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**AURORA PUBLIC SCHOOLS**

**APS Code: GCBA**

**Adopted May 1977**

**Recoded May 1995**

**Revised June 2005**

**Revised November 2007**

**Reviewed February 2018**

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**PROFESSIONAL STAFF CONTRACTS/COMPENSATION/SALARY SCHEDULES**

**Salary Schedules**

Employees of the District shall be paid in accordance with the salary schedules or individual contracts adopted by the Board of Education.

Placement of an employee on the appropriate salary schedule shall be made by the chief personnel officer, consistent with the policies adopted by the Board of Education and with established regulations.

**TEACHER SALARY SCHEDULE**

<b>STEP</b>	<b>BA</b>	<b>BA 15</b>	<b>BA 30</b>	<b>BA 45</b>	<b>MA</b>	<b>MA 15</b>	<b>MA 30</b>	<b>MA 45</b>	<b>MA 60</b>	<b>MA 75</b>	<b>DOC</b>
1	42,598	43,770	44,928	46,096	47,277	48,438	49,598	50,773	51,937	53,100	54,270
2	43,927	45,110	46,285	47,465	48,656	49,828	51,006	52,191	53,369	54,549	55,727
3	45,258	46,450	47,639	48,833	50,033	51,220	52,415	53,607	54,803	55,990	57,191
4	46,586	47,788	48,996	50,202	51,412	52,615	53,820	55,028	56,234	57,438	58,647
5	47,915	49,127	50,352	51,570	52,792	54,004	55,227	56,445	57,665	58,881	60,111
6	50,465	51,682	52,907	54,114	55,337	56,559	57,772	58,994	60,214	61,435	62,652
7	53,013	54,233	55,454	56,677	57,895	59,109	60,326	61,557	62,772	63,990	65,209
8	55,571	56,790	58,009	59,222	60,441	61,664	62,884	64,103	65,324	66,542	67,766
9	58,118	59,338	60,558	61,776	62,997	64,219	65,435	66,653	67,877	69,091	70,308
10	60,672	61,895	63,115	64,327	65,557	66,771	67,987	69,212	70,429	71,651	72,870
11	63,229	64,446	65,661	66,881	68,101	69,328	70,542	71,766	72,977	74,198	75,425
12	63,998	65,231	68,223	69,440	70,658	71,883	73,097	74,320	75,536	76,750	77,967
13	64,766	66,016	69,056	70,289	73,212	74,433	75,650	76,868	78,089	79,307	80,533
14	65,538	66,800	69,890	71,137	74,107	75,343	78,201	79,423	80,639	81,859	83,080
15	66,305	67,587	70,721	71,983	75,002	76,254	79,158	80,397	81,626	82,861	84,097
16	67,076	68,370	71,554	72,828	75,897	77,162	80,120	81,369	82,613	83,866	85,115
17	67,844	69,156	72,384	73,678	76,791	78,072	81,073	82,341	83,600	84,870	86,135
18	68,618	69,942	73,219	74,527	77,686	78,981	82,030	83,315	84,589	85,872	87,150
19	69,385	70,725	74,050	75,372	78,581	79,893	82,988	84,288	85,575	86,874	88,169
20	70,155	71,511	74,883	76,218	79,475	80,801	83,943	85,259	86,563	87,877	89,187
21	70,925	72,296	75,715	77,066	80,370	81,711	84,899	86,233	87,551	88,882	90,203
22	71,693	73,082	76,549	77,915	81,267	82,621	85,859	87,203	88,538	89,882	91,223
23	72,464	73,866	77,380	78,761	82,160	83,531	86,816	88,176	89,525	90,885	92,240
24	73,234	74,651	78,213	79,610	83,053	84,439	87,771	89,148	90,513	91,887	93,257
25	74,002	75,437	79,043	80,457	83,947	85,350	88,730	90,122	91,500	92,890	94,275
26	74,774	76,221	79,880	81,304	84,843	86,259	89,688	91,093	92,490	93,893	95,293
27	75,542	77,007	80,708	82,151	85,738	87,169	90,644	92,066	93,475	94,897	96,311
28	76,314	77,792	81,543	82,997	86,632	88,079	91,601	93,036	94,463	95,901	97,330
29	77,082	78,578	82,373	83,846	87,527	88,988	92,559	94,011	95,450	96,901	98,346
30	77,853	79,364	83,208	84,693	88,422	89,900	93,515	94,981	96,437	97,904	99,364
31	78,622	80,147	84,039	85,539	89,317	90,806	94,474	95,957	97,425	98,907	100,382
32	79,390	80,931	84,872	86,388	90,212	91,717	95,428	96,927	98,413	99,909	101,399
33	80,162	81,717	85,702	87,235	91,107	92,628	96,386	97,900	99,399	100,913	102,417
34	80,930	82,503	86,536	88,083	92,001	93,538	97,343	98,872	100,387	101,915	103,436
35	81,701	83,286	87,369	88,930	92,896	94,447	98,300	99,844	101,373	102,916	104,452
36	82,470	84,073	88,200	89,778	93,790	95,357	99,257	100,818	102,361	103,921	105,471
37	83,238	84,859	89,033	90,624	94,685	96,266	100,216	101,791	103,349	104,923	106,490
38	84,011	85,642	89,866	91,472	95,578	97,177	101,172	102,762	104,337	105,926	107,506

**TEACHER SALARY SCHEDULE**

<b>39</b>	84,780	86,428	90,697	92,320	96,474	98,085	102,129	103,735	105,325	106,929	108,524
<b>40</b>	85,549	87,213	91,531	93,167	97,369	98,995	103,085	104,706	106,312	107,934	109,544
<b>41</b>	86,319	87,997	92,361	94,015	98,264	99,905	104,043	105,678	107,299	108,935	110,559
<b>42</b>	87,090	88,782	93,196	94,862	99,159	100,815	105,000	106,649	108,288	109,937	111,578

**EXTRACURRICULAR ACTIVITIES SALARY SCHEDULE**

Compiled on the BA, Step 1 Salary = \$39,757

Head Basketball HS Head Cheerleader HS Head Football HS Band HS Vocal HS Dramatics HS Speech HS	Head Baseball HS Head Track HS Head Wrestling HS Head Gymnastics HS Head Swimming HS Head Pom Pon Head Lacrosse Head Soccer HS Head Volleyball HS Head X Country HS Head Golf HS Head Tennis HS Head Softball HS Annual Sponsor HS Journalism HS	Asst. Cheerleader HS Asst. Pom Pon HS All Asst. Coaches HS	Intramurals HS/MS Instrumental Music MS Vocal Music MS Head Coaches MS Head Student Council	Asst. Coaches MS Asst. Student Council
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<b>YEARS</b>	<b>INDEX</b>	<b>10.50%</b>	<b>9%</b>	<b>8%</b>	<b>7%</b>	<b>6%</b>
1	1.0000	4,174	3,578	3,181	2,783	2,385
2	1.0410	4,346	3,725	3,311	2,897	2,483
3	1.0820	4,517	3,872	3,441	3,011	2,581
4	1.1435	4,774	4,092	3,637	3,182	2,728
5	1.2050	5,030	4,312	3,833	3,354	2,874
6	1.2665	5,287	4,532	4,028	3,525	3,021
7	1.3280	5,544	4,752	4,224	3,696	3,168
8	1.3895	5,800	4,972	4,419	3,867	3,315
9	1.4510	6,057	5,192	4,615	4,038	3,461
10	1.5125	6,314	5,412	4,811	4,209	3,608
11	1.5491	6,571	5,632	5,006	4,380	3,755

Credit for outside experience: Credit for outside experience in coaching shall be allowed on a step-for-each-year basis up to five years. This experience must be in the activity to which the teacher is assigned. For teachers hired after Jan. 1, 1979, no credit shall be given for outside experience at a middle or junior high level if the teacher is performing duties under this Appendix B at the high school level, except that teacher with ninth-grade coaching experience shall receive credit assigned to a ninth-grade coaching assignment in the same activity. In addition, in its sole discretion, the District may give year-for-year credit or it may give less than year-for-year credit for outside coaching experience of more than five years. The District shall not grant more than five years credit unless the chief personnel officer deems it necessary to do so to obtain highly qualified coaches in a particular sport.

Experience credit within the District: Those teachers within the school district shall receive experience credit for each year in a given activity without penalty for grade level or title (e.g. an assistant coach in basketball at the middle school level shall receive full credit for years of experience toward a position in basketball at the senior level).

**ADMINISTRATOR AND PROFESSIONAL/TECHNICAL STAFF COMPENSATION**

**Page 1 of 2**

Administrators and professional/technical staff in the Aurora Public Schools shall be compensated according to the following regulations.

Salary ranges for administrator and professional/technical staff shall be determined annually by analysis of the competitive market. The competitive market shall be defined as the six similarly sized Denver metropolitan school districts.

Annually, the Board of Education shall determine any compensation increase for administrator and professional/technical staff. Compensation shall mean salary and all benefits paid or provided by the Aurora Public Schools.

- A. Administrator and professional/technical staff **new to the profession** (no previous experience in the technical role or as an administrator) shall be placed in the range appropriate to the position between the minimum and the midpoint of the range.

These administrators and professional/technical staff shall be formally evaluated annually. If the individual is meeting all Aurora Public Schools evaluation standards, with Board approval, their compensation shall be adjusted annually until the individual is at the midpoint of the range at the beginning of the fourth contract year. Administrators and professional/technical staff new to the profession and below the midpoint of their range may receive “inconsistently meets” ratings or “rarely meets or does not meet ratings” during the first two years of employment without those ratings affecting their compensation.

- B. **Experienced** administrators and professional/technical staff **new to Aurora Public Schools** shall be placed in the range, appropriate to the position, based upon a competitive market analysis. If an individual's first year compensation is below the midpoint of the range, with Board approval, their compensation shall be adjusted in the same manner as an individual new to the profession as described above. If an individual's first year compensation is at or above the range midpoint, their compensation shall be adjusted in the same manner as experienced administrators and professional/technical staff in the district. These administrators and professional/technical staff shall be formally evaluated annually.

**ADMINISTRATOR AND PROFESSIONAL/TECHNICAL STAFF COMPENSATION**

**Page 2 of 2**

C. **Experienced Aurora Public School** administrators and professional/technical staff (more than three years in current administrator or professional/technical role in Aurora Public Schools).

1. Compensation for all experienced Aurora Public School administrators and professional/technical staff shall be determined by their performance in the role as measured by the district performance standards and the "competitive market" average which shall be determined annually by survey.
2. Administrator and professional/technical staff shall receive an annual evaluation that shall serve as the performance benchmark in determining administrator and professional/technical staff compensation adjustments. Annual goals and/or growth plans will be determined as a part of the administrator and professional/technical staff performance evaluation.
3. The following "rubric" shall apply for experienced administrators and professional/technical staff in the determination of annual compensation adjustments.

**PERFORMANCE BASED COMPENSATION RUBRIC FOR ADMINISTRATOR AND PROFESSIONAL/TECHNICAL STAFF**

<b>Evaluation Standard</b>	<b>Definition</b>	<b>Next Steps</b>	<b>Salary</b>
Consistently Meets (CM) or Exemplary or Accomplished	Weighted average of ratings is CM with no critical IMs and/or R/DNMs	Set annual goals for next year	Maximum percentage annual increase
Inconsistently Meets (IM) or Partially Proficient	Weighted average of ratings is IM or one or more critical IMs with no critical R/DNMs	Growth plan for next year	Mid-level percentage annual increase
Rarely Meets or Does Not Meet (R/DNM) or Basic	Weighted average of ratings is R/DNM or one or more critical R/DNMs	Growth plan, demotion or termination may result	No annual increase
<b>Please Note:</b> When determining the preponderance of scores, the overall job duties rating will be counted twice, as it covers a large portion of job-related tasks.			

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**AURORA PUBLIC SCHOOLS**  
**Effective January 1, 2019**

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**(also GDBA-2-E)**

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**ADMINISTRATOR AND PROFESSIONAL / TECHNICAL SALARY SCHEDULE**

<b>Range</b>	<b>Minimum</b>	<b>Mid Value</b>	<b>Maximum</b>
1	\$54,308	\$63,890	\$73,475
2	\$61,614	\$72,488	\$83,362
3	\$73,656	\$86,655	\$99,649
4	\$78,501	\$92,352	\$106,207
5	\$85,006	\$100,004	\$115,003
6	\$93,552	\$110,060	\$126,568
7	\$94,361	\$111,011	\$127,665
8	\$101,200	\$119,059	\$136,915
9	\$107,450	\$126,413	\$145,373
10	\$115,546	\$135,937	\$156,325
11	\$132,629	\$156,033	

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**LICENSED ADMINISTRATOR AND PROFESSIONAL/TECHNICAL  
SALARY SCHEDULE**

<b>Pay Range</b>	<b>Job Title</b>	<b>Number of Days*</b>
1	Coordinator, Career Placement	210
2	Coordinator, Child Care Services	205
2	Instructor, Integrated Learning	261
3	Consultant, Early Childhood Education Program	210
3	Consultant, Culturally and Linguistically Diverse Education	205
3	Consultant, Exceptional Student Services	210/261
3	Coordinator, Career and Technical Education	261
3	Coordinator, Counseling Services	261
3	Coordinator, Culturally and Linguistically Diverse	215
3	Coordinator, Gifted Education	205
3	Coordinator, Project	261
4	Assistant Principal, Elementary	205
4	Assistant Principal, William Smith	210
4	Coordinator, Early Childhood Education	210
5	Assistant Principal, K-8	210
5	Assistant Principal, Middle School	210
5	Coordinator, Instructional	261
5	Coordinator, Instructional ELA	261
6	Assistant Director, Early Childhood Education	261
6	Assistant Principal, High School	210
6	Coordinator, Exceptional Student Services	261
6	Director, Health Services Program	261
6	Director, Student Support Services Program	261
8	Director, Assessment Literacy and Instruction	261
7	Assistant Director, Exceptional Student Services	261
7	Director, Leadership Development Program	261
7	Director, Mental Health & Counseling Program	261



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**LICENSED ADMINISTRATOR AND PROFESSIONAL/TECHNICAL  
SALARY SCHEDULE**

7	Director, Professional Learning Program	261
8	Director, Early Childhood Education Program	261
8	Director, Federal Programs	261
8	Director, Grants	261
8	Director, Learning Resources	261
8	Director, School and Community Services	261
8	Director, Strategic Support & Innovation	261
8	Principal, Elementary School	210
8	Principal, Online High School	261
8	Program Director, APS Avenues	261
9	Principal, K-8	261
9	Principal, Middle School	261
9	Principal, William Smith High School	261
10	Director, Culturally and Linguistically Diverse Education	261
10	Director, P-20 Learning Community	261
10	Director, Student Services	261
10	Director, Teaching & Learning	261
10	Executive Director, Autonomous Schools	261
10	Executive Director, Career & Technical Education	261
10	Executive Director, Curriculum and Instruction	261
10	Executive Director of School Performance	261
10	Principal, High School	261
11	Chief Academic Officer	261
11	Chief Operating Officer	261
11	Chief Personnel Officer	261

**NON-LICENSED ADMINISTRATOR AND  
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

<b>Pay Range</b>	<b>Job Title</b>	<b>Number of Days*</b>
1	Advisor, College & Career Center	210
1	Advocate, Young Parent	205
1	Advocate, Student Engagement	205/210
1	Assistant, Design & Construction	261
1	Assistant, Planning	261
1	Athletic Trainer	261
1	Coordinator, Aquatics	261
1	Coordinator, Childcare Programs	261
1	Coordinator, College and Career Success	215
1	Coordinator, Community School	205
1	Coordinator, Exceptional Student Services Language Services	261
1	Coordinator, Grants Projects	215
1	Coordinator, Healthy Schools	205
1	Coordinator, Interpretation Services	261
1	Coordinator, Migrant Education Id & R	261
1	Coordinator, Natural & Renewable Resources	261
1	Coordinator, Student Language Services	261
1	Coordinator, SWAP, Exceptional Student Services	210
1	Coordinator, Translation Services	261
1	Coordinator, Transportation Scheduling	261
1	Manager, Charter School Support and Accountability	261
1	Specialist, Ascent	215
1	Specialist, Career Advisor	210
1	Specialist, College and Career Success	261
1	Specialist, Data Submission	261
1	Supervisor, Career and Technical Educational Budgets, Grants and Finance	261
2	Accountant	261

**NON-LICENSED ADMINISTRATOR AND  
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

<b>Pay Range</b>	<b>Job Title</b>	<b>Number of Days*</b>
2	Accountant, Grants	261
2	Advocate, Community Engagement	261
2	Analyst, Budget	261
2	Coordinator, Community in Schools	215
2	Coordinator, Data Submission	261
2	Coordinator, Nutrition Services	261
2	Coordinator, Custodial Operations & Training	261
2	Coordinator, Special Programs and Menus	261
2	Coordinator, Talent Acquisition and Retention	261
2	District Registrar, Centralized Admissions and Student Records	261
2	Lead Coordinator, College and Career Success	215
2	Manager, Loss Control	261
2	Manager, Purchasing	261
2	Project Specialist, Grants Development	261
2	Project Specialist, Grants & Federal Programs	261
2	Specialist, Early Childhood Education Program	261
2	Specialist, Grant Writer	261
2	Specialist, Post-Secondary Workforce Readiness Partnerships	261
2	Supervisor, Campus Security	261
2	Supervisor, Warehouse	261
3	Accountant, Senior	261
3	Analyst, Accountability & Research	261
3	Assistant Director, Food Service Operations & Systems, Nutrition Services	261
3	Assistant Director, Food Service Support, Nutrition Services	261
3	Coordinator, Accountability and Data Reporting	261
3	Coordinator, Assessment & Research	261
3	Coordinator, Climate and Culture	205

**NON-LICENSED ADMINISTRATOR AND  
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

<b>Pay Range</b>	<b>Job Title</b>	<b>Number of Days*</b>
3	Coordinator, Grants & Federal Programs	261
3	Coordinator, Human Resources	261
3	Coordinator, Project – Welcome/Newcomer Center	261
3	Coordinator, Title I	261
3	Executive Director, APS Education Foundation & External Affairs	261
3	Internal Auditor	261
3	Manager, Innovation School Performance	261
3	Manager, Payroll	261
3	Manager, Print Services	261
3	Manager, Risk	261
4	Network Administrator	261
3	Project Manager, Autonomous Schools	261
3	Project Manager	261
3	Public Information Officer	261
3	Specialist, Admissions / Registration and Records	261
3	Specialist, Computer Applications	261
3	Specialist, Computer Applications – Human Resources	261
3	Specialist, Desktop Engineer	261
3	Specialist, News Media	261
3	Specialist, Program Evaluator	261
3	Supervisor, Electronic & Control Systems	261
3	Supervisor, Exterior Operations	261
3	Supervisor, Language Services	261
3	Supervisor, Transportation	261
4	Analyst / Programmer	261
4	Coordinator, Communication	261
4	Coordinator, Design & Construction Projects	261

**NON-LICENSED ADMINISTRATOR AND  
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

<b>Pay Range</b>	<b>Job Title</b>	<b>Number of Days*</b>
4	Coordinator, Direct Support	261
4	Coordinator, Life Safety Systems	261
4	Coordinator, Planning	261
4	Manager, Accounting	261
4	Manager, Environmental Compliance	261
4	Manager, Fleet Maintenance	261
4	Manager, Natural & Renewable Resources	261
4	Specialist, District Web Manager	261
4	Supervisor, Custodial Operations	261
4	System Administrator	261
4	System Administrator- Security	261
5	Director, Materials Management	261
5	Manager, Design and Construction	261
5	Specialist, Policy Advisor	261
6	Analyst, Functional - Finance	261
6	Analyst, Functional – Human Resources	261
6	Analyst, Functional – Maintenance and Operations	261
6	Analyst, Functional – Project Manager	261
6	Analyst, Functional – Student Information Systems	261
6	Director, Budget	261
6	Director, Charter Schools	261
6	Director, Security	261
7	Analyst/Programmer, Project Manager, Senior	261
7	Director, Family Advocacy and Community Engagement	261
7	Director, Construction and Management	261
7	Director, District Athletics & Activities	261
7	Director, Federal Programs	261
7	Director, Maintenance and Operations	261

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**NON-LICENSED ADMINISTRATOR AND  
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

<b>Pay Range</b>	<b>Job Title</b>	<b>Number of Days*</b>
7	Director, Nutrition Services	261
7	Director, Transportation	261
8	Director, Assessment & Research	261
8	Director, College and Career Success	261
8	Director, Employee Relations	261
8	Director, Human Resources	261
8	Director, IT Application Services	261
8	Director, IT Infrastructure	261
8	Director, Leadership Development	261
8	Director, Personnel and Talent Acquisition- Innovation Zone	261
9	Controller	261
11	Chief Communication Officer	261
11	Chief Financial Officer	261
11	Chief Information Officer	261
11	Chief of Staff	261
11	Legal Counsel	261
11	Superintendent of Schools	261

\*All positions, unless otherwise noted, have been calculated as full-year positions.