

*Monte Vista School District*

*2021-2022 Salary Schedule*

Monte Vista School District  
Teacher Salary Schedule  
2021-2022

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+45
<b>Steps</b>									
1	35302	36044	36785	37528	38270	39013	39753	40495	41239
2	36087	36850	37593	38378	39162	39903	40645	41388	42204
3	36872	37656	38399	39226	40053	40795	41536	42279	43169
4	37657	38463	39206	40075	40945	41686	42428	43170	44134
5	38443	39270	40012	40924	41835	42579	43319	44062	45101
6	39228	40076	40818	41773	42727	43470	44211	44952	46067
7	40013	40883	41625	42622	43619	44361	45102	45844	47032
8	40798	41688	42432	43471	44511	45252	45994	46735	47998
9		42496	43238	44320	45402	46144	46884	47628	48963
10		43302	44045	45169	46293	47035	47776	48519	49930
11			44850	46018	47184	47927	48668	49410	50895
12			45658	46867	48076	48817	49560	50301	51861
13				47716	48967	49710	50451	51193	52827
14				48565	49859	50601	51342	52084	53792
15				49414	50750	51493	52233	52976	54759
16				50263	51642	52384	53125	53867	55724
17				51112	52533	53275	54016	54759	56690
18					53425	54166	54909	55650	57654
19					54316	55058	55799	56542	58620
20								57433	59586
21									60552

Board policy GCBA applies.

Teachers entering the district will be granted one step on the salary schedule for each full year taught in a state accredited school outside this district, to a maximum of eleven (11) years credit. More than one half of the consecutive contract days during a given school year shall constitute a full year for credit.

Initial placement on the salary schedule shall be determined by the highest degree earned and additional hours beyond the degree as verified by official college transcripts. Teachers must inform the superintendent at the time of hiring of all credits applicable to salary schedule placement.

Following the teacher's initial salary schedule placement, additional hours counted toward advancement on the salary schedule must relate to the teacher's job requirements and must be earned at accredited colleges or universities.

The district will grant continuing ed inservice credit for attendance at district trainings and serving on district or school committees beyond the scheduled day. Committee service must be approved and documented by the committee chairperson. Fifteen clock hours shall equal one credit hour.

Substitute teachers holding a 1-year authorization (Type V) will be paid \$111/day.

Substitute teachers holding a 3 or 5 year authorization will be paid \$126/day.

Substitute teachers will be expected to report at the regular time and stay on site the entire school day. Substitutes may be asked to assist in other classrooms or perform supervision duties during the plan time allotted to the regular classroom teacher. Substitutes may be assigned supervision duties during the school day by the principal.

Approved: 05/13/2021

Monte Vista School District  
Principal Salary Schedule  
2021-2022

Steps	HS		MS		ELM/BSDC	
	2021-22	Daily Rate	2021-22	Daily Rate	2021-22	Daily Rate
0	83197	460	79396	439	75592	418
1	84386	466	80585	445	76781	424
2	85575	473	81774	452	77971	431
3	86763	479	82964	458	79159	437
4	87954	486	84152	465	80349	444
5	89142	492	86530	478	81539	450
6	90333	499	87720	485	82728	457
7	91521	506	88907	491	83916	464
8	92709	512	90096	498	85104	470
9	93897	519	91284	504	86292	477
10	95085	525	92473	511	87480	483

Years Outside Experience:

- 1 – 2 Step 1
- 3 – 4 Step 2
- 5+ Step 3

Step increases take effect August 1.

The salary differences between high school, middle school, and elementary are intended to compensate for the differences in time required at each level for extracurricular supervision. All principals devote a staggering amount of time in morning and evening meetings with parents, class and school presentations and the many committees required to administer a school. However, extracurricular supervision adds to this burden.

The above salary schedule is intended for general guidance only. Salary increases for school administrators are awarded solely at the discretion of the Board of Education

Approved: 05/13/2021

Monte Vista School District  
Early Childhood Director Salary Schedule  
2021-2022

<b>Steps</b>	<b>2021-2022</b>
0	65,504
1	66,617
2	67,731
3	68,844
4	69,958
5	71,071
6	72,183
7	73,297
8	74,410
9	75,524
10	76,637

Years Outside Experience:

1-2 Step1  
3-4 Step 2  
5+ Step 3

Step increases take effect August 1.

The above salary schedule is intended for general guidance only. Salary increases for school administrators are awarded solely at the discretion of the Board of Education

Approved: 05/13/2021

Monte Vista School District  
Paraprofessional  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-2022</b>	<b>Hourly Rate</b>
1	17,855	15.08
2	18,243	15.41
3	18,601	15.71
4	18,969	16.02
5	19,358	16.35
6	19,705	16.64
7	20,083	16.96
8	20,452	17.27
9	20,830	17.59
10	21,218	17.92
11	21,577	18.22
12	21,944	18.53
13	22,302	18.84
14	22,680	19.16
15	23,059	19.48
16	23,418	19.78
17	23,784	20.09
18	24,162	20.41
19	24,532	20.72
20	24,909	21.04

Director Qualified Preschool Paraprofessional may receive an additional \$4,500 per year at the discretion of the Superintendent and the Principal.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Paraprofessionals will work student days plus 2 days at the start of the school year; 8 hours per day.

An additional \$665 shall be paid annually to those paraprofessionals who have earned 30 or more semester hours of credit at a college or university.

Substitute staff hired on a daily basis for this position will be paid \$99.00/day.

Revised: 05/13/2021

Monte Vista School District  
Food Service Personnel  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-22</b>
1	\$12.81
2	\$12.92
3	\$13.11
4	\$13.30
5	\$13.49
6	\$13.69
7	\$13.87
8	\$14.08
9	\$14.26
10	\$15.66
11	\$15.85
12	\$16.05
13	\$16.24
14	\$16.42
15	\$16.63
16	\$16.81
17	\$17.01
18	\$17.20
19	\$17.40
20	\$17.62

The Assistant Food Service Director shall receive an additional \$1,761 per year and the Kitchen Supervisor will receive an additional \$1,376 per year.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Substitute help shall be paid at current minimum wage rate.

A maximum amount of \$80.00 per examination will be paid by the district toward any required physical examinations.

Approved: 05/13/2021

Monte Vista School District  
 Maintenance and Custodial Personnel  
 2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-22</b>	<b>Hourly Rate</b>
1	26,701	13.91
2	27,206	14.17
3	27,697	14.43
4	28,188	14.68
5	28,705	14.95
6	29,212	15.21
7	29,673	15.45
8	30,192	15.73
9	30,670	15.97
10	31,146	16.22
11	31,665	16.49
12	32,129	16.73
13	32,647	17.00
14	33,124	17.25
15	33,642	17.52
16	34,133	17.78
17	34,609	18.03
18	35,114	18.29
19	35,591	18.54
20	36,096	18.80

Maintenance employees (3) shall be paid an additional amount of \$2,321 annually. Crew leaders and groundskeepers (in season) may be paid an additional \$107 per month at the discretion of the maintenance director.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Substitute help shall be paid at the current minimum wage rate.

The schedule is based upon 160 working hours per month.

The maintenance and custodial staff work 12 months and receive vacations and holidays in accordance with Board Policy GDD.

Approved: 05/13/2021

Monte Vista School District  
Transportation Personnel  
2021-2022 Wage Schedule

Daily Routes	Route Length (Daily route miles including AM runs, PM runs, and in-district runs)	Daily Amount
A	Under 20 miles	\$52.66
B	20-39 miles	\$55.24
C	40-59 miles	\$58.20
D	60-79 miles	\$60.79
E	80-99 miles	\$63.67
F	100+	\$66.27

An additional \$79.46 per year will be paid for each year of service completed with the Monte Vista Public Schools as a school bus driver for a maximum of 20 years.

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

"Over the mountain" activity drivers shall be paid at the rate of \$13.00 per hour. For trips requiring overnight stay, the driver will be paid at the current minimum wage hourly rate for all non-drive time and upon retiring to their room for the night [the time to be agreed upon by the transportation and activities directors prior to the start of the trip], then the driver will be paid at a flat fee of \$75 while at rest.

"In Valley" activity drivers shall be paid at a rate of \$12.32 per hour for driving time [as established by the transportation director for each trip location] and at the current minimum wage hourly rate for non-drive time.

A maximum amount of \$95.00 per examination will be paid by the district toward any required physical examinations.

Approved: 05/13/2021



Monte Vista School District  
School Clerical Personnel  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-22</b>	<b>Hourly Rate</b>
1	19,836	15.31
2	20,268	15.64
3	20,666	15.95
4	21,075	16.26
5	21,506	16.59
6	21,893	16.89
7	22,313	17.22
8	22,721	17.53
9	23,142	17.86
10	23,574	18.19
11	23,971	18.50
12	24,381	18.81
13	24,778	19.12
14	25,198	19.44
15	25,619	19.77
16	26,017	20.07
17	26,425	20.39
18	26,846	20.71
19	27,255	21.03
20	27,675	21.35

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

School secretaries will work student days plus 8 days before the start of the school year and 8 days after the end of the school year. Secretaries will work 8 hours per day.

Substitute staff hired on a daily basis for this position will be paid \$99.00/day.

Approved: 05/13/2021

Monte Vista School District  
 District Clerical/Bookkeeping Personnel  
 2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-2022</b>	<b>Hourly Rate</b>
1	26,980	16.06
2	27,471	16.35
3	27,920	16.62
4	28,425	16.92
5	28,915	17.21
6	29,392	17.50
7	29,883	17.79
8	30,346	18.06
9	30,824	18.35
10	31,314	18.64
11	31,792	18.92
12	32,243	19.19
13	32,733	19.48
14	33,209	19.77
15	33,700	20.06
16	34,178	20.34
17	34,641	20.62
18	35,132	20.91
19	35,595	21.19
20	36,087	21.48

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The schedule is based upon 140 working hours per month.

District clerical personnel work 12 months and receive vacations and holidays in accordance with Board Policy GDD.

Approved: 05/13/2021

Monte Vista School District  
Maintenance/Transportation Director  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-22</b>	<b>Hourly Rate</b>
0	66,789	34.79
1	67,923	35.38
2	69,059	35.97
3	70,194	36.56
4	71,329	37.15
5	72,464	37.74
6	73,599	38.33
7	74,734	38.92
8	75,869	39.52
9	77,005	40.11
10	78,139	40.70

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The District Maintenance/Transportation Director works 12 months and receives vacations and holidays in accordance with Board Policy GDD.

The Maintenance/Transportation Director is supervisory/salaried and exempt from overtime.

Approved: 05/13/2021

Monte Vista School District  
Maintenance Director  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-2022</b>	<b>Hourly Rate</b>
1	47,432	24.70
2	48,180	25.09
3	48,942	25.49
4	49,705	25.89
5	50,480	26.29
6	51,227	26.68
7	51,990	27.08
8	52,764	27.48
9	53,513	27.87
10	54,276	28.27
11	55,037	28.67
12	55,799	29.06
13	56,561	29.46
14	57,323	29.86
15	58,085	30.25
16	58,846	30.65
17	59,608	31.05
18	60,371	31.44
19	61,119	31.83
20	61,894	32.24

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The district maintenance director works 12 months and receives vacations and holidays in accordance with Board Policy GDD.

The maintenance director position is supervisory/salaried and exempt from overtime.

Approved: 05/13/2021

Monte Vista School District  
Transportation Director  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-2022</b>	<b>Hourly Rate</b>
1	47,112	24.54
2	47,632	24.81
3	48,152	25.08
4	48,672	25.35
5	49,192	25.62
6	49,712	25.89
7	50,232	26.16
8	50,752	26.43
9	51,272	26.70
10	51,792	26.98
11	52,312	27.25
12	52,832	27.52
13	53,352	27.79
14	53,872	28.06
15	54,392	28.33
16	54,912	28.60
17	55,432	28.87
18	55,952	29.14
19	56,472	29.41
20	56,992	29.68

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The district transportation director works 12 months and receives vacations and holidays in accordance with Board Policy GDD.

The transportation director position is supervisory/salaried and exempt from overtime.

Approved: 05/13/2021

Monte Vista School District  
 District Accounting/Risk Manager, Executive Assistant for Special Projects,  
 Payroll & Personnel Coordinator, and District Technology Specialist  
 2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-22</b>	<b>Hourly Rate</b>
1	39,050	23.24
2	39,650	23.60
3	40,237	23.95
4	40,836	24.31
5	41,422	24.66
6	42,022	25.01
7	42,622	25.37
8	43,209	25.72
9	43,808	26.08
10	44,394	26.43
11	44,994	26.78
12	45,579	27.13
13	46,181	27.49
14	46,766	27.84
15	47,366	28.19
16	47,952	28.54
17	48,551	28.90
18	49,138	29.25
19	49,738	29.61
20	50,325	29.96

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The schedule is based upon 140 working hours per month.

District personnel work 12 months and receive vacations and holidays in accordance with Board Policy GDD.

Accounting/risk manager, executive assistant for special projects, and technology specialist are supervisory/salaried positions and exempt from overtime.

Approved: 05/13/2021

Monte Vista School District  
Food Service Director  
2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-22</b>	<b>Hourly Rate</b>
1	35,048	27.04
2	35,464	27.36
3	35,880	27.69
4	36,296	28.01
5	36,712	28.33
6	37,128	28.65
7	37,544	28.97
8	37,960	29.29
9	38,376	29.61
10	38,792	29.93
11	39,208	30.25
12	39,624	30.57
13	40,040	30.90
14	40,456	31.22
15	40,872	31.54
16	41,288	31.86
17	41,704	32.18
18	42,120	32.50
19	42,536	32.82
20	42,952	33.14

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience and education relating to the Food Service Director's job requirements may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

The Food Service Director works 10 months.

Food Service Director is a supervisory/salaried position and exempt from overtime.

Approved: 05/13/2021

Monte Vista School District  
 Vehicle Technician Helper  
 2021-2022 Annual Wage Schedule

<b>Steps</b>	<b>2021-2022</b>	<b>Hourly Rate</b>
1	29,353	16.68
2	29,858	16.96
3	30,349	17.24
4	30,840	17.52
5	31,357	17.82
6	31,864	18.10
7	32,325	18.37
8	32,844	18.66
9	33,322	18.93
10	33,798	19.20
11	34,317	19.50
12	34,781	19.76
13	35,299	20.06
14	35,776	20.33
15	36,293	20.62
16	36,785	20.90
17	37,261	21.17
18	37,766	21.46
19	38,243	21.73
20	38,748	22.02

One year of experience on the salary schedule will be granted for ninety (90) or more days worked during any one school year in the Monte Vista School District. The anniversary date for determination of "years of experience" shall be September 1 of each year. Other applicable experience may be considered for placement on the salary schedule on an individual basis at the time of hiring by the superintendent.

Substitute help shall be paid at the rate of the current minimum wage.

The schedule is based upon 160 working hours per month.

The Vehicle Technician Helper works 11 months.

Approved: 05/13/2021



## Monte Vista School District 2021-2022 Extra Duty Salary Schedule

% of Base	0.21	0.14	0.115	0.09	0.07	0.06
STEP	Section 1	Section 2	Section 3	Section 4	Section 5	Section 6
zero-one	7413	4942	4060	3177	2471	2118
two-three	7814	5209	4279	3349	2605	2232
four-five	8214	5476	4498	3520	2738	2347
six-seven	8614	5743	4717	3692	2871	2461
eight-nine	9015	6010	4937	3863	3005	2576
ten+	9415	6277	5156	4035	3138	2690
% of Base	0.043	0.038	0.03	0.023	0.015	0.01
STEP	Section 7	Section 8	Section 9	Section10	Section11	Section12
zero-one	1518	1341	1059	812	530	353
two-three	1600	1414	1116	856	558	372
four-five	1682	1486	1173	900	587	391
six-seven	1764	1559	1231	943	615	410
eight-nine	1846	1631	1288	987	644	429
ten+	1928	1704	1345	1031	673	448

Section 1	HS Athletic Director
Section 2	MS Athletic Director
Section 3	HS Band
Section 4	HS Head Baseball/Basketball/Cross Country/Football/Volleyball/Wrestling/Track/Cheer, MS Band
Section 5	HS/MS Summer Band, HS Drama
Section 6	HS Asst. Baseball/Basketball/Football/Volleyball/Wrestling/Track, HS Head Golf, HS Junior Class Sponsor, HS Student Council, HS Yearbook, MS/HS Science Fair
Section 7	HS Flag Coach, HS Asst Marching Band Coordinator, MS Sports
Section 8	HS Head FBLA, HS FFA, HS History Fair, HS Knowledge Bowl, HS STEM/Robotics, MS Knowledge Bowl,
Section 9	BME Science Fair, HS Asst Student Council, HS Skills USA, MS Student Council, MS Yearbook
Section 10	HS Asst. FBLA, HS National Honor Society, MS Flag Coach, MS History Fair
Section 11	HS Key Club, HS Peer Mediator (1), HS Sophomore Class, HS Senior Class
Section 12	BME Student Council (2), BME Yearbook, HS Asst. Peer Mediator (1), HS Freshman Class, Marsh Yearbook, MESA Science, MS Justice League

Ticket Takers = Current Minimum Wage

**Notes:**

- Will grant up to five years of outside coaching/sponsor experience.
- Will pay \$200/week for head coaches and \$150/week for assistant coaches whose teams advance to the competitions indicated below:  
 Volleyball – regionals and state (potential for 13 week season and 2 weeks extra pay)  
 Football – preliminary round at 50% of weekly stipend, quarters, semis, and finals (potential for 15 week season and 4 weeks extra pay)  
 Basketball – regionals and state (potential for 16 week season and 2 weeks extra pay)  
 Baseball – regionals and state (potential for 13 week season and 2 weeks extra pay)
- All sponsors (excluding coaches) with extra duty contracts that require extended supervision of students beyond the normal season or normal school calendar year will receive additional compensation. Payment will be \$35 per day for the head sponsor and \$25 per day for the assistant sponsors of any club or for the designated sponsors of school-sponsored activities. Prior approval for such extended supervision of students must be made by the building principal who will then submit a formal request to the Board of Education for compensation for the sponsor. Such compensation will be administered following the “extended supervision” activity as per district procedures.
- The district will employ needed percussion help but will be reimbursed by the Band Parent Organization.
- RETIRED POSITIONS that will need to be approved by 3 x 3 to be reinstated at level in which they were retired:  
 Step 7 – Elementary Choir; Step 8 – Spanish Club; Step 12 – Spelling Bee, Success Academy Coordinator

Approved: 05/13/2021

Line 1 = % of base x current base  
 Line 2 = Line 1 + .054 (line 1)  
 Line 3 = Line 2 + .054 (line 1) & etc.  
 (Change base amount in C9, D9, etc., and then click. Values will change downward.)