

**Mesa County Valley School District 51**  
**Exempt Support Staff Employee Salary Schedule**

July 1, 2026 - June 30, 2027  
260 days/year

| CLASSIFIED EXEMPT (CXN) |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Range                   | 0       | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      |
| 1-3                     |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 4                       | 60,401  | 61,011  | 61,764  | 63,489  | 65,255  | 67,074  | 68,942  | 70,861  | 72,836  | 74,863  | 76,952  | 79,094  | 81,297  | 83,565  | 85,893  | 88,127  |
| 5                       | 62,390  | 63,020  | 63,773  | 65,551  | 67,376  | 69,254  | 71,185  | 73,168  | 75,205  | 77,299  | 79,454  | 81,670  | 83,944  | 86,283  | 88,685  | 90,992  |
| 6                       | 64,381  | 65,031  | 65,783  | 67,617  | 69,500  | 71,436  | 73,425  | 75,473  | 77,575  | 79,736  | 81,957  | 84,244  | 86,589  | 88,999  | 91,480  | 93,859  |
| 7                       | 66,371  | 67,041  | 67,793  | 69,682  | 71,623  | 73,619  | 75,669  | 77,779  | 79,944  | 82,173  | 84,462  | 86,814  | 89,231  | 91,718  | 94,274  | 96,726  |
| 8                       | 68,362  | 69,051  | 69,804  | 71,750  | 73,749  | 75,801  | 77,915  | 80,084  | 82,315  | 84,609  | 86,967  | 89,389  | 91,878  | 94,438  | 97,069  | 99,593  |
| 9                       | 70,353  | 71,062  | 71,813  | 73,812  | 75,871  | 77,982  | 80,154  | 82,390  | 84,688  | 87,046  | 89,469  | 91,962  | 94,525  | 97,159  | 99,864  | 102,461 |
| 10                      | 72,340  | 73,071  | 73,823  | 75,879  | 77,993  | 80,167  | 82,400  | 84,697  | 87,054  | 89,481  | 91,974  | 94,535  | 97,172  | 99,877  | 102,658 | 105,327 |
| 11                      | 74,327  | 75,079  | 75,831  | 77,943  | 80,112  | 82,348  | 84,644  | 86,998  | 89,423  | 91,916  | 94,474  | 97,108  | 99,814  | 102,594 | 105,451 | 108,192 |
| 12                      | 76,317  | 77,088  | 77,839  | 80,010  | 82,239  | 84,531  | 86,884  | 89,305  | 91,795  | 94,350  | 96,979  | 99,681  | 102,460 | 105,313 | 108,246 | 111,060 |
| 13                      | 78,307  | 79,097  | 79,849  | 82,074  | 84,360  | 86,712  | 89,127  | 91,608  | 94,162  | 96,786  | 99,483  | 102,253 | 105,102 | 108,029 | 111,041 | 113,927 |
| 14                      | 80,296  | 81,107  | 81,859  | 84,141  | 86,484  | 88,894  | 91,371  | 93,917  | 96,531  | 99,222  | 101,986 | 104,826 | 107,749 | 110,749 | 113,835 | 116,794 |
| 15                      | 82,287  | 83,118  | 83,870  | 86,203  | 88,609  | 91,077  | 93,613  | 96,223  | 98,903  | 101,658 | 104,491 | 107,400 | 110,392 | 113,469 | 116,632 | 119,664 |
| 16                      | 84,276  | 85,127  | 85,881  | 88,271  | 90,732  | 93,258  | 95,857  | 98,529  | 101,274 | 104,093 | 106,994 | 109,978 | 113,041 | 116,190 | 119,427 | 122,532 |
| 17                      | 86,300  | 87,172  | 88,392  | 90,689  | 93,047  | 95,467  | 97,949  | 100,496 | 103,108 | 105,789 | 108,540 | 111,363 | 114,257 | 117,228 | 120,276 | 123,404 |
| 18                      | 88,284  | 89,177  | 90,425  | 92,775  | 95,188  | 97,662  | 100,202 | 102,808 | 105,480 | 108,222 | 111,037 | 113,923 | 116,885 | 119,924 | 123,042 | 126,241 |
| 19                      | 90,050  | 90,959  | 92,233  | 94,631  | 97,091  | 99,616  | 102,206 | 104,863 | 107,589 | 110,387 | 113,257 | 116,201 | 119,223 | 122,322 | 125,503 | 128,766 |
| 20                      | 91,851  | 92,779  | 94,077  | 96,523  | 99,033  | 101,608 | 104,250 | 106,960 | 109,741 | 112,594 | 115,522 | 118,525 | 121,607 | 124,769 | 128,013 | 131,341 |
| 21                      | 93,688  | 94,634  | 95,959  | 98,454  | 101,014 | 103,640 | 106,335 | 109,099 | 111,936 | 114,846 | 117,832 | 120,896 | 124,039 | 127,264 | 130,573 | 133,968 |
| 22                      | 95,562  | 96,527  | 97,878  | 100,423 | 103,034 | 105,713 | 108,461 | 111,281 | 114,175 | 117,143 | 120,189 | 123,314 | 126,520 | 129,810 | 133,185 | 136,647 |
| 23                      | 97,473  | 98,457  | 99,836  | 102,431 | 105,095 | 107,827 | 110,631 | 113,507 | 116,458 | 119,486 | 122,593 | 125,780 | 129,050 | 132,406 | 135,848 | 139,380 |
| 24                      | 99,422  | 100,426 | 101,832 | 104,480 | 107,197 | 109,984 | 112,843 | 115,777 | 118,787 | 121,876 | 125,045 | 128,296 | 131,631 | 135,054 | 138,565 | 142,168 |
| 25                      | 101,411 | 102,435 | 103,869 | 106,570 | 109,341 | 112,183 | 115,100 | 118,093 | 121,163 | 124,313 | 127,546 | 130,862 | 134,264 | 137,755 | 141,337 | 145,011 |
| 26                      | 103,439 | 104,484 | 105,946 | 108,701 | 111,527 | 114,427 | 117,402 | 120,455 | 123,586 | 126,800 | 130,096 | 133,479 | 136,949 | 140,510 | 144,163 | 147,912 |
| 27                      | 105,508 | 106,573 | 108,065 | 110,875 | 113,758 | 116,716 | 119,750 | 122,864 | 126,058 | 129,336 | 132,698 | 136,149 | 139,688 | 143,320 | 147,047 | 150,870 |

**Position Titles and Salary Placement**

**Range 4** - Attendance Case Manager, Executive Chef/HS Operations, Payroll Analyst, Substitute Coordinator Specialist

**Range 5** - Employee Benefits Specialist, Employee Relations Specialist

**Range 6** - Exec Assistant to Superintendent/BOE, Media/Communications Specialist, Medicaid Coordinator, Senior Purchasing Buyer, Warehouse Supervisor

**Range 7** - Cataloging and Library Services Specialist, Technology Contracts & Budget Analysis

**Range 8** - Tech Applications Support/Data Analyst, Assessment Data Specialist, Paralegal/Title IX Coordination

**Range 10** - Accountant/Grant Accountant,Transportation Coordinator

**Range 11** - Systems Administrator

**Range 12** - Data Integration Developer, Network Engineer, Talent Acquisition Supervisor

**Range 13** - Assessment Data Analyst

**Range 14** - Payroll Supervisor, Programmer Analyst/Software Developer

**Range 15** - Risk Manager

**Range 18** - Senior Network Engineer, Senior Programmer/Analyst, Senior Systems Administrator

**Range 20** - Senior Software Developer/Database Administrator

**Range 21** - Benefits Manager, HRIS/Compensation Manager

**Range 24** - Accounting Supervisor/Internal Auditor

**Range 27** - IT Manager of Enterprise Operations

No positions in Grade Ranges: 1,2,3, 9,16,17,19,22,23,25,26

## **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 1<sup>st</sup> 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.