

Mesa County Valley School District 51

2115 Grand Avenue
Grand Junction, Colorado 81501

Exempt Support Staff Employee Salary Schedule

July 1, 2020 - June 30, 2021
260 days/year

CLASSIFIED EXEMPT (CXN)																
Grade	Steps															
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	42,766	43,198	43,790	45,011	46,263	47,552	48,880	50,239	51,640	53,079	54,556	56,076	57,640	59,245	60,894	62,478
2	44,331	44,778	45,370	46,632	47,932	49,266	50,640	52,049	53,499	54,991	56,525	58,098	59,716	61,380	63,089	64,730
3	45,893	46,356	46,948	48,255	49,600	50,982	52,401	53,863	55,364	56,905	58,491	60,120	61,797	63,516	65,287	66,984
4	47,453	47,933	48,524	49,879	51,267	52,696	54,163	55,671	57,222	58,815	60,456	62,139	63,870	65,652	67,480	69,235
5	49,015	49,510	50,103	51,499	52,933	54,409	55,925	57,483	59,084	60,729	62,422	64,162	65,949	67,787	69,674	71,486
6	50,580	51,091	51,681	53,122	54,602	56,123	57,685	59,294	60,946	62,643	64,388	66,185	68,027	69,920	71,870	73,739
7	52,143	52,670	53,260	54,744	56,269	57,837	59,448	61,106	62,807	64,558	66,357	68,204	70,103	72,057	74,065	75,991
8	53,707	54,249	54,840	56,369	57,940	59,552	61,213	62,917	64,669	66,472	68,324	70,227	72,183	74,194	76,261	78,244
9	55,271	55,829	56,419	57,989	59,607	61,265	62,972	64,729	66,534	68,386	70,290	72,249	74,262	76,332	78,457	80,497
10	56,833	57,407	57,998	59,613	61,274	62,982	64,736	66,541	68,393	70,299	72,258	74,270	76,342	78,467	80,652	82,749
11	58,394	58,984	59,576	61,235	62,939	64,696	66,499	68,348	70,254	72,212	74,222	76,292	78,417	80,601	82,846	85,000
12	59,957	60,563	61,153	62,859	64,610	66,410	68,259	70,161	72,118	74,124	76,190	78,313	80,496	82,737	85,042	87,253
13	61,520	62,141	62,732	64,480	66,276	68,124	70,021	71,970	73,977	76,039	78,157	80,334	82,572	84,872	87,237	89,505
14	63,083	63,720	64,311	66,104	67,945	69,838	71,784	73,784	75,838	77,952	80,124	82,355	84,651	87,008	89,433	91,758
15	64,647	65,300	65,891	67,724	69,614	71,553	73,546	75,596	77,701	79,866	82,092	84,377	86,728	89,145	91,630	94,012
16	66,210	66,879	67,471	69,349	71,282	73,267	75,309	77,408	79,565	81,779	84,058	86,403	88,809	91,283	93,826	96,265
17	67,800	68,485	69,084	71,049	73,071	75,142	77,262	79,431	81,650	83,919	86,238	88,607	91,026	93,495	96,014	98,483
18	69,359	70,060	71,041	72,887	74,783	76,727	78,722	80,769	82,869	85,023	87,234	89,502	91,829	94,216	96,666	99,179

Position Titles and Salary Placement

- Grade Range 1** - Attendance Case Manager, Substitute Coordinator Specialist, Technology Procurement & Finance Analyst
- Grade Range 2** - Assessment Data Technician, Environmental Compliance Technician
- Grade Range 3** - Communications Specialist, Senior Buyer
- Grade Range 4** - Benefits Specialist, Licensed Applicant and Recruiting Specialist, Compensation Specialist, Employee Relations Specialist, Admin Assistant to the BOE/Expulsions, Support Staff Applicant and Recruiting Specialist
- Grade Range 6** - Exec Asst to the Superintendent/Assistant Superintendent, Exec Asst to the BOE/General Council
- Grade Range 7** - Student Information System Analyst, Transportation Coordinator, Community/Parent Relations Specialist
- Grade Range 9** - Accountant/Grant Accountant
- Grade Range 11** - Systems Administrator
- Grade Range 12** - Assessment Data Analyst, HRIS Analyst, Data Integration Developer, Risk/Work Comp Manager, Benefits Manager
- Grade Range 13** - Accounting Supervisor, Payroll Supervisor, Programmer Analyst/Software Developer
- Grade Range 15** - Senior Network Engineer
- Grade Range 16** - Tech Training/Support Manager, Senior Programmer/Analyst
- Grade Range 18** - Senior Systems Admin, Senior Developer/Database Admin

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.

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 3:00 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 – 20 cents per hour “premium” for the entire shift

Part-Time Custodians are not eligible for shift differential pay.