



**Poudre School District  
Licensed/ Teacher Salary Schedule (T)  
2023-2024 School Year**

POUDRE SCHOOL DISTRICT

*Amounts are based on the standard licensed calendar of 188 days; assignments less than 188 days per year will be prorated. Steps do not equal years of experience due to salary freezes, schedule compressions, etc.*

STEP 22-23 School Year	LANE/Pay Grade							
	Bachelors	Bachelors +18	Bachelors +36	Masters	Masters +18	Masters +36	Masters + 54 / EDS	PhD
1	52,000	53,400	54,800	56,200	58,500	60,090	61,725	64,000
2	54,112	55,574	57,035	58,497	60,898	62,558	64,265	66,640
3	54,814	56,296	57,777	59,260	61,695	63,378	65,108	67,517
4	55,525	57,028	58,530	60,034	62,503	64,209	65,963	68,406
5	56,246	57,770	59,293	60,818	63,322	65,051	66,831	69,308
6	56,978	58,523	60,067	61,613	64,153	65,906	67,711	70,223
7	57,719	59,286	60,852	62,420	64,996	66,773	68,603	71,150
8	58,901	60,502	62,103	63,705	65,850	67,652	69,507	72,090
9	60,109	61,746	63,381	65,019	67,210	68,543	70,423	73,043
10	62,469	63,940	65,637	67,337	68,601	69,963	71,354	74,010
11	62,469	66,218	67,978	69,744	71,055	71,505	72,835	74,990
12	62,469	68,918	70,697	72,538	73,603	74,053	74,503	76,552
13	62,469	71,736	73,592	75,450	76,561	77,011	77,461	78,148
14	62,469	71,736	76,612	78,551	79,645	80,095	80,545	80,966
15	62,469	71,736	77,150	81,786	82,928	83,378	83,828	83,890
16	62,469	71,736	77,691	82,362	86,354	86,804	87,254	87,285
17	62,469	71,736	77,691	82,941	86,964	89,942	90,392	90,842
18	62,469	71,736	77,691	83,526	87,577	90,578	93,685	94,592
19	62,469	71,736	77,691	84,114	88,195	91,219	94,349	98,524
20	62,469	71,736	77,691	84,114	88,819	91,864	95,017	99,223
21	62,469	71,736	77,691	84,114	89,446	92,514	95,690	99,928
22	62,469	71,736	77,691	84,114	90,079	93,169	96,369	100,638
23	62,469	71,736	77,691	84,114	90,079	93,829	97,053	101,353
24	62,469	71,736	77,691	84,114	90,079	94,494	97,742	102,073
25	62,469	71,736	77,691	84,114	90,079	95,163	98,435	102,799
26	62,469	71,736	77,691	84,114	90,079	95,163	99,133	103,530
27	62,469	71,736	77,691	84,114	90,079	95,163	99,837	104,266
28	62,469	71,736	77,691	84,114	90,079	95,163	100,546	105,008

- Educators new to PSD with 0-1 year of completed experience placed on Step 1, 2 years completed on Step 2, etc
- Educators new to PSD placed at the lane for highest completed degree (additional credits awarded per Employee Agreement) and awarded up to 11 years of verified experience credit. High-need areas will be awarded up to 16 years. High-need areas include:
  - o All Special Education/Integrated Services positions (teachers, coaches, PTs, OTs, SLPs, Psychologists) and Nurses
  - o Bilingual licensed employees when required by position and World Language teachers
  - o Secondary math teachers with 7-12 math endorsement and Technology/Industrial Arts teachers
- Newly hired special services professionals (SSPs) placed at MA+18 if position requires the completion of an approved specialist-level program and degree included 60+ graduate-level semester hours from a regionally accredited institution
- Retired PSD educators placed at 14 years of experience (step 14) unless SVEI was received in 2010 or 2011 and be subject to the new education lane requirements on the current salary schedule
- Educators rehired to PSD after break in service will be considered as new hires when determining salary placement

**Poudre School District Licensed Position Listing 2023-2024 School Year**

<b>School/Site Job Codes</b>	
<b>Job Code</b>	<b>Position Description</b>
21505	ACE COORDINATOR
21100	COUNSELOR
21150	COUNSELOR BULLY PREVENTION PROGRAM
21125	CTE SPECIALIST
21300	DEAN SECONDARY SCHOOL
21815	EDUCATIONAL TECHNOLOGY COORDINATOR
20120	GIFTED & TALENTED SITE COORDINATOR
21805	INSTRUCTIONAL COACH
21011	INSTRUCTOR JROTC
21010	INSTRUCTOR SENIOR ARMY JROTC
20109	INTERVENTIONIST
20602	INTERVENTIONIST TITLE I
21600	MEDIA SPECIALIST
21812	MTSS COORDINATOR
23300	NURSE
23302	NURSE - MEDICALLY COMPLEX
23400	OCCUPATIONAL THERAPIST
23500	PHYSICAL THERAPIST
21276	PROG SPEC COMMUNITY CONNECTION
21279	PROG SPEC COOPER HOME
21272	PROG SPEC PROJECT SEARCH
21259	PROGRAM COORDINATOR IB
20104	PSD OPTIONS PROGRAM TEACHER
23600	PSYCHOLOGIST
22002	SOCIAL EMOTIONAL LEARNING COACH
23700	SOCIAL WORKER
23800	SPEECH LANGUAGE SPECIALIST
20206	TEACHER DEAF AND HARD OF HEARING
20103	TEACHER EARLY CHILDHOOD
20203	TEACHER EARLY CHILDHOOD INTEGR SVCS
20101	TEACHER ELEMENTARY
20201	TEACHER ELEMENTARY INTEGRATED SVCS
20108	TEACHER ELD
20608	TEACHER ELD TITLE I
20130	TEACHER LEAD FUTURES LAB
21802	TEACHER ON SPECIAL ASSIGNMENT
20102	TEACHER SECONDARY
20107	TEACHER SECONDARY FUTURES LAB
20202	TEACHER SECONDARY INTEGRATED SVCS
20600	TEACHER TITLE I
20207	TEACHER VISION IMPAIRED
20125	WORK-BASED LEARNING COORDINATOR

<b>District Job Codes</b>	
<b>Job Code</b>	<b>Position Description</b>
22004	BEHAVIOR INTERVENTION COACH
22001	BEHAVIORAL SPECIALIST
23705	BEHAVIORAL THREAT ASSMNT & RESP PLAN COACH
22401	BOARD CERTIFIED BEHAVIOR ANALYST
33528	CAREER ADVOCATE
33000	CHILD FIND COORDINATOR
21120	COUNSELOR LEAD
21243	CTE ENGAGEMENT COORDINATOR
21130	CTE SPECIALIST/COUNSELOR FUTURES LAB
21531	EARLY CHILDHOOD DISABILITIES SPECIALIST
21808	EARLY CHILDHOOD ELD INSTRUC COACH
21122	EARLY CHILDHOOD MENTAL HEALTH SPECIALIST
38240	ENRICH SUPPORT TOSA
21508	ENRICH IEP SUPPORT TOSA
21245	FUTURE READY COORDINATOR TOSA
21223	GIFTED & TALENTED IDENTIFICATION SPECIALIST
23701	HOMELESS EDUCATION PROG SPECIALIST
21501	INSTRUCTIONAL PROGRAM CONSULTANT
38245	INSTRUCTIONAL SYSTEMS SUPPORT COORD
21511	INTEGRATED SERVICES COACH
33608	INTEGRATED SERVICES PARENT FAMILY COMMUN SPEC
21602	MEDIA FACILITATOR
21141	MENTAL HEALTH & TRAUMA EDUCATION SPECIALIST
21117	MENTAL HEALTH SVC PROVIDER CSU GRANT FELLOW
21106	MENTAL HEALTH SPECIALIST
21119	MENTAL HEALTH TEAM LEAD TOSA
21817	MENTORING & RETENTION COACH
22003	MTSS SOCIAL EMOTIONAL BEHAVIOR (SEB) COACH
23410	OCCUPATIONAL THERAPIST LEAD
24201	ORIENTATION & MOBILITY SPECIALIST
21801	PEA PRESIDENT
21263	PROGRAM SPECIALIST ELD
23610	PSYCHOLOGIST LEAD
23710	SOCIAL WORKER LEAD
23810	SPEECH LANGUAGE SPECIALIST LEAD
37101	SWAAC COORDINATOR
21206	TEACHING & LEARNING FACILITATOR
20220	TRANSITION PATHWAY SPECIALIST TOSA
33539	504 COMPLIANCE SPECIALIST TOSA
<b>Job Code</b>	<b>Intern Position</b>
23601	PSYCHOLOGIST INTERN

<b>Extended Contract (.5%/day)</b>			
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

<b>Travel Time</b>	
99990	TEACHER TRAVELING TIME

<b>Stipend</b>	
99989	INTEGRATED SERVICES STIPEND (LICENSED)