



**Poudre School District
Administrator and Professional Salary Schedule
2019-2020 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
A	no positions			131,803	181,888	260
B	Assistant Superintendent of School Services	A	10201	125,526	173,226	260
	General Counsel	A	34104	125,526	173,226	260
C	Executive Director of Finance	A	10212	120,697	166,562	260
	Executive Director of Human Resources	A	10205	120,697	166,562	260
	Executive Director of Information Technology	A	10211	120,697	166,562	260
	Executive Director of Operations	A	10209	120,697	166,562	260
D	no positions			116,055	160,156	260
E	Executive Director of Communications	A	10213	111,589	153,993	260
F	Director of Curriculum, Instruction & Assessment	A	10409	107,295	148,067	260
	Director of Career & Innovation	A	10413	107,295	148,067	260
	Director of Integrated Services	A	10404	107,295	148,067	260
	Principal High School	A	10504	107,295	148,067	230
G	Controller	A	10311	103,167	142,370	260
H	Principal Alternative High School	A	10505	96,178	132,725	223
	Principal K-12	A	10510	96,178	132,725	223
	Principal Middle School	A	10502	96,178	132,725	223
I	Director of Facility Services	A	10301	95,382	131,627	260
	Principal Elementary	A	10501	90,405	124,759	218
J	Director of Athletics & Activities	A	10701	91,711	126,561	260
	Director of Budget	A	10312	91,711	126,561	260
	Director of Child Nutrition	A	10303	91,711	126,561	260
	Director of Early Childhood	A	10407	91,711	126,561	260
	Director of Human Resources	A	10313	91,711	126,561	260
	Director of Language, Culture & Equity	A	10418	91,711	126,561	260
	Director of Construction Services	A	10331	91,711	126,561	260
	Director of Professional Development	A	10415	91,711	126,561	260
	Director of Records & Risk Management	A	33901	91,711	126,561	260
	Director of Research and Evaluation	A	10715	91,711	126,561	260
	Director of Student Services	A	10408	91,711	126,561	260
	Director of Transportation	A	10307	91,711	126,561	260
	Director of IT Software Development & Support	A	10321	91,711	126,561	260
	Director of IT Infrastructure & Technical Services	A	10325	91,711	126,561	260
Principal Assistant High School	A	10604	84,932	117,208	213	
K	IT Enterprise Architect	P	38019	89,039	122,874	260
L	Employee Assistance Services Manager	A	33401	86,444	119,293	260
	Strategic Initiatives Manager	A	32450	86,444	119,293	260
	Principal Assistant K-12	A	10606	80,054	110,477	213
	Principal Assistant Middle School	A	10603	80,054	110,477	213
M	Assistant Controller	A	10315	83,925	115,817	260
	Assistant Director of Integrated Services	A	10805	83,925	115,817	260
	Assistant Director of Integrated Services	A	10805	81,370	112,292	223
	Coordinator Mentoring & Educator Effectiveness	A	34410	77,722	107,256	213
	Executive Director of Poudre Education Foundation	P	35154	83,925	115,817	260
	Purchasing Manager	A	35707	83,925	115,817	260
N	Assessment & School Support Coordinator	A	32430	81,482	112,445	230
	Assistant Director of Early Childhood Learning	A	10425	79,002	109,022	223



**Poudre School District
Administrator and Professional Salary Schedule
2019-2020 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
	Benefits Manager	P	32901	81,482	112,445	260
	Career & Tech Education Coordinator	A	10707	81,482	112,445	260
	Health Services Coordinator	A	33575	73,688	101,689	208
	Mental Health & Prevention Coordinator	A	33570	79,002	109,022	223
	Principal Assistant Elementary	A	10607	73,688	101,689	208
	Planning Manager	P	35750	79,106	109,166	260
O	Accounting Manager	P	32015	76,798	105,981	260
P	Contract Administrator	A	35725	76,798	105,981	260
	Payroll Manager	P	33543	76,798	105,981	260
Q	EAS Counselor	P	33540	74,561	102,894	260
	Educational Audiologist	P	23105	61,594	85,000	190
R	Early Childhood Operations Manager	P	33580	70,187	96,858	223
	Gifted & Talented Coordinator	P	21232	65,466	90,343	208
S	Building Maintenance Manager	P	35735	70,272	96,975	260
	Human Resources Manager	P	34408	70,272	96,975	260
	Talent Acquisition and Retention Manager	P	34409	70,272	96,975	260
	District Wellness Manager	P	33590	70,272	96,975	260



**Poudre School District
Licensed/Teacher Salary Schedule (T)
2019-2020 School Year**

*Years of experience for new employees	** STEP 19-20 School Year	LANE/Pay Grade									
		B	C	D	E	F	G	H	I	J	K
		Bach.	Bach. +13 S	Bach. +26 S	Bach. +39 S	Bach. +52 S Or Mster	Masters +13 S	Masters +26 S	Masters +39 S	EdS, Or Masters +52 S	Earned Doc- torate
0-1 yrs	1	38,731	39,661	40,613	41,588	42,586	43,438	44,307	45,193	46,097	47,019
2-3 yrs	2	40,145	41,109	42,095	43,106	44,140	45,023	45,924	46,843	47,780	48,735
4 yrs	3	41,610	42,609	43,631	44,679	45,751	46,666	47,600	48,553	49,524	50,514
5 yrs	4	43,129	44,164	45,224	46,310	47,421	48,369	49,337	50,325	51,332	52,358
6 yrs	5	44,703	45,776	46,875	48,000	49,152	50,134	51,138	52,162	53,206	54,269
7 yrs	6	46,335	47,447	48,586	49,752	50,946	51,964	53,005	54,066	55,148	56,250
8 yrs	7	48,026	49,179	50,359	51,568	52,806	53,861	54,940	56,039	57,161	58,303
9 yrs	8	49,779	50,974	52,197	53,450	54,733	55,827	56,945	58,084	59,247	60,431
	9	50,812	52,035	53,288	54,571	55,884	57,023	58,186	59,373	60,584	61,819
	10	51,066	52,319	53,592	54,885	56,198	57,337	58,500	59,687	60,898	62,133
	11	51,321	52,594	53,887	55,190	56,503	57,642	58,805	59,992	61,203	62,438
	12	51,578	52,851	54,144	55,447	56,760	57,899	59,062	60,250	61,461	62,696
	13	51,836	53,109	54,402	55,705	57,018	58,157	59,320	60,508	61,719	62,954
	14	52,095	53,368	54,661	55,964	57,277	58,416	59,579	60,767	61,978	63,213
	15	52,355	53,628	54,921	56,224	57,537	58,676	59,839	61,027	62,238	63,473
	16	52,617	53,890	55,183	56,486	57,799	58,938	60,101	61,289	62,490	63,725
	17	52,880	54,153	55,446	56,749	58,062	59,201	60,364	61,552	62,753	63,988
	18	53,144	54,417	55,710	57,013	58,326	59,465	60,628	61,816	63,017	64,252
	19	53,410	54,683	55,976	57,279	58,592	59,731	60,894	62,082	63,283	64,518
	20	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	21	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	22	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	23	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	24	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	25	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	26	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	27	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652
	28	53,544	54,817	56,110	57,413	58,726	59,865	61,028	62,216	63,417	64,652

Amounts are listed based on the standard licensed calendar of 186 days, assignments less than 186 days per year will be prorated.

* **Employees new to PSD** will be placed at the lane for their highest completed degree and are awarded up to 9 years of verifiable service credit except in hard-to-fill (or high needs) areas. Coursework beyond degrees taken after receipt of initial educator license may be accepted for movement on the salary schedule. Retired PSD teachers will be placed at 14 years of experience on the current salary schedule unless SVEI was received in 2010 or 2011.

** **Steps are not equivalent to years of service.**

*** PSD licensed staff that are rehired and who previously resigned from a licensed position due to a documented medical leave, will have their placement on the salary schedule reviewed by HR.

Poudre School District Licensed Position Listing

School/Site Job Codes		District Job Codes	
Job Code	Position Description	Job Code	Position Description
21505	ACE COORDINATOR	21509	AUTISM COACH
21520	BLENDED LEARNING COORDINATOR	22001	BEHAVIORAL SPECIALIST
21100	COUNSELOR	22401	BOARD CERTIFIED BEHAVIOR ANALYST
21150	COUNSELOR BULLY PREVENTION PROGRAM	33528	CAREER ADVOCATE
21300	DEAN SECONDARY SCHOOL	33000	CHILD FIND COORDINATOR
21815	EDUCATIONAL TECHNOLOGY COORDINATOR	21120	COUNSELOR LEAD
20120	GIFTED & TALENTED COORDINATOR	21130	CTE SPECIALIST/COUNSELOR FUTURES LAB
21515	GRADUATION COACH	21208	CURRICULUM FACILITATOR
21805	INSTRUCTIONAL COACH	21531	EARLY CHILDHOOD DISABILITIES SPECIALIST
20109	INTERVENTIONIST	21808	EARLY CHILDHOOD ELD INSTRUC COACH
20602	INTERVENTIONIST TITLE I	21122	EARLY CHILDHOOD MENTAL HEALTH SPECIALIST
21600	MEDIA SPECIALIST	38240	ENRICH SUPPORT TOSA
21812	MTSS COORDINATOR	21285	FAMILY ENGAGEMENT PROGRAM SPECIALIST
23300	NURSE	21216	GIFTED & TALENTED FACILITATOR
23400	OCCUPATIONAL THERAPIST	23701	HOMELESS EDUCATION PROG SPECIALIST
23500	PHYSICAL THERAPIST	33565	IEP/IDEA COMPLIANCE AUDITOR
22002	POSITIVE BEHAVIOR SUPPORT COACH	21507	IEP SYSTEM COORDINATOR
21276	PROG SPEC COMMUNITY CONNECTION	21501	INSTRUCTIONAL PROGRAM CONSULTANT
21279	PROG SPEC COOPER HOME	38245	INSTRUCTIONAL SYSTEMS SUPPORT COORD
21259	PROGRAM COORDINATOR IB	21511	INTEGRATED SERVICES COACH
20104	PSD OPTIONS PROGRAM TEACHER	21140	MENTAL HEALTH ED & CONNECTION SPECIALIST
23600	PSYCHOLOGIST	21106	MENTAL HEALTH SPECIALIST
23700	SOCIAL WORKER	21816	MENTOR COORDINATOR
23800	SPEECH LANGUAGE SPECIALIST	23410	OCCUPATIONAL THERAPIST LEAD
20206	TEACHER DEAF AND HARD OF HEARING	21801	PEA PRESIDENT
20103	TEACHER EARLY CHILDHOOD	21228	PWR INTERNSHIP/ASCENT COORDINATOR
20203	TEACHER EARLY CHILDHOOD INTEGR SVCS	34708	PROFESSIONAL LEARNING COORDINATOR
20101	TEACHER ELEMENTARY	21263	PROGRAM SPECIALIST ELD
20201	TEACHER ELEMENTARY INTEGRATED SVCS	21513	PROGRAM SPECIALIST EQUITABLE INSTRUCTION
20108	TEACHER ELD	23610	PSYCHOLOGIST LEAD
20608	TEACHER ELD TITLE I	23710	SOCIAL WORKER LEAD
21802	TEACHER ON SPECIAL ASSIGNMENT	23810	SPEECH LANGUAGE SPECIALIST LEAD
20102	TEACHER SECONDARY	33585	STUDENT SAFETY COORDINATOR
20202	TEACHER SECONDARY INTEGRATED SVCS	23705	STUDENT SVCS THREAT ASSESSMENT COORD
20600	TEACHER TITLE I	37101	SWAAC COORDINATOR
20125	WORK-BASED LEARNING COORDINATOR	20130	TEACHER LEAD FUTURES LAB
20207	TEACHER VISION IMPAIRED	21225	YOUTH APPRENTICESHIP TOSA

Travel Time	
99990	TEACHER TRAVELING TIME

Extended Contract (.5%/day)			
99901	EXTENDED CONTRACT 1 DAY	99916	EXTENDED CONTRACT 16 DAYS
99902	EXTENDED CONTRACT 2 DAYS	99917	EXTENDED CONTRACT 17 DAYS
9990A	EXTENDED CONTRACT 2.5 DAYS	99918	EXTENDED CONTRACT 18 DAYS
99903	EXTENDED CONTRACT 3 DAYS	99919	EXTENDED CONTRACT 19 DAYS
99904	EXTENDED CONTRACT 4 DAYS	99920	EXTENDED CONTRACT 20 DAYS
99905	EXTENDED CONTRACT 5 DAYS	99922	EXTENDED CONTRACT 22 DAYS
99906	EXTENDED CONTRACT 6 DAYS	99925	EXTENDED CONTRACT 25 DAYS
99907	EXTENDED CONTRACT 7 DAYS	99926	EXTENDED CONTRACT 26 DAYS
99908	EXTENDED CONTRACT 8 DAYS	99927	EXTENDED CONTRACT 27 DAYS
99909	EXTENDED CONTRACT 9 DAYS	99928	EXTENDED CONTRACT 28 DAYS
99910	EXTENDED CONTRACT 10 DAYS	99930	EXTENDED CONTRACT 30 DAYS
9990D	EXTENDED CONTRACT 10.5 DAYS	99931	EXTENDED CONTRACT 31 DAYS
99911	EXTENDED CONTRACT 11 DAYS	99935	EXTENDED CONTRACT 35 DAYS
9990C	EXTENDED CONTRACT 11.5 DAYS	99937	EXTENDED CONTRACT 37 DAYS
99912	EXTENDED CONTRACT 12 DAYS	99938	EXTENDED CONTRACT 38 DAYS
9990B	EXTENDED CONTRACT 12.5 DAYS	99939	EXTENDED CONTRACT 39 DAYS
99913	EXTENDED CONTRACT 13 DAYS	99940	EXTENDED CONTRACT 40 DAYS
99914	EXTENDED CONTRACT 14 DAYS	99945	EXTENDED CONTRACT 45 DAYS
99915	EXTENDED CONTRACT 15 DAYS	99947	EXTENDED CONTRACT 47 DAYS

Department of Human Resources

effective 8/1/2019



**Poudre School District
Classified Exempt Salary Schedule (Y)
2019-2020 School Year**

All pay grades are based on 8 hours/day, 260 days/year.

Job Code	Job Description	Grade	Min	Max
FINANCE				
61605	WAREHOUSE SUPERVISOR	FN70Y	51,045	71,461
51003	PURCHASING CARD ADMINISTRATOR	FN70Y	51,045	71,461
51004	PROCUREMENT AGENT CONTRACT SPECIALIST	FN70Y	51,045	71,461
32002	ACCOUNTANT	FN75Y	54,904	76,865
51002	SENIOR PROCUREMENT AGENT	FN77Y	58,151	81,410
34001	INTERNAL AUDITOR	FN77Y	58,151	81,410
32010	SENIOR ACCOUNTANT	FN77Y	58,151	81,410
INFORMATION TECHNOLOGY				
38107	INFORMATION TECHNOLOGY TRAINER	IT80Y	58,418	81,783
38104	WEB DESIGNER	IT80Y	58,418	81,783
38220	DATA COMMUNICATIONS SPECIALIST	IT83Y	60,550	84,769
38011	IT DATA ANALYST I	IT83Y	60,550	84,769
38015	IT DATA ANALYST II	IT87Y	65,587	91,821
38018	APPLICATIONS SUPPORT & DATA COORDINATOR	IT90Y	68,328	95,658
38108	IT PROJECT COORDINATOR	IT90Y	68,328	95,658
38014	BUSINESS SYSTEMS ADMINISTRATOR	IT90Y	68,328	95,658
38002	DATABASE ADMINISTRATOR I	IT90Y	68,328	95,658
38001	NETWORK ENGINEER I	IT90Y	68,328	95,658
38101	SOFTWARE ENGINEER I	IT90Y	68,328	95,658
38007	SYSTEMS ADMINISTRATOR I	IT90Y	68,328	95,658
32405	BUSINESS SYSTEMS ANALYST	IT95Y	78,984	110,576
38013	DATABASE ADMINISTRATOR II	IT95Y	78,984	110,576
38008	NETWORK ENGINEER II	IT95Y	78,984	110,576
38103	SOFTWARE ENGINEER II	IT95Y	78,984	110,576
38005	SYSTEMS ADMINISTRATOR II	IT95Y	78,984	110,576
OPERATIONS				
35703	CHILD NUTRITION SERVICES SUPERVISOR	OP25Y	57,419	80,386
61301	CUSTODIAL AREA SUPERVISOR	OP25Y	57,419	80,386
61311	TRANSPORTATION SUPERVISOR	OP25Y	57,419	80,386
33301	ENERGY & SUSTAINABILITY MANAGER	OP30Y	60,639	84,893
33302	ENVIRONMENTAL SAFETY COORDINATOR	OP30Y	60,639	84,893
33512	SAFE ENVIRONMENT SPECIALIST	OP30Y	60,639	84,893
35701	DISTRICT CUSTODIAL MANAGER	OP40Y	63,360	88,702
35706	DISTRICT OUTDOOR SERVICES MANAGER	OP40Y	63,360	88,702
35704	BUILDING MAINTENANCE MANAGER	OP55Y	66,663	93,327
35711	CONSTRUCTION PROJECT MANAGER I	OP55Y	66,663	93,327
61320	TRANSPORTATION OPERATIONS MANAGER	OP55Y	66,663	93,327
62910	VEHICLE MAINTENANCE MANAGER	OP55Y	66,663	93,327
35710	CONSTRUCTION PROJECT MANAGER II	OP60Y	70,065	98,089
35708	SECURITY MANAGER	OP70Y	71,739	100,433



**Poudre School District
Classified Exempt Salary Schedule (Y)
2019-2020 School Year**

All pay grades are based on 8 hours/day, 260 days/year.

Job Code	Job Description	Grade	Min	Max
SUPPORT SERVICES				
50906	ACE PRESIDENT	SS10Y	*see explanation below	
38217	VIDEO PRODUCTION SPECIALIST	SS30Y	51,157	71,619
33524	EXTENDED LEARNING OPPORTUNITY COORDINATOR	SS35Y	52,990	74,184
35303	COMMUNICATIONS & SOCIAL MEDIA SPECIALIST	SS35Y	52,990	74,184
34407	HUMAN RESOURCES GENERALIST	SS35Y	52,990	74,184
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	SS35Y	52,990	74,184
33900	RISK MANAGEMENT SPECIALIST	SS40Y	55,875	78,224
35402	SWAP COORDINATOR	SS40Y	55,875	78,224
32006	INTEGRATED SERVICES ANALYST	SS40Y	55,875	78,224
32008	CIA BUSINESS ANALYST	SS40Y	55,875	78,224
40511	EARLY CHILDHOOD ENROLLMENT COORDINATOR	SS40Y	55,875	78,224
40525	PARENT/FAMILY COMMUNITY ENGAGEMENT COORDINATOR	SS40Y	55,875	78,224
32420	RECORDS MANAGER	SS50Y	57,559	80,582
35305	COMMUNICATIONS COORDINATOR	SS50Y	57,559	80,582
35308	COMMUNICATIONS WEBSITE MANAGER	SS50Y	57,559	80,582
32408	ASSESSMENT DATA ANALYST	SS50Y	57,559	80,582
32201	EXEC ADMIN ASST TO SUPERINTENDENT & SECRETARY TO BOE	SS50Y	57,559	80,582
33701	GRANTS COORDINATOR	SS70Y	62,367	87,312
38216	VIDEO PRODUCTION MANAGER	SS80Y	65,519	91,725
35105	COMMUNITY PARTNERSHIP COORDINATOR	SS90Y	68,421	95,787

*Pay for the position of ACE PRESIDENT will be the employees current salary or the minimum of the current licensed salary schedule, which ever is greater. Incumbents will receive annual increases as determined by the annual negotiation process.



**Poudre School District
Classified Hourly Salary Schedule (H)
2019-2020 School Year**

Job Code	Job Description	Grade	Min	Max
CHILD NUTRITION SERVICES				
60725	CHILD NUTRITION TEAM MEMBER	CN10H	13.88	19.43
60735	CHILD NUTRITION TEAM RELIEF	CN15H	17.11	23.95
60740	CHILD NUTRITION MANAGER ELEMENTARY	CN15H	17.11	23.95
60737	CHILD NUTRITION MANAGER SPECIAL PROGRAMS	CN15H	17.11	23.95
60750	CHILD NUTRITION MANAGER SECONDARY	CN20H	18.08	25.31
61620	CHILD NUTRITION WAREHOUSE WORKER/DRIVER	CN20H	18.08	25.31
50125	CHILD NUTRITION ACCOUNTING SPECIALIST	CN45H	19.05	26.67
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	CN45H	19.05	26.67
38230	CHILD NUTRITION TECHNICIAN	CN50H	19.67	27.54
33101	NUTRITION COORDINATOR	CN60H	23.52	32.92
CONSTRUCTION				
62101	CONSTRUCTION PROJECT COORDINATOR	CO20H	27.83	38.96
36401	CAD/GIS SPECIALIST	CO20H	27.83	38.96
CUSTODIAL				
60805	CUSTODIAN STUDENT CREW MEMBER	CS03H	12.25	17.15
60870	LAUNDRY WORKER	CS03H	12.25	17.15
60800	CUSTODIAN	CS05H	14.28	20.00
60811	CUSTODIAN NIGHT ELEMENTARY	CS10H	15.16	21.22
60821	CUSTODIAN NIGHT LEAD MIDDLE SCHOOL	CS15H	15.62	21.87
60831	CUSTODIAN HEAD ELEMENTARY	CS20H	16.37	22.91
60832	CUSTODIAN HEAD RELIEF	CS20H	16.37	22.91
60833	CUSTODIAN HEAD SMALL SECONDARY	CS20H	16.37	22.91
60837	CUSTODIAN HEAD SPECIAL PROGRAMS	CS20H	16.37	22.91
60835	CUSTODIAN LEAD RELIEF NIGHT	CS20H	16.37	22.91
60834	CUSTODIAN NIGHT LEAD SENIOR HIGH	CS25H	17.51	24.51
60845	CUSTODIAN HEAD JSSC COMPLEX	CS25H	17.51	24.51
60840	CUSTODIAN HEAD LARGE MIDDLE SCHOOL	CS25H	17.51	24.51
60851	CUSTODIAN HEAD SENIOR HIGH	CS30H	18.61	26.05
60855	CUSTODIAL EQUIPMENT TECH/FLOORING COORD	CS40H	19.45	27.23
60865	CUSTODIAL NIGHT TRAINER/SUPERVISOR	CS50H	24.90	34.86
FINANCE				
50102	ACCOUNTING TECHNICIAN	FN10H	17.93	25.11
50105	PAYROLL TECHNICIAN I	FN12H	18.54	25.96
50117	ACCOUNTING TECHNICIAN LEAD	FN15H	19.82	27.74
50110	PAYROLL TECHNICIAN II	FN20H	21.03	29.44
50113	PAYROLL SPECIALIST	FN25H	22.66	31.72
INFORMATION TECHNOLOGY				
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	23.38	32.73
38208	DISTRICT SUPPORT TECHNICIAN I	IT45H	23.38	32.73
38213	IT ELECTRONICS TECHNICIAN	IT45H	23.38	32.73
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	23.38	32.73



**Poudre School District
Classified Hourly Salary Schedule (H)
2019-2020 School Year**

Job Code	Job Description	Grade	Min	Max
INFORMATION TECHNOLOGY (continued)				
38202	DATA COMMUNICATIONS TECHNICIAN I	IT50H	26.36	36.90
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	27.91	39.07
38237	DISTRICT SUPPORT TECHNICIAN II	IT55H	27.91	39.07
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	27.91	39.07
38201	DATA COMMUNICATIONS TECHNICIAN II	IT60H	29.11	40.75
38236	DISTRICT SUPPORT TECHNICIAN LEAD	IT60H	29.11	40.75
38239	TECHNICAL SUPPORT SPECIALIST LEAD	IT60H	29.11	40.75
38238	IT ASSET MANAGEMENT SPECIALIST	IT60H	29.11	40.75
INSTRUCTIONAL SUPPORT				
41403	CROSSING GUARD	PT05H	12.00	16.80
41701	PARAPROFESSIONAL NON INSTRUCTIONAL	PT05H	12.00	16.80
41503	PARAPROFESSIONAL EARLY CHILDHOOD	PT07H	13.00	18.20
41509	PARAPROFESSIONAL INSTRUCTIONAL K-12	PT07H	13.00	18.20
41901	PARAPROFESSIONAL TITLE I	PT07H	13.00	18.20
41540	PARAPROFESSIONAL MUSIC	PT10H	14.33	20.07
41606	PARAPROFESSIONAL INTEGRATED SERVICES I	PT10H	14.33	20.07
41407	STUDENT MONITOR	PT10H	14.33	20.07
41570	PARAPROFESSIONAL 504	PT15H	15.36	21.50
41603	PARAPROFESSIONAL EARLY CHILDHOOD INTEGRATED SERVICES	PT15H	15.36	21.50
41625	PARAPROFESSIONAL INTEGRATED SERVICES II	PT15H	15.36	21.50
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	15.36	21.50
41413	PARAPROFESSIONAL BEHAVIOR SUPPORT	PT15H	15.36	21.50
41416	PARAPROFESSIONAL STUDENT SAFETY SUPPORT	PT15H	15.36	21.50
41811	IN-BUILDING FLOATING SUBSTITUTE	PT20H	16.09	22.53
41402	CAMPUS MONITOR	PT20H	16.09	22.53
41800	TUTOR	PT20H	16.09	22.53
42001	BRAILLIST	PT27H	17.22	24.11
40201	CAREER CENTER COORDINATOR	PT27H	17.22	24.11
40705	COORDINATOR ENRICHMENT	PT27H	17.22	24.11
41635	REGISTERED BEHAVIORAL TECHNICIAN	PT27H	17.22	24.11
42401	AUDIOLOGY ASSISTANT	PT29H	20.20	28.28
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT29H	20.20	28.28
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT30H	21.37	29.92
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT32H	22.56	31.58
MAINTENANCE				
62001	HVAC TECHNICIAN	MT25H	20.12	28.17
62402	PAINTING TECHNICIAN	MT25H	20.12	28.17
62607	PLUMBER TECHNICIAN	MT25H	20.12	28.17
60302	CARPENTER JOURNEYMAN	MT27H	21.53	30.14
62200	LOCKSMITH JOURNEYMAN	MT30H	22.78	31.89
60301	CARPENTER MASTER	MT35H	24.84	34.78
62006	CONTROLS TECHNICIAN	MT35H	24.84	34.78
61102	ELECTRICIAN JOURNEYMAN	MT35H	24.84	34.78



Poudre School District
Classified Hourly Salary Schedule (H)
2019-2020 School Year

Job Code	Job Description	Grade	Min	Max
MAINTENANCE (continued)				
62003	HVAC TECHNICIAN JOURNEYMAN	MT35H	24.84	34.78
62602	PLUMBER JOURNEYMAN	MT35H	24.84	34.78
61201	DISTRICT THEATER TECHNICIAN	MT37H	25.88	36.23
62007	CONTROLS SPECIALIST	MT40H	27.00	37.80
62102	FACILITIES PROJECT COORDINATOR	MT40H	27.00	37.80
61101	ELECTRICIAN MASTER	MT40H	27.00	37.80
62004	HVAC TECHNICIAN MASTER	MT40H	27.00	37.80
62603	PLUMBER MASTER	MT40H	27.00	37.80
62005	CONTROLS SPECIALIST HEAD	MT40H	27.00	37.80
61103	ELECTRICIAN DEPARTMENT HEAD	MT45H	28.02	39.23
62002	HVAC DEPARTMENT HEAD	MT45H	28.02	39.23
62601	PLUMBER DEPARTMENT HEAD	MT45H	28.02	39.23
60315	STRUCTURAL DEPARTMENT HEAD	MT45H	28.02	39.23
OUTDOOR SERVICES				
61913	OUTDOOR SERVICES TECHNICIAN	OS15H	19.10	26.74
61910	OUTDOOR SERVICES MECHANIC	OS20H	20.11	28.15
61303	OUTDOOR SERVICES LEAD MECHANIC	OS25H	23.10	32.34
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	23.10	32.34
61302	OUTDOOR SERVICES LANDSCAPE SPECIALIST	OS27H	23.93	33.50
PROGRAM SPECIALIST				
40709	AFTER HOURS PROGRAM SITE FACILITATOR	PS10H	16.09	22.53
51512	EARLY CHILDHOOD HEALTH RECORDS TECHNICIAN	PS12H	17.12	23.97
40521	EARLY CHILDHOOD ENROLLMENT TECHNICIAN	PS15H	18.47	25.86
40504	EARLY CHILDHOOD FAMILY MENTOR	PS15H	18.47	25.86
40520	LCE FAMILY LIAISON	PS15H	18.47	25.86
40535	MCKINNEY-VENTO FAMILY LIAISON	PS15H	18.47	25.86
40536	GRADUATION ADVOCATE	PS15H	18.47	25.86
40202	CONCURRENT ENROLLMENT SPECIALIST	PS15H	18.47	25.86
40530	PROGRAM SPECIALIST TRUANCY/ATTENDANCE	PS15H	18.47	25.86
40524	EARLY CHILDHOOD CPP SPECIALIST	PS25H	19.52	27.32
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS25H	19.52	27.32
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS25H	19.52	27.32
40517	PARENT LIAISON INTEGRATED SERVICES	PS25H	19.52	27.32
33516	PROGRAM SPECIALIST SART	PS25H	19.52	27.32
33521	STUDENT WELLNESS COORDINATOR	PS30H	20.58	28.82
42303	SWAP SPECIALIST	PS30H	20.58	28.82
30101	EARLY CHILDHOOD DENTAL HYGIENIST	PS35H	28.17	39.43
RECORDS				
50501	RECORDS MANAGEMENT TECHNICIAN I	RC05H	16.33	22.87
50502	RECORDS MANAGEMENT TECHNICIAN II	RC10H	17.98	25.18
51502	SPECIAL EDUCATION/IS RECORDS TECHNICIAN	RC10H	17.98	25.18



**Poudre School District
Classified Hourly Salary Schedule (H)
2019-2020 School Year**

Job Code	Job Description	Grade	Min	Max
	SCHOOL CLERICAL			
40900	HEALTH TECHNICIAN	SC12H	14.27	19.98
506H8	SCHOOL OFFICE ASSISTANT	SC12H	14.27	19.98
506H7	SCHOOL SECRETARY	SC15H	15.98	22.38
506L7	ATHLETICS SECRETARY	SC25H	17.12	23.97
51601	REGISTRAR	SC25H	17.12	23.97
50123	SCHOOL BOOKKEEPER	SC27H	17.50	24.50
50910	SCHOOL OFFICE MANAGER	SC30H	18.84	26.38
	SCHOOL MEDIA & INSTRUCTIONAL TECHNOLOGY			
41114	COMPUTER LAB TECHNICIAN	SM15H	14.36	20.10
41139	MEDIA TECH ASSISTANT I	SM15H	14.36	20.10
41142	MEDIA TECH ASSISTANT II	SM20H	16.02	22.42
41169	MEDIA TECH CENTER SITE MANAGER	SM25H	18.67	26.14
41149	TECHNOLOGY SITE ASSISTANT	SM25H	18.67	26.14
38205	TECHNOLOGY SYSTEMS SITE MANAGER I	SM30H	21.50	30.10
38206	TECHNOLOGY SYSTEMS SITE MANAGER II	SM50H	27.91	39.07
	SECURITY			
63601	CAMPUS SECURITY OFFICER	SY20H	18.82	26.34
63602	CAMPUS SECURITY OFFICER LEAD	SY25H	20.00	28.00
506S2	SECURITY ACCESS COORDINATOR	SY25H	20.00	28.00
62307	SECURITY TECHNICIAN	SY30H	21.79	30.51
	SUPPORT SERVICES ADMINISTRATIVE			
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS25H	14.27	19.98
506B9	DISTRICT MEDIA ASSISTANT	SS25H	14.27	19.98
38218	DISTRICT MEDIA SYSTEMS TECHNICIAN	SS30H	15.76	22.06
506B6	SCIENCE RESOURCE TECHNICIAN	SS30H	15.76	22.06
506N9	CUSTOMER SUPPORT SPECIALIST	SS35H	17.12	23.97
506D2	DEPARTMENT SECRETARY	SS35H	17.12	23.97
50603	DEPARTMENT TECHNICIAN I	SS35H	17.12	23.97
38214	DISTRICT MEDIA SERVICES MANAGER	SS40H	18.84	26.38
50601	OFFICE MANAGER SUPPORT SERVICES	SS40H	18.84	26.38
50203	SUBSTITUTE COORDINATOR	SS40H	18.84	26.38
506B7	TEXTBOOK PROGRAM MANAGER	SS40H	18.84	26.38
35801	DISTRICT TRANSLATOR	SS45H	21.61	30.25
35802	IEP INTERPRETER	SS45H	21.61	30.25
50605	DEPARTMENT TECHNICIAN II	SS45H	21.61	30.25
506Q2	ADMINISTRATIVE ASSISTANT	SS55H	23.50	32.90
50610	EAS SPECIALIST	SS55H	23.50	32.90
32905	BENEFITS SPECIALIST	SS55H	23.50	32.90
32412	ASSESSMENT DATA TECHNICIAN	SS65H	26.42	36.99
32411	EARLY CHILDHOOD QUALITY DATA TECHNICIAN	SS65H	26.42	36.99



Poudre School District
Classified Hourly Salary Schedule (H)
2019-2020 School Year

Job Code	Job Description	Grade	Min	Max
TRANSPORTATION				
41405	PARAPROFESSIONAL BUS ATTENDANT	TP12H	13.67	19.14
63002	NON CDL DRIVER	TP15H	15.36	21.50
60200	BUS OPERATOR	TP20H	18.67	26.13
60205	BUS OPERATOR LEAD	TP30H	19.20	26.88
60202	BUS OPERATOR TRAINER	TP35H	19.58	27.42
50401	DISPATCHER	TP45H	20.72	29.00
50615	FLEET LOGISTICS SPECIALIST	TP45H	20.72	29.00
50405	ACTIVITIES SCHEDULER	TP45H	20.72	29.00
50402	ROUTE PLANNER	TP45H	20.72	29.00
62901	VEHICLE TECHNICIAN I	TP47H	22.21	31.09
50404	ROUTE PLANNER LEAD	TP47H	22.21	31.09
62902	VEHICLE TECHNICIAN II	TP50H	23.67	33.14
62903	VEHICLE TECHNICIAN LEAD	TP55H	25.17	35.23
WAREHOUSE/PURCHASING				
63001	UTILITY DRIVER	WP12H	17.34	24.28
61603	WAREHOUSE DELIVERY DRIVER	WP12H	17.34	24.28
61601	WAREHOUSE TECHNICIAN	WP12H	17.34	24.28



**Poudre School District
Extra Duty Stipend Schedule (E)
2019-2020 School Year**

Grade

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	212	264	317	424	477	636	927	1,112	1,377	1,589	1,906	2,224	2,647	2,966	2,330
2	219	275	330	439	494	658	960	1,152	1,427	1,646	1,976	2,305	2,744	3,074	3,058
3	228	285	341	455	512	683	995	1,195	1,479	1,706	2,048	2,389	2,844	3,186	
4	236	295	354	471	531	707	1,032	1,238	1,533	1,769	2,123	2,477	2,948	3,301	
5	245	305	366	489	550	734	1,069	1,284	1,589	1,834	2,200	2,567	3,055	3,423	
6	253	316	380	507	570	760	1,108	1,330	1,647	1,900	2,281	2,660	3,168	3,547	
7	262	329	394	526	591	788	1,149	1,379	1,707	1,970	2,363	2,757	3,283	3,677	
8	272	340	408	544	612	816	1,191	1,429	1,770	2,042	2,450	2,858	3,402	3,811	
9	282	353	424	564	635	846	1,235	1,481	1,834	2,117	2,539	2,963	3,527	3,950	
10	293	365	439	585	658	878	1,280	1,535	1,901	2,193	2,632	3,071	3,655	4,094	

District Level Extra Duty Stipends

Job Code	Position	# of Stipends per Position	Grade
77735	District Track Meet Coordinator	(2 District Wide)	E
77715	Honor Band Assistant Secondary	(1 District Wide)	E
77716	Honor Band Director Secondary	(1 District Wide)	G
77717	Honor Choir Assistant Elementary	(1 District Wide)	D
77718	Honor Choir Assistant Secondary	(1 District Wide)	D
77719	Honor Choir Director Elementary	(1 District Wide)	G
77720	Honor Choir Director Secondary	(1 District Wide)	G
77721	Honor Orchestra Assistant Secondary	(1 District Wide)	D
77722	Honor Orchestra Director Secondary	(1 District Wide)	G
77765	Integrated Services Special Service Provider	(1 per every Integrated Services SSP)	C
77723	Solo Ensemble Director Secondary	(1 District Wide)	G
77733	Solo Ensemble Assistant Secondary	(1 District Wide)	D
77783	IS Special Service Professional Department Lead	(1 per IS SSP Professional Department Lead)	I

Elementary Extra Duty Stipends

Job Code	Position	# of Stipends per Position	Grade
77765	Integrated Services Classroom Teacher (Pre-K - 5th Grade)	(1 per every Pre-K through 5th grade IS Teacher)	C
21101	Counseling Responsibilities	(1 per Elementary Counselor)	F
77710	Head Teacher Mountain Schools	(3, 1 Red Feather, 1 Livermore & 1 Stove Prairie)	G
77785	MTSS Coordinator (stipend is not applied if in job description)	(1 per school)	F

* Additional Elementary Extra Duty - refer to page 4 - 12.2.1 Elementary Extra Duty Schedule

Middle School Extra Duty - Academic Stipends

Job Code	Position	# of Stipends per Position	Grade
77750	Chemical Safety Coordinator	(1 per school)	F
21102	Counseling Responsibilities	(1 per middle school Counselor)	G
77745	Department Leader Small	(see Employee Agreement Article 12.6 for definition)	I
77746	Department Leader Large	(see Employee Agreement Article 12.6 for definition)	O2
77767	Department Leader (in lieu of release period)	(see Employee Agreement Article 12.6 for definition)	F
77766	Middle School Grade Book Liaison	(2 per school)	C
77758	Middle School Team Leader	(4 per school)	O1
77785	MTSS Coordinator (stipend is not applied if part of job description)	(1 per school)	F
77713	Music Teacher Instrumental Annual Performance	(1 per Instrumental Teacher)	L
77714	Music Teacher Vocal Annual Performance	(1 per Vocal Teacher)	L
77765	Integrated Services Classroom Teacher (6th-8th Grade)	(1 per every 6th-8th grade IS Teacher)	C

Middle School Extra Duty - Advisor/Sponsor Stipends

Job Code	Position	# of Stipends per Position	Grade
40B16	Advisor Math Counts	(1 per school)	F
40B15	Advisor Mesa	(1 per school)	E
40B54	Advisor National Junior Honor Society	(1 per school)	G
40B17	Advisor Technology Club	(1 per school)	D
40B21	Sponsor Academic Competition Bowls (Science, Ocean, Knowledge)	(1 per bowl)	H
40B71	Sponsor Drama Club	(1 per school)	F
40B25	Sponsor Forensics Coach	(1 per school)	I
40B26	Sponsor Forensics Coach Assistant	(1 per school)	D
40AMM	Sponsor Intramurals	(1 per school, per season: Fall, Winter, Spring)	F
40B45	Sponsor National Travel	(1 per qualifying event)	B



**Poudre School District
Extra Duty Stipend Schedule (E)
2019-2020 School Year**

Grade

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	212	264	317	424	477	636	927	1,112	1,377	1,589	1,906	2,224	2,647	2,966	2,330
2	219	275	330	439	494	658	960	1,152	1,427	1,646	1,976	2,305	2,744	3,074	3,058
3	228	285	341	455	512	683	995	1,195	1,479	1,706	2,048	2,389	2,844	3,186	
4	236	295	354	471	531	707	1,032	1,238	1,533	1,769	2,123	2,477	2,948	3,301	
5	245	305	366	489	550	734	1,069	1,284	1,589	1,834	2,200	2,567	3,055	3,423	
6	253	316	380	507	570	760	1,108	1,330	1,647	1,900	2,281	2,660	3,168	3,547	
7	262	329	394	526	591	788	1,149	1,379	1,707	1,970	2,363	2,757	3,283	3,677	
8	272	340	408	544	612	816	1,191	1,429	1,770	2,042	2,450	2,858	3,402	3,811	
9	282	353	424	564	635	846	1,235	1,481	1,834	2,117	2,539	2,963	3,527	3,950	
10	293	365	439	585	658	878	1,280	1,535	1,901	2,193	2,632	3,071	3,655	4,094	

Middle School Extra Duty - Advisor/Sponsor Stipends (continued)

Job Code	Position	# of Stipends per Position	Grade
40B79	Sponsor Robotics	(2 per school)	G
40B80	Sponsor Robotics 1st Tech Challenge	(1 per school)	H
40B42	Sponsor School Spirit	(1 per school)	A
40B73	Sponsor Science Olympiad Head	(2 per school)	J
40B77	Sponsor Science Olympiad Assistant	(1 per school)	H
40B78	Sponsor Student Leadership/Student Council	(1 per school)	H
40B18	Sponsor Technology Student Association	(1 per school)	H
40B19	Sponsor Where Everybody Belongs (WEB)	(2 per school)	G
40B76	Sponsor Yearbook	(1 per school)	G

Senior High Extra Duty - Academic Stipends

Job Code	Position	# of Stipends per Position	Grade
77751	Band Marching Director	(1 per school)	J
77753	Band Marching Assistant	(1 per school)	G
77752	Band Pep Director	(1 per school)	J
77754	Band Pep Assistant	(1 per school)	G
77755	Chemical Safety Coordinator	(1 per school)	G
21103	Counseling Responsibilities	(1 per Senior High Counselor)	G
77703	Department Leader	(see Employee Agreement Article 12.5 for definition)	I
77701	Department Leader (in lieu of release period)	(see Employee Agreement Article 12.5 for definition)	O2
77704	Department Leader Counseling	(see Employee Agreement Article 12.5 for definition)	I
77705	Department Leader Media	(see Employee Agreement Article 12.5 for definition)	I
40791	Drama Coach/Technical Director	(1 per school)	N
40792	Drama Technical Director	(1 per school)	K
40790	Drama Coach Year Long	(1 per school)	N
40793	Forensics Coach Head	(1 per school)	M
40796	Forensics Coach Assistant	(range 31-60)	I
77709	Lead Teacher PCA	(1 per school)	D
77785	MTSS Coordinator (stipend is not applied if in job description)	(1 per school)	F
40795	Musical Director (show) Orchestra	(1 per school)	J
40794	Musical Director (show) Vocal	(1 per school)	J
77711	Music Teacher Instrumental Annual Performance	(1 per Instrumental Teacher)	N
77712	Music Teacher Vocal Annual Performance	(1 per Vocal Teacher)	N

Senior High Extra Duty - Advisor/Sponsor Stipends

Job Code	Position	# of Stipends per Position	Grade
40D08	Advisor Concessions	(1 per school, paid for 2 seasons)	H
40D02	Advisor DECA	(1 per school)	L
40D10	Advisor DECA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D03	Advisor FBLA	(1 per school)	L
40D11	Advisor FBLA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D07	Advisor FCCLA	(1 per school)	L
40D15	Advisor FCCLA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D12	Advisor FFA	(1 per school)	L
40D13	Advisor FFA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D20	Advisor HOSA - Future Health Professionals	(1 per school)	L
40D05	Advisor Mesa	(1 per school)	G
40D18	Advisor National Business Honor Society	(1 per school)	G
40D01	Advisor National Technical Honor Society	(1 per school)	G
40D06	Advisor Newspaper	(1 per school)	K
40D25	Advisor (SC)2 - Successful Career Students of CO	(1 per school)	G



**Poudre School District
Extra Duty Stipend Schedule (E)
2019-2020 School Year**

Grade

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	212	264	317	424	477	636	927	1,112	1,377	1,589	1,906	2,224	2,647	2,966	2,330
2	219	275	330	439	494	658	960	1,152	1,427	1,646	1,976	2,305	2,744	3,074	3,058
3	228	285	341	455	512	683	995	1,195	1,479	1,706	2,048	2,389	2,844	3,186	
4	236	295	354	471	531	707	1,032	1,238	1,533	1,769	2,123	2,477	2,948	3,301	
5	245	305	366	489	550	734	1,069	1,284	1,589	1,834	2,200	2,567	3,055	3,423	
6	253	316	380	507	570	760	1,108	1,330	1,647	1,900	2,281	2,660	3,168	3,547	
7	262	329	394	526	591	788	1,149	1,379	1,707	1,970	2,363	2,757	3,283	3,677	
8	272	340	408	544	612	816	1,191	1,429	1,770	2,042	2,450	2,858	3,402	3,811	
9	282	353	424	564	635	846	1,235	1,481	1,834	2,117	2,539	2,963	3,527	3,950	
10	293	365	439	585	658	878	1,280	1,535	1,901	2,193	2,632	3,071	3,655	4,094	

Senior High Extra Duty - Advisor/Sponsor Stipends (continued)

Job Code	Position	# of Stipends per Position	Grade
40D62	Sponsor 1st Robotics	(1 per school)	H
40D09	Sponsor Band Color Guard	(1 per school)	G
40D96	Sponsor Book Club	(1 per school)	B
40D77	Sponsor Coding/Programming	(1 per school)	G
40D98	Sponsor Cycling Club	(1 per school)	C
40D55	Sponsor Dance Team	(1 per school, paid for 2 seasons)	I
40D57	Sponsor Dance Team Assistant	(1 per school, paid for 2 seasons)	F
40D82	Sponsor Diversity Leadership	(1 per school)	G
40D87	Sponsor Environmental Club	(1 per school)	E
40D64	Sponsor French Club	(1 per school)	B
40D59	Sponsor Freshman Class	(2 per school)	B
40D65	Sponsor German Club	(1 per school)	B
40D44	Sponsor Junior Class	(2 per school)	E
40D84	Sponsor Key Club	(1 per school)	G
40D56	Sponsor Knowledge Bowl	(1 per school)	F
40D88	Sponsor Link Crew	(1 per school)	G
40D45	Sponsor Literary Magazine	(1 per school)	G
40D95	Sponsor Mock Trial	(1 per school)	H
40D76	Sponsor Model UN/World Affairs	(1 per school)	D
40D86	Sponsor Music Appreciation Club	(1 per school)	D

Senior High Extra Duty - Advisor/Sponsor Stipends (continued)

Job Code	Position	# of Stipends per Position	Grade
40D93	Sponsor National Academic Competition	(1 per competition)	B
40D79	Sponsor National Art Society	(1 per school)	G
40D46	Sponsor National Honor Society	(1 per school)	E
40D71	Sponsor National Math Honor Society	(1 per school)	G
40D72	Sponsor National Music (Tri-M) Society	(1 per school)	G
40D53	Sponsor National Ocean Sci Bowl	(1 per school)	F
40D73	Sponsor National Science Society	(1 per school)	G
40B45	Sponsor National Travel	(1 per qualifying event)	B
40D92	Sponsor Peer Counselors	(1 per school)	H
40D48	Sponsor Robotics	(1 per school)	I
40D80	Sponsor School Spirit	(1 per school)	B
40D54	Sponsor Science Bowl	(1 per school)	F
40D49	Sponsor Science Olympiad	(2 per school)	K
40D50	Sponsor Senior Class	(2 per school)	D
40D51	Sponsor Sophomore Class	(2 per school)	C
40D63	Sponsor Spanish Club	(1 per school)	B
40D61	Sponsor Student Council Assistant	(1 per school)	G
40D58	Sponsor Student Council Head	(1 per school)	N
40D81	Sponsor Unified Activities	(1 per school)	G
40D52	Sponsor Yearbook	(1 per school)	K



**Poudre School District
Athletic Coaching Stipend Schedule (C)
2019-2020 School Year**

Step	Grade													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	273	541	787	981	1,196	1,558	1,956	2,309	2,698	3,080	3,450	3,821	4,218	3,936
2	290	568	890	1,018	1,268	1,638	2,034	2,453	2,835	3,223	3,640	4,012	4,463	
3	307	596	906	1,066	1,320	1,721	2,139	2,575	2,978	3,403	3,784	4,218	4,628	
4	325	626	950	1,108	1,350	1,822	2,220	2,664	3,135	3,541	3,965	4,399	4,861	
5	342	650	967	1,156	1,432	1,891	2,309	2,790	3,223	3,712	4,175	4,573	5,054	
6	364	679	996	1,213	1,477	1,956	2,425	2,925	3,368	3,821	4,309	4,779	5,261	
7	384	706	1,038	1,259	1,529	2,025	2,517	3,035	3,522	3,976	4,490	4,973	5,469	
8	399	735	1,058	1,316	1,611	2,100	2,634	3,143	3,640	4,175	4,682	5,198	5,666	
9	418	759	1,125	1,351	1,638	2,182	2,698	3,223	3,768	4,300	4,835	5,359	5,882	
10	435	787	1,151	1,398	1,712	2,252	2,797	3,361	3,907	4,474	5,017	5,541	6,075	

Middle School Extra Duty - Athletics

Job Code	Position	Grade	Job Code	Position	Grade
40AKD	Coach Basketball Head Boys	G	40AUH	Coach Unified Sports Basketball Head	E
40AKF	Coach Basketball Head Girls	G	40AWP	Coach Wrestling Assistant	E
40AFN	Coach Football Assistant	E	40AWD	Coach Wrestling Head	F
40AFD	Coach Football Head	G	40B72	Coach Golf Boys	F
40ASF	Coach Softball Head	F	40B82	Coach Golf Girls	F
40ASN	Coach Softball Assistant	E	40B74	Coach Tennis Head	F
40ATP	Coach Track Assistant Coed	E	40B75	Coach Tennis Assistant	E
40ATE	Coach Track Head Coed	G	40ACH	Coach Cross Country Head	F
40AVD	Coach Volleyball Head	G	40ACA	Coach Cross Country Assistant	E
40AUA	Coach Unified Sports Basketball Assistant	D			

Senior High Extra Duty - Athletics

Job Code	Position	Grade	Job Code	Position	Grade
40CBB	Coach Baseball Assistant	H	40CCR	Coach Soccer Assistant Boys	H
40CBG	Coach Baseball Head	J	40CCT	Coach Soccer Assistant Girls	H
40CKR	Coach Basketball Assistant Boys	J	40CCG	Coach Soccer Head Boys	J
40CKT	Coach Basketball Assistant Girls	J	40CCJ	Coach Soccer Head Girls	J
40CKG	Coach Basketball Head Boys	M	40CST	Coach Softball Assistant	G
40CKJ	Coach Basketball Head Girls	M	40CSJ	Coach Softball Head	I
40D42	Coach Cheerleader Head	J	40CRH	Coach Strength	G
40D43	Coach Cheerleader Assistant	F	40CDR	Coach Swimming Assistant Boys	H
40CXS	Coach Cross Country Assistant Coed	G	40CDT	Coach Swimming Assistant Girls	H
40CXH	Coach Cross Country Head Coed	H	40CDG	Coach Swimming Head Boys	J
40CDK	Coach Diving Assistant District	H	40CDJ	Coach Swimming Head Girls	J
40CDH	Coach Diving Head District	J	40CNR	Coach Tennis Assistant Boys	G
40CHL	Coach Field Hockey Assistant District	H	40CNT	Coach Tennis Assistant Girls	G
40CHB	Coach Field Hockey Head District	J	40CNG	Coach Tennis Head Boys	H
40CIH	Coach Ice Hockey Head District	J	40CNJ	Coach Tennis Head Girls	H
40CIA	Coach Ice Hockey Assistant District	H	40CTS	Coach Track Assistant Coed	I
40CFR	Coach Football Assistant	J	40CTH	Coach Track Head Coed	K
40CFG	Coach Football Head	M	40CBB	Coach Unified Sports Basketball Assistant	F
40CJG	Coach Golf Head Boys	H	40CUB	Coach Unified Sports Basketball Head	G
40CJJ	Coach Golf Head Girls	H	40CCC	Coach Unified Sports Cheerleader Assistant	F
40CJN	Coach Golf Assistant Boys	C	40CUC	Coach Unified Sports Cheerleader Head	G
40CJQ	Coach Golf Assistant Girls	C	40CFF	Coach Unified Sports Flag Football Assistant	F
40CGT	Coach Gymnastics Assistant	H	40CUF	Coach Unified Sports Flag Football Head	G
40CGJ	Coach Gymnastics Head	J	40CSS	Coach Unified Sports Soccer Assistant	F
40CLS	Coach Lacrosse Assistant District Boys	H	40CUS	Coach Unified Sports Soccer Head	G
40CLJ	Coach Lacrosse Assistant District Girls	H	40CVT	Coach Volleyball Assistant	H
40CLH	Coach Lacrosse Head District Boys	J	40CVJ	Coach Volleyball Head	K
40CLG	Coach Lacrosse Head District Girls	J	40CWR	Coach Wrestling Assistant	H
40CNS	Coach Nordic Ski Head District	K	40CWW	Coach Wrestling Head	K
40CNQ	Coach Nordic Ski Assistant District	I			

*Refer to page 2 for staffing ratios

**Athletic Coach Staffing Ratios
2017-2018 School Year**

Approved May 2016

HIGH SCHOOL LEVEL	SPORT	PROGRAM TYPE	TIER	RATIO	BASELINE LEVELS	BASELINE STAFFING		TRIGGER #	TRIGGER MARKS	SPORT SPECIFIC CONSIDERATIONS	
						HEAD	ASST				
HIGH SCHOOL LEVEL	Baseball	School-based	1	12:1	(3) - C,J,V, VAR	1	3	+6	54, 66, 78	None	
	Basketball (B/G)	School-based	2	14:1	(4) - D,C,J,V, VAR	1	3	+7	63, 77	None	
	Cheerleading	School-based	1	12:1	(2) - J,V and VAR	1	1	+6	N/A	Schools that compete in CHSAA state meet requiring stunting or tumbling are allotted 1 additional assistant coach. Cheerleading has two seasons.	
	Cross Country (Coed)	School-based	3	16:1	(1) - VAR	1	3	+8	72, 88, 104	None	
	Field Hockey	District-wide	1	12:1	(1) - VAR	1	1	+6	30, 42, 54	None	
	Football	School-based	1	12:1	(3) - C,J,V, VAR	1	8	+6	114, 126, 138, 150	Positional area requirement.	
	Golf (B/G)	School-based	3	16:1	(2) - J,V and VAR	1	1	+8	N/A	Roster is capped due to course limitations.	
	Gymnastics	School-based	1	12:1	(1) - VAR	1	1	+6	30, 42	Two schools currently offer gymnastics (FCHS and RMHS).	
	Ice Hockey	District-wide, P2P	1	12:1	(2) - J,V and VAR	1	3	+8	N/A	Roster is capped due to CHSAA by-laws.	
	Lacrosse (B/G)	District-wide	2	14:1	(3) - C,J,V, VAR	1	8	+7	133, 145	Schools are allotted 3 coaches per level as a baseline. If program only has two levels, baseline would be 1 Head and 5 Assistants.	
	Soccer (B/G)	School-based	2	14:1	(4) - D,C,J,V, VAR	1	3	+7	63, 77	None	
	Softball	School-based	1	12:1	(3) - C,J,V, VAR	1	3	+6	54, 66, 78	None	
	Strength	School-based	N/A	N/A	1 perschool	1	0	N/A	N/A	Each high school is allotted one strength coach in each of four seasons (Fall, Winter, Spring and Summer).	
	MIDDLE SCHOOL LEVEL	Swimming and Diving (B/G)	School-based	1	12:1	(2) - J,V and VAR	1	1	+6	42, 54, 66, 78	PSD employs 2 Head Diving Coaches that serve 2 schools each in addition to the Head Swimming Coach for each program.
Tennis (B/G)		School-based	3	16:1	(2) - J,V and VAR	1	1	+8	40, 56, 72	None	
Track and Field (Coed)		School-based	3	16:1	(2) - J,V and VAR	1	6	+8	120, 136, 148	Event area requirement.	
Unified Program		School-based	N/A	N/A	Varsity	1	1	N/A	N/A	Per school, per sport.	
Volleyball		School-based	2	14:1	(3) - C,J,V, VAR	1	3	+7	63, 77	None	
Wrestling		School-based	1	12:1	(2) - J,V and VAR	1	2	+6	42, 54, 66	None	
Basketball (B/G)		School-based	7th-8th	2	16:1	7th and 8th - JV and VAR	1	0	N/A	N/A	Cut sport below ratio. 1 Head Coach per grade level.
Cross Country (Coed)		School-based	6th-8th	2	16:1	Varsity	1	1	+8	40, 56, 72	Practice conditions require higher tier.
Football		School-based	7th-8th	1	14:1	7th and 8th - JV and VAR	2	4	+7	77, 91	*Positional area requirement per grade level.
Golf (B/G)		School-based	6th-8th	3	18:1	Varsity	1	0	+9	N/A	Cut sport below ratio. 1 Head Coach per gender.
Softball	School-based	7th-8th	1	14:1	JV and Varsity	1	2	+7	49, 63	None	
Tennis (B/G)	School-based	7th-8th	4	25:1	JV and Varsity	1	1	+12	37, 62, 89	None	
Track and Field (Coed)	School-based	6th-8th	4	25:1	Varsity	1	4	+12	131, 156, 181, 206	None	
Unified Program	School-based	6th-8th	N/A	N/A	Varsity	1	1	N/A	N/A	Per school, per sport.	
Volleyball	School-based	7th-8th	2	16:1	7th and 8th - JV and VAR	1	0	N/A	N/A	Cut sport below ratio. 1 Head coach per grade level.	
Wrestling	School-based	7th-8th	1	14:1	JV and Varsity	1	1	+7	35, 49, 63, 77	None	
Criteria to Add a Coach											
Met trigger for specific sport											
Adding a level beyond baseline levels for sport											
AD must obtain approval from District Athletic Office, Human Resources and Assistant Superintendent of Secondary Schools (submit to DAD in writing).											
Unique circumstances (i.e. practice or compete at different venues, etc.)											
AD must obtain approval from District Athletic Office, Human Resources and Assistant Superintendent of Secondary Schools (submit to DAD in writing).											
*Schools may assign assistant coaches at grade levels where numbers require additional supervision in the sport of MS Football.											

Process
Contact HR to begin hiring process.



**Poudre School District
Special Pay Schedule (S)
2019-2020 School Year**

Licensed (educator license required)

Grade	Job Code	Position	Pay Rate	
T1/01	20113	Licensed Instructor Hourly	\$26.00/hour	
	20212	Homebound Instructor	\$26.00/hour	
	90060	Assessment Team	\$26.00/hour	
T2/01	20117	Licensed Hourly Non Instruction	\$19.00/hour	
			Full Day (8 hours)	Half Day (4 hours or less)
T4/01	20400	Substitute Teacher	\$115.00/day	\$57.50/day
		Substitute Teacher PERA Retiree	\$125.00/day	\$62.50/day
		Substitute Teacher Extended Day (15 days or more)	\$155.00/day	\$77.50/day
		Livermore Elementary Substitute Teacher	\$142.00	\$85.00
		Red Feather Elementary Substitute Teacher	\$176.00	\$119.00
		Stove Prairie Elementary Substitute Teacher	\$139.00	\$82.00
		*add \$44.00/day additional to Extended Subs at Mtn Schools		
Hard to Fill Long Term Sub (as determined by HR)		\$250.00/day		
		In House Substitute	\$19.50/hour	

Classified Substitute

Grade	Job Code	Position	Pay Rate
C2/01	60700	Substitute Child Nutrition Team Member I	\$13.00/hour
C3/01	60702	Substitute Child Nutrition Team Member II	\$13.88/hour
C4/01	51401	Substitute Non Instructional Paraprofessional	\$12.00/hour
C4/02	51401	Substitute Instructional Paraprofessional	\$13.00/hour
C4/03	51401	Substitute Special Education Paraprofessional I	\$14.33/hour
C4/04	51401	Substitute Special Education Paraprofessional II	\$15.36/hour

After Hours

Grade	Job Code	Position	Minimum	Maximum
AH05	41508	Paraprofessional Instructional After Hours Program	\$13.00	\$18.20
AH15	41802	Tutor After Hours Program	\$16.09	\$22.53
AH15	40702	Odyssey of the Mind Coordinator	\$16.09	\$22.53
AH15	40701	Site Facilitator After Hours Program	\$16.09	\$22.53
T1/01	20113	Licensed After Hours Coordinator	\$26.00	\$26.00

Other/Miscellaneous

Grade	Job Code	Position	Pay Rate
M1/01	40301	Childcare Provider	\$12.00/hour
M1/01	63235	Concessions Worker French Field	\$12.00/hour
M1/01	63232	Energy Assistant	\$12.00/hour
M3/01	41705	Grader	\$14.00/hour
M7/01	38231	Video Assistant Hourly	\$22.00/hour
M7/01	63210	Athletic Field Manager	\$22.00/hour
M7/01	63233	Concessions Manager French Field	\$22.00/hour
M8/01	77760	Music Coach	\$25.00/hour
M9/01	77768	Theater Technician	\$31.00/hour



**Poudre School District
Special Pay Schedule (S)
2019-2020 School Year**

Other/Miscellaneous (continued)

Grade	Job Code	Position	Minimum	Maximum
M13	35805	Hourly Interpretation/Translation	\$21.61/hour	\$30.25/hour
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$12.00/hour	\$30.00/hour
M12	99991	Temporary Licensed Assignment	\$30.00/hour	\$50.00/hour

Summer School

Licensed (educator license required)

Grade	Job Code	Position	Pay Rate
T1/01	20105	Teacher Summer School	\$26.00/hour
T1/01	20205	Teacher Summer School Special Education	\$26.00/hour
T1/01	21803	Intervention Specialist Summer School	\$26.00/hour
T1/01	23401	Occupational Therapist Summer School	\$26.00/hour
T1/01	23501	Physical Therapist Summer School	\$26.00/hour
T1/01	23801	Speech Language Therapist Summer School	\$26.00/hour
T1/01	23602	Psychologist Summer School	\$26.00/hour
T1/01	21108	Counselor Intern Summer School	\$26.00/hour
T1/01	21107	Counselor Head Summer School	\$26.00/hour
T3/01	23301	Nurse Summer School	\$40.00/hour
T5/01	20106	Teacher Summer School High School	\$2,200/session (max of 2 sessions per year)

Classified

Grade	Job Code	Position	Minimum	Maximum
SU05	41504	Instructional Paraprofessional Summer School	\$13.00	\$18.20
SU06	41410	Paraprofessional Bus Attendant Summer School	\$13.67	\$19.14
SU07	41610	Special Education Paraprofessional I Summer School	\$14.33	\$20.07
SU07	41408	Student Monitor Summer School	\$14.33	\$20.07
SU07	41138	Link Library Worker Summer School	\$14.33	\$20.07
SU08	41617	Special Education Paraprofessional II Summer School	\$15.36	\$21.50
SU09	41801	Tutor Summer School	\$16.09	\$22.53
SU10	506H5	School Secretary Summer School	\$15.98	\$22.38
SU13	60210	Bus Driver Summer School	\$18.67	\$26.14
SU14	41131	Media Tech Center Site Manager Summer School	\$18.67	\$26.14
SU15	50907	School Office Manager Summer School	\$18.84	\$26.38
SU30	41002	Sign Language Interpreter Tutor Summer School	\$21.37	\$29.92

Administrative

Grade	Job Code	Position	Pay Rate/Min	Maximum
SU45	90032	In House Summer School Elementary Principal	\$3,500.00/session	
SU45	90033	Extended School Year Coordinator	\$3,500.00/session	
SU45	90039	STEM Coordinator	\$3,500.00/session	
SU50	21105	Summer School Music Coordinator	\$1,500.00/session	
SU55	90034	Principal Intern Summer School Elementary	\$2,000.00/session	\$2,500.00/session
			<i>with/o admin lic</i>	<i>with admin lic</i>
SU60	90031	STEM Assistant	\$2,500.00/session	



**Poudre School District
Special Pay Schedule (S)
2019-2020 School Year**

<u>Seasonal Workers</u>				
Grade	Job Code	Position	Pay Rate	First Summer Returning Rate
S1/01	63226	Seasonal Worker (open)	\$12.00/hour	
S1/01	63221	Seasonal Custodial Worker	\$12.50/hour	
S1/01	63224	Seasonal Maintenance Worker		
S1/01	63223	Seasonal Outdoor Services Worker I (3 month)		
S1/01	51406	Seasonal Media Worker (Textbooks)		
S1/01	51407	Seasonal Records Worker		
S1/01	51410	Seasonal Office Worker		
Grade	Job Code	Position	Minimum	Maximum
S6/MN	63228	Seasonal Child Nutrition Worker	\$12.50	\$17.50
S9/MN	63225	Seasonal Custodial Crew Leader	\$14.50	\$20.30
S9/MN	61914	Seasonal Outdoor Services Worker II (6 month)	\$14.50	\$20.30
S9/MN	61703	Seasonal Transportation Worker/Mechanic Helper	\$14.50	\$20.30
S10/MN	63229	Seasonal Child Nutrition Kitchen Manager	\$15.41	\$21.57

<u>Student Workers</u>				
Grade	Job Code	Position	Pay Rate	
P1/01	63405	PaCE Student Worker	\$12.00/hour	
	43415	Student Worker General	\$12.00/hour	
P2/01	62302	Theater Technician - Student Worker	\$13.00/hour	

<u>Stipends</u>				
Summer Coaches			Minimum	Maximum
SC1/MN	77795	Summer Coach Head	\$312	\$1,248
		Stipend is calculated based on daily rate of \$39.00/day*		
SC2/MN	77796	Summer Coach Assistant	\$228	\$912
		Stipend is calculated based on daily rate of \$28.50/day*		
		*refer to Summer Coach Guidelines		
Licensed (educator license required)			Minimum	Maximum
L1/01	77769	Secondary MTSS Lead Stipend	\$600	\$600
L2/01	77786	Technology Learning Lead Stipend	\$700	\$700
L3/01	77739	Secondary Lead Dean Stipend	\$850	\$850
L4/01	21104	District Guidance Coordinator Stipend	\$1,000	\$1,000
L4/01	77738	Integrated Services Tutor Coordinator (1 stipend/session)	\$1,000	\$1,000
L5/01	88814	Licensed Career Incentive/Longevity Plan	\$1,500	\$3,000
L6/01	77737	Secondary School Dean Stipend	\$5,000	\$5,000
Administrative			Minimum	Maximum
A1/01	77724	Administrative Assistant Elementary Stipend	\$500	\$500
A2/01	77740	Administrative Doctorate Stipend	\$600	\$600
A3/01	88811	Administrative Career Incentive/Longevity Plan	\$1,000	\$8,000
Miscellaneous			Minimum	Maximum
M40/01	77775	PHS 9th Grade Success Mentor	\$1,200	\$1,200
M50/01	88805	Athletic Game Worker (payroll use only)	\$0	\$0
M50/01	88808	Leave of Absence Unpaid (payroll use only)	\$0	\$0
M60/01	77706	On Call 24/7 Pay Stipend	\$2,500	\$2,500
M70/01	77777	In District Mileage Allowance	\$1,000	\$8,000



**Poudre School District
Special Pay Schedule (S)
2019-2020 School Year**

Classified Recognition Pay

Recognition payments for non-exempt classified employees are in addition to regular compensation requirements as defined under the Fair Labor Standards Act. Employees may not receive more than one recognition per category per year. All classified employees who have performed the tasks associated with a particular category shall receive the amount indicated. These amounts are not discretionary; if individuals are performing these tasks, the amount must be paid.

Category	Amount
Special Program Support (Summer School, STEM, etc.)	\$200
Graduation Weekend Work/Support	\$300
Office Manager Mentor	\$500
Classified Professional Growth Allowance*	\$400

*CPG paperwork must be submitted and approved by ACE Office to be paid

One-Time Pay Rates

Hourly One-Time Pay Rates

Curriculum Development Writing Team	\$19.00/hour
Staff Development Class Attendance Licensed (not taken for credit)	\$19.00/hour
Staff Development Instructor Licensed & Classified*	\$40.00/hour
*if two teachers team teach	\$30.00/hour
*if training is provided during regular working hours	\$17.00/hour

*non-exempt classified employees will receive one and one half times regular hourly rate of pay or \$40, which ever is greater

*must be an approved Professional Development course

Per Student One-Time Pay Rates

IB Extended Essay & IB Personal Projects	\$100/student
IB Community Activity Service Supervision	\$50/student

Semester One-Time Pay Rates

GT Site Coordinator (Elementary)	\$250/semester
GT Site Coordinator (Secondary)	\$400/semester
CTE High School Lead Teacher	\$700/semester
CLD Endorsement Program	\$1,000/semester
Calendar Committee Facilitation	\$1,000/semester
PASE President	\$6,250/semester

Extended Pay for High School Coaches (for playoff/state competition)*

Head Coach	\$150/week
Assitant Coach	\$100/week

*refer to guidelines attached

Annual One-Time Pay Rates

Employee Wellness Team Leader Tier 1	\$150.00/year
Employee Wellness Team Leader Tier 2	\$225.00/year
Employee Wellness Team Leader Tier 3	\$325.00/year
READ Lead Teacher	\$300/year
Licensed Guide	\$500/year
Licensed Mentor	\$1,000/year
Administrative Mentor	\$1,000/year
National Board of Professional Teaching Standards Certification	\$1,500/year
BCA & STEM Academy Summer Internship	\$1,500/year
National Board Certification Renewal	\$500/renewal
PASE Chair	\$3,250/year
PASE Representative	\$1,900/year
PASE President	\$12,500/year

Refer to pages 5-7 for Athletic Game Worker Pay Rates

Positions on the S or Special Salary Schedule are varied hour assignments and therefore do not count towards benefit eligibility.

effective 08/01/2019