member.

What if I return to Jeffco?

If you previously worked for Jeffco and are considering returning, we would love to have you back! If you achieved non-probationary status and are returning within 63 months of your departure, you will be returned to your prior salary placement. If you return outside of 63 months, or left without non-probationary status, you will be freshly evaluated and placed at a salary according to the rules at the time of rehire.

How and When Will My Jeffco Salary Increase?

1. Lane Changes

Employees in licensed positions can apply for a lane change on the Salary Schedule throughout the calendar year. Lane changes are performed monthly.

- Unlike several other Denver-area school districts, Jeffco provides lane advancement credit for graduate level credits completed while pursuing a master’s degree.
- Employees submit for a lane change by submitting new transcripts in the document center in Employee Self Service. Once it’s evaluated and added to the person’s information in the system, they will be automatically updated in the next lane change if they are eligible. [Learn more about how to submit a lane change.](#)

Example A: Adam was in Lane 3 (Master’s Degree), Step 9. He uploaded his official transcripts to the document center showing additional graduate level credits to move to Lane 4 on December 10. He met the December 15 deadline for the lane change effective December 16. (January 30 paycheck)

Example A	Amounts
Current Placement: Lane 3, Step 9	\$73,911.00
Current Monthly Rate:	\$6,159.25
New Placement: Lane 4, Step 9	\$76,867.00
New Monthly Rate:	\$6,405.58
New Total Salary (4 checks at “Current” rate + 8 at “New” rate)	\$75,881.66

2. Annual Increases

Annual increases for licensed educators are effective at the start of each school year when agreed upon in bargaining sessions between the district and Jefferson County Education Association (JCEA). It consists of two components:

- Increases to the base salary schedule - An increase to the salary schedule is negotiated based on Cost of Living Adjustments and other factors. All steps on the salary schedule are adjusted.
- Step increase - Educators who successfully complete the prior school year and perform as expected on their evaluation (minimum rating dependent on job code and contract type) will receive a step increase, if negotiated.



Additional Pay Information

In addition to base pay, educators may be eligible for additional pay as defined below.
Please note: Educators may be eligible for multiple stipends/incentive, depending on their credentials and role within Jeffco.

Certification-Based Stipends

The following certifications and licenses that align with the job responsibilities of the educator will be paid an additional **annual stipend of 3%** of step 1, lane 1. Educators will be paid for each stipend that applies to the role they currently hold:

- National Board-Certified Teachers
- Board Certified Behavior Analyst (BCBA)
- Certified School Social Work Specialist (C-SSWS)
- Licensed Clinical Social Worker (CSW DORA)
- Licensed Social Worker (LSW DORA)
- Licensed Professional Counselor (LPC DORA)
- National Certified School Counselor (NCSC)
- National Certified Counselor (NCC)
- Licensed Psychologist (LP DORA)
- Nationally Certified School Psychologist (NCSP)
- Registered Nurse (RN DORA)
- Certificate of Clinical Competence in Audiology (CCC-SLP, ASHA)
- Occupational Therapist (OT DORA)
- Physical Therapist (PTL DORA)



Warren Tech Campuses Pay:

Warren Tech educators will receive an additional 8% pay due to the higher amount of instructional minutes taught by those educators.

Example B: Jennifer is a new educator at Warren Tech and is curious how the additional 8% pay will impact her salary.

Example B:	Amounts
Current Salary Placement: Lane 1, Step 1	\$56,085.00
Warren Tech 8% Stipend	\$4,486.80
Total Annual Pay	\$60,571.80

Assignment-Based Stipends

Educators who work in the following job assignments will receive additional pay as described below for each role they currently hold. Educators who work less than full time will be paid a stipend proportional to their time in a Title I school.

Stipend Condition:	Stipend Amount:
Assigned to a Title I School	2% annual pay
Non-center-based Special Education Provider	1% of Step 1, Lane 1
Center-based Learning Specialist	2% of Step 1, Lane 1
Dual Language & Spanish Instructors	1% of Step 1, Lane 1
Teachers of the Visually Impaired	1% annual pay

Certification/Assignment Stipend Example: Amanda, a Teacher Significant Needs, is in Lane 2 (BA + 18 Graduate Credits), Step 6. Amanda is assigned to work at a Title I school this year and is in a SPED: Center-Based role.

Example C:	Amounts
Current Salary Placement: Lane 2, Step 6	\$65,993.00
SPED: Center Based Stipend: +2% of Lane 1, Step 1	\$1,121.70
Assigned to Title I school: +2% of Annual Pay	\$1,319.86
Total Stipend Amounts:	\$2,441.56
Total Annual Pay:	\$68,434.56

Additional Days Worked

Teachers whose contracts include additional days worked will be additionally compensated at the following rates:

- 191 Days - **Add 3.24% to annual salary**
- 195 Days - **Add 5.41% to annual salary**

Example D: Scott, a Counselor, is on Lane 3 (Master's Degree), Step 9. Scott works a 195-Day contract and is curious how that will impact his pay.

Example D:	Amounts
Current Placement: Lane 3, Step 9	\$73,911.00
195-Day Difference: 5.41% annual pay	\$3,998.59
Total Annual Pay:	\$77,909.59

1/6th Extra Pay:

Secondary educators who agree to teach a sixth academic class of standard length beyond the normal teaching load of five sections will be paid one-sixth (1/6) extra of their per diem for the period of time they are teaching the sixth class. The school leadership would request that the educator teach the additional class based on the needs of the school.

Example E: David is an educator on Lane 3, Step 6 and agrees to teach an additional class for the school year. This additional class brings his total teaching load to six academic classes.

Example E:	Amounts
Current Placement: Lane 3, Step 6	\$68,633.00
1/6 Extra Pay Stipend	\$11,667.61
Total Annual Amount:	\$80,300.61

Licensed Salary Schedules for 2026-27

See salary schedules below. For more information on Pay and Compensation for licensed teachers, please go to our [compensation web page](#) on Jeffco's website.

185-Day Educator Salary Schedule 2026/2027

Step Numbers are for easy reference & do not correlate with Years of Service

	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
Licensed	Bachelor's Degree	BA + 18 Graduate Credits*	Master's Degree	Master's Degree w/ 60 Graduate Credits*	Master's Degree w/ 75 Graduate Credits*	Master's Degree w/ 90 Graduate Credits*
CTE	Bachelor's Degree	16,000 Hrs Experience or 270 Hrs Training	24,001 Hrs Experience or 600 Hrs Training	36,001 Hrs Experience or 900 Hrs Training	50,001 Hrs Experience or 1,125 Hrs Training	60,001 Hrs Experience or 1,350 Hrs Training
1	\$ 56,085	\$ 58,329	\$ 60,661	\$ 63,088	\$ 65,612	\$ 67,252
2	\$ 57,488	\$ 59,787	\$ 62,178	\$ 64,666	\$ 67,252	\$ 68,933
3	\$ 58,924	\$ 61,282	\$ 63,733	\$ 66,283	\$ 68,933	\$ 70,656
4	\$ 60,398	\$ 62,813	\$ 65,326	\$ 67,939	\$ 70,656	\$ 72,422
5	\$ 61,907	\$ 64,384	\$ 66,959	\$ 69,637	\$ 72,423	\$ 74,234
6	\$ 63,455	\$ 65,993	\$ 68,633	\$ 71,379	\$ 74,234	\$ 76,090
7	\$ 65,041	\$ 67,644	\$ 70,349	\$ 73,162	\$ 76,089	\$ 77,991
8	\$ 66,668	\$ 69,335	\$ 72,108	\$ 74,991	\$ 77,992	\$ 79,942
9	\$ 68,334	\$ 71,067	\$ 73,911	\$ 76,867	\$ 79,942	\$ 81,941
10	\$ 70,042	\$ 72,845	\$ 75,758	\$ 78,788	\$ 81,940	\$ 83,989
11	\$ 71,793	\$ 74,665	\$ 77,652	\$ 80,758	\$ 83,988	\$ 86,088
12	\$ 73,589	\$ 76,533	\$ 79,593	\$ 82,777	\$ 86,088	\$ 88,240
13	\$ 75,429	\$ 78,445	\$ 81,584	\$ 84,847	\$ 88,240	\$ 90,446
14	\$ 77,314	\$ 80,406	\$ 83,623	\$ 86,967	\$ 90,446	\$ 92,707
15	\$ 79,247	\$ 82,417	\$ 85,713	\$ 89,141	\$ 92,707	\$ 95,025
16	\$ 81,228	\$ 84,476	\$ 87,856	\$ 91,370	\$ 95,025	\$ 97,401
17	\$ 83,258	\$ 86,589	\$ 90,053	\$ 93,655	\$ 97,401	\$ 99,836
18	\$ 85,340	\$ 88,754	\$ 92,303	\$ 95,997	\$ 99,836	\$ 102,332
19	\$ 87,474	\$ 90,972	\$ 94,612	\$ 98,396	\$ 102,332	\$ 104,890
20	\$ 89,660	\$ 93,247	\$ 96,977	\$ 100,856	\$ 104,890	\$ 107,512
21	\$ 91,902	\$ 95,577	\$ 99,401	\$ 103,377	\$ 107,512	\$ 110,200
22	\$ 94,199	\$ 97,968	\$ 101,886	\$ 105,961	\$ 110,200	\$ 112,955

Maximum placement for new hires

CTE training and experience hours must be industry specific and documented.

191-Day Educator Salary Schedule 2026-27

Step Numbers are for easy reference & do not correlate with Years of Service

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
	Bachelor's Degree	BA + 18 Graduate Credits*	Master's Degree	Master's Degree w/ 60 Graduate Credits*	Master's Degree w/ 75 Graduate Credits*	Master's Degree w/ 90 Graduate Credits*
1	\$ 57,902.15	\$ 60,218.86	\$ 62,626.42	\$ 65,132.05	\$ 67,737.83	\$ 69,430.96
2	\$ 59,350.61	\$ 61,724.10	\$ 64,192.57	\$ 66,761.18	\$ 69,430.96	\$ 71,166.43
3	\$ 60,833.14	\$ 63,267.54	\$ 65,797.95	\$ 68,430.57	\$ 71,166.43	\$ 72,945.25
4	\$ 62,354.90	\$ 64,848.14	\$ 67,442.56	\$ 70,140.22	\$ 72,945.25	\$ 74,768.47
5	\$ 63,912.79	\$ 66,470.04	\$ 69,128.47	\$ 71,893.24	\$ 74,769.51	\$ 76,639.18
6	\$ 65,510.94	\$ 68,131.17	\$ 70,856.71	\$ 73,691.68	\$ 76,639.18	\$ 78,555.32
7	\$ 67,148.33	\$ 69,835.67	\$ 72,628.31	\$ 75,532.45	\$ 78,554.28	\$ 80,517.91
8	\$ 68,828.04	\$ 71,581.45	\$ 74,444.30	\$ 77,420.71	\$ 80,518.94	\$ 82,532.12
9	\$ 70,548.02	\$ 73,369.57	\$ 76,305.72	\$ 79,357.49	\$ 82,532.12	\$ 84,595.89
10	\$ 72,311.36	\$ 75,205.18	\$ 78,212.56	\$ 81,340.73	\$ 84,594.86	\$ 86,710.24
11	\$ 74,119.09	\$ 77,084.15	\$ 80,167.92	\$ 83,374.56	\$ 86,709.21	\$ 88,877.25
12	\$ 75,973.28	\$ 79,012.67	\$ 82,171.81	\$ 85,458.97	\$ 88,877.25	\$ 91,098.98
13	\$ 77,872.90	\$ 80,986.62	\$ 84,227.32	\$ 87,596.04	\$ 91,098.98	\$ 93,376.45
14	\$ 79,818.97	\$ 83,011.15	\$ 86,332.39	\$ 89,784.73	\$ 93,376.45	\$ 95,710.71
15	\$ 81,814.60	\$ 85,087.31	\$ 88,490.10	\$ 92,029.17	\$ 95,710.71	\$ 98,103.81
16	\$ 83,859.79	\$ 87,213.02	\$ 90,702.53	\$ 94,330.39	\$ 98,103.81	\$ 100,556.79
17	\$ 85,955.56	\$ 89,394.48	\$ 92,970.72	\$ 96,689.42	\$ 100,556.79	\$ 103,070.69
18	\$ 88,105.02	\$ 91,629.63	\$ 95,293.62	\$ 99,107.30	\$ 103,070.69	\$ 105,647.56
19	\$ 90,308.16	\$ 93,919.49	\$ 97,677.43	\$ 101,584.03	\$ 105,647.56	\$ 108,288.44
20	\$ 92,564.98	\$ 96,268.20	\$ 100,119.05	\$ 104,123.73	\$ 108,288.44	\$ 110,995.39
21	\$ 94,879.62	\$ 98,673.69	\$ 102,621.59	\$ 106,726.41	\$ 110,995.39	\$ 113,770.48
22	\$ 97,251.05	\$ 101,142.16	\$ 105,187.11	\$ 109,394.14	\$ 113,770.48	\$ 116,614.74

Note: Salary schedule is for reference only, stipends are not part of base pay.

Maximum placement for new hires

195-Day Educator Salary Schedule 2026-27

Step Numbers are for easy reference & do not correlate with Years of Service

Step	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5	Lane 6
	Bachelor's Degree	BA + 18 Graduate Credits*	Master's Degree	Master's Degree w/ 60 Graduate Credits*	Master's Degree w/ 75 Graduate Credits*	Master's Degree w/ 90 Graduate Credits*
1	\$ 59,119.20	\$ 61,484.60	\$ 63,942.76	\$ 66,501.06	\$ 69,161.61	\$ 70,890.33
2	\$ 60,598.10	\$ 63,021.48	\$ 65,541.83	\$ 68,164.43	\$ 70,890.33	\$ 72,662.28
3	\$ 62,111.79	\$ 64,597.36	\$ 67,180.96	\$ 69,868.91	\$ 72,662.28	\$ 74,478.49
4	\$ 63,665.53	\$ 66,211.18	\$ 68,860.14	\$ 71,614.50	\$ 74,478.49	\$ 76,340.03
5	\$ 65,256.17	\$ 67,867.17	\$ 70,581.48	\$ 73,404.36	\$ 76,341.08	\$ 78,250.06
6	\$ 66,887.92	\$ 69,563.22	\$ 72,346.05	\$ 75,240.60	\$ 78,250.06	\$ 80,206.47
7	\$ 68,559.72	\$ 71,303.54	\$ 74,154.88	\$ 77,120.06	\$ 80,205.41	\$ 82,210.31
8	\$ 70,274.74	\$ 73,086.02	\$ 76,009.04	\$ 79,048.01	\$ 82,211.37	\$ 84,266.86
9	\$ 72,030.87	\$ 74,911.72	\$ 77,909.59	\$ 81,025.50	\$ 84,266.86	\$ 86,374.01
10	\$ 73,831.27	\$ 76,785.91	\$ 79,856.51	\$ 83,050.43	\$ 86,372.95	\$ 88,532.80
11	\$ 75,677.00	\$ 78,704.38	\$ 81,852.97	\$ 85,127.01	\$ 88,531.75	\$ 90,745.36
12	\$ 77,570.16	\$ 80,673.44	\$ 83,898.98	\$ 87,255.24	\$ 90,745.36	\$ 93,013.78
13	\$ 79,509.71	\$ 82,688.87	\$ 85,997.69	\$ 89,437.22	\$ 93,013.78	\$ 95,339.13
14	\$ 81,496.69	\$ 84,755.96	\$ 88,147.00	\$ 91,671.91	\$ 95,339.13	\$ 97,722.45
15	\$ 83,534.26	\$ 86,875.76	\$ 90,350.07	\$ 93,963.53	\$ 97,722.45	\$ 100,165.85
16	\$ 85,622.43	\$ 89,046.15	\$ 92,609.01	\$ 96,313.12	\$ 100,165.85	\$ 102,670.39
17	\$ 87,762.26	\$ 91,273.46	\$ 94,924.87	\$ 98,721.74	\$ 102,670.39	\$ 105,237.13
18	\$ 89,956.89	\$ 93,555.59	\$ 97,296.59	\$ 101,190.44	\$ 105,237.13	\$ 107,868.16
19	\$ 92,206.34	\$ 95,893.59	\$ 99,730.51	\$ 103,719.22	\$ 107,868.16	\$ 110,564.55
20	\$ 94,510.61	\$ 98,291.66	\$ 102,223.46	\$ 106,312.31	\$ 110,564.55	\$ 113,328.40
21	\$ 96,873.90	\$ 100,747.72	\$ 104,778.59	\$ 108,969.70	\$ 113,328.40	\$ 116,161.82
22	\$ 99,295.17	\$ 103,268.07	\$ 107,398.03	\$ 111,693.49	\$ 116,161.82	\$ 119,065.87

Note: Salary schedule is for reference only, stipends are not part of base pay.

Maximum placement for new hires



We value your input!

Help us continue to improve our communications by sharing your feedback through this survey. Thank you and welcome to **#TeamJeffco!**

[Survey Link](#)