Mesa County Valley School District 51

Hourly Support Staff Salary Schedule

2026-27

Grad		Steps															
	Position Title	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**
1-4	no positions																
5	Non Instructional Paraprofessional: School-Based	17.03	17.47	17.92	18.39	18.87	19.35	19.86	20.38	20.90	21.45	22.00	22.58	23.17	23.77	24.39	25.02
	Paraprofessional: Preschool																
6	Custodian: Day/Night	17.83	18.29	18.77	19.25	19.76	20.27	20.80	21.33	21.89	22.46	23.04	23.65	24.26	24.89	25.54	26.20
	Nutrition Services: Associate																
	Paralibrarian																
	Paraprofessional: Classroom, ECE, In School Suspension (ISS) Monitor, Music, Physical Education, READ Act, Young Parent Program																
	Secretary: Library/Media																
7	Health Assistant	18.73	18.97	19.27	19.80	20.32	20.87	21.50	22.09	22.69	23.34	23.95	24.68	25.33	26.05	26.76	27.45
	Nutrition Services: Assistant (Relief) Manager																
	Paraprofessional: Behavior Support, CLD, Pre-Expulsion Behavior Support, Vocational																
	Receptionist: District, Department																
	Technician: HS Auditorium and Events Support Technician																
8	Instructor, OWL (no college/university degree)	19.68	19.93	20.22	20.78	21.37	21.96	22.58	23.20	23.85	24.48	25.18	25.91	26.62	27.40	28.15	28.88
	Liaison: Campus, Family																
	Migrant Education Program: Outreach Specialist																
	Paraprofessional: Special Ed Moderate Needs, Special Ed Severe Needs (LIFE/SOAR/RISE), Technology																
	Preschool Lead Teacher/Director (no college/university degree)																
	Therapist Assistant: Motor																
9	Custodian: Roving, Night Team Lead	20.73	20.98	21.22	21.79	22.38	23.04	23.68	24.31	24.98	25.73	26.45	27.15	27.89	28.70	29.50	30.27
	Groundskeeper (no CDL)																
	Lead Custodian: Elementary																
	Liaison: Career/College Readiness																
	Nutrition Services: Food Truck Manager																
	Paraprofessional: Special Ed Insteps, Special Ed Project Search																
	Secretary: School (Elementary, Middle, High), School Attendance, School Counseling																
	Warehouse Personnel (no CDL)																
10	Attendant, Medically Fragile	21.62	21.89	22.16	22.80	23.43	24.12	24.77	25.44	26.15	26.89	27.65	28.40	29.22	30.02	30.86	31.66
	Custodian: Utility Day																
	Facilities Generalist (OWL)																
	Lead Custodian: Middle School																
	Secretary: GMYSC, Summit, Department, Director																
	Technician: ECE Program Support, Health Svcs, Special Ed Registered Behavior																
11	Lead Custodian: High School	22.58	22.87	23.15	23.80	24.46	25.13	25.88	26.55	27.34	28.08	28.89	29.67	30.50	31.38	32.22	33.06
	Migrant Education Program: Graduation Advocate																
	Nutrition Services: Culinary Manager																
	Secretary: School Athletics/Activities, School Registrars																
	Technician: Special Ed Registered Behavior & QBS Trainer, Special Ed Assistive Technology (SWAAC)																
	Warehouse Personnel (with CDL)																
12	Administrative Assistant	23.54	23.83	24.14	24.82	25.51	26.17	26.96	27.72	28.49	29.28	30.10	30.91	31.78	32.66	33.58	34.46
	Groundskeeper (with CDL), Irrigation Specialist, Playground Inspector, Athletic Field Painter																
	Secretary: School Finance/SBA																
	Technician: Finance & Medicaid																

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13	Administrative Specialist: OWL	24.49	24.78	25.08	25.83	26.53	27.28	28.01	28.82	29.61	30.44	31.29	32.18	33.07	33.98	34.92	35.83
	Attendance Advocate																
	Carpenter, Furniture Repair																
	Custodian: Equipment Repair/Gym Floor Specialist																
	Grounds: Pesticide Applicator																
	Lead, Warehouse																
	Secretary: School Principal																
	Specialist: Student Records, Special Ed Student Data and Records																
	Technician: Human Resources																
14	Instructor, OWL (holding an Associates Degree or greater)	25.42	25.74	26.06	26.78	27.55	28.30	29.08	29.95	30.74	31.61	32.49	33.43	34.34	35.29	36.28	37.22
	Locksmith																
	Migrant Education Program: Parent Support Specialist																
	Nutrition Svcs Team Trainer and Support																
	Preschool Lead Teacher/Director (holding an Associates Degree or greater)																
	REACH Advocate																
	Security Dispatcher																
	Small Equipment Service & Repair																
	Specialist: Attendence/Truancy, ChildFind, District Athletics, Facilities Reservation, HRIS, Nutrition Svcs Free & Reduced Program, Special Ed Administrative, Federal Programs, Special Ed Software																
	Supports Associate, Early Childhood																
	Technician: Finance Acc Rec/Acct Payable, Electronic Systems, Finance Tech Acct Rec/Cashier, Purchasing Accounts Payable																
	Warehouse Lead: Textbook, Nutrition Svcs																
15	Chief Printer	26.36	26.73	27.07	27.81	28.58	29.39	30.21	31.04	31.92	32.80	33.73	34.66	35.61	36.62	37.64	38.62
	Heavy Equipment Operator																
	Painter																
	Specialist: CTE Support, Pathways, SWAP Program, Prevention/Child Welfare																
	Technician: Payroll																
	Translator, District Translator																
	Welder																
16	Braillist	27.31	27.65	28.01	28.82	29.60	30.44	31.29	32.17	33.07	33.98	34.92	35.90	36.88	37.96	38.96	39.98
	Executive Assistant																
	Migrant Education Program: Lead Outreach Specialist																
	Roofer																
	Specialist: Accounting Support/Trainer, Digital Media Content																
17	No positions	28.26	28.65	29.01	29.79	30.63	31.51	32.37	33.26	34.20	35.15	36.17	37.16	38.21	39.26	40.34	41.38
18	Specialist: PC Support/Trainer	29.28	29.64	30.00	30.82	31.70	32.58	33.49	34.42	35.35	36.34	37.38	38.39	39.48	40.61	41.71	42.79
	Plumber (Journey)																
	Technician: HVAC Preventative Maintenance, Technology Support 1																
	Vehicle & Small Engine Mechanic																
	Working Supervisor: Custodial, Painter																
19	Analyst: Nutrition Services Finance	30.19	30.57	30.95	31.83	32.69	33.63	34.59	35.54	36.54	37.55	38.57	39.63	40.77	41.89	43.02	44.14
	Electrician (Journey)																
	Nutrition Services: District Manager, Dietician & Meal Planner (Registered)																
	SSP Assistants: Occupational Therapy, Psychology, Speech Language Pathology (SLPA)																
	School Security Officer																
	Videographer																
20	Analyst: Data Reporting, Curriculum Financial	31.17	31.55	31.94	32.85	33.74	34.67	35.64	36.65	37.67	38.73	39.82	40.90	42.07	43.22	44.44	45.59
	Technician: HVAC Certified																

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21	Electrician (Master)	32.10	32.51	32.91	33.81	34.78	35.74	36.72	37.76	38.82	39.89	41.00	42.15	43.34	44.53	45.78	46.97
	Educational Interpreter (Deaf Ed)																
	Plumber (Master)																
	Technician: Senior Electronic Systems, Technology Support 2																
22	Working Supervisor: Grounds	33.07	33.49	33.90	34.81	35.81	36.77	37.82	38.88	39.95	41.08	42.22	43.41	44.62	45.85	47.15	48.37
23	Supervisor: Electric/Mechanical, Carpentry	34.03	34.43	34.86	35.85	36.82	37.84	38.91	40.00	41.12	42.26	43.46	44.66	45.89	47.18	48.50	49.75
	Technician: Lead IT																
24	No positions	35.01	35.41	35.86	36.82	37.84	38.91	40.00	41.12	42.26	43.44	44.67	45.88	47.18	48.50	49.84	51.13
25	SWAP Coordinator	36.03	36.44	36.92	37.88	38.86	39.87	40.91	41.97	43.06	44.18	45.33	46.51	47.72	48.96	50.23	51.54

ADDENDUM TO SUPPORT STAFF SALARY SCHEDULE

PLACEMENT – Employees new to the district will be placed into the appropriate grade/range for their position based upon prior relative experience. A maximum of five (5) years' experience within the last ten (10) will be granted to newly hired employees. Only the Human Resources Department may quote starting salary for hires. All prior experience must be submitted for salary placement review within 60 days of hire.

SICK LEAVE – Full time support staff accumulate sick leave at the rate of 10 hours for each full month of employment. Sick leave for employees who work less than full-time accumulates at a lesser rate based upon the amount of time actually worked. Sick leave begins to accumulate the 1st month of employment.

PERSONAL LEAVE – Personal leave is limited to 3 days per fiscal year for 12-month employees, and 6 days per fiscal year for less than 12-month employees. Personal leave may not be used before or after vacation days or holidays and may not be used for the purpose of a job interview, recreation, or entertainment. Employees must submit an online Leave Request form for any personal leave used. Personal leave is charged against accrued sick leave and does not accumulate from year to year.

BENEFITS – Depending on their position, employees may be eligible for one or all of the following benefits: PERA, medical insurance, dental insurance, life insurance, vision insurance, worker's compensation, and various leaves. Employees will be informed of specific benefits by the Human Resource office when they are employed.

INCREMENTS - Step increments on each salary schedule will occur July 1 of each year providing:

(1) New hires must work the last semester of the school year or equivalent number of days for employees working an extended calendar. Paid leaves, holidays, and/or vacations are included in the accumulation of this time.
(2) An additional step is available and approved by the Board of Education.

WORK SHIFT – A straight work shift shall mean an employee's assigned hours up to eight (8) consecutive hours of work, exclusive of lunch periods. Split shifts shall mean eight (8) hours of work within a period not to exceed eleven (11) hours of time. All employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular scheduled starting and quitting time. A regular work shift shall be interpreted as either a straight work shift or split work shift assignment.

NIGHT SHIFT– shall mean any regular work shift scheduled to start anytime from 2:30 p.m. to 3:00 a.m. and extend for a period of a regular work shift.

NIGHT SHIFT DIFFERENTIAL –

Work shift – regular hourly rate only
Night shift – 50 cents per hour "premium" for the entire shift
Part-Time Custodians are not eligible for shift differential pay.

LUNCH LIZARD PREP KITCHEN – Managers responsible for Lunch Lizard prep sites will receive a 50 cents per hour "premium" for the entire shift.