



**Poudre School District
Administrator and Professional Salary Schedule
2020-2021 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 Middle School/High School	A	10512	107,295	148,067	230
	Principal High School	A	10504	107,295	148,067	230
G	Director of Finance/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	10320	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	230
	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	10420	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
	Principal Assistant Middle/High School	A	10609	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	33595	83,925	115,817	260
	Assistant Director of Integrated Services	A	33595	81,370	112,292	223
	Assistant Director of Language, Culture & Equity	A	33587	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
	Benefits Manager	P	32901	81,482	112,445	260



**Poudre School District
Administrator and Professional Salary Schedule
2020-2021 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
	Career & Tech Education Coordinator	A	33601	81,482	112,445	260
	COVID-19 Coordinator	P	33522	81,482	112,445	230
	Equity, Diversity, Inclusion (EDI) Coordinator	P	21262	73,688	101,689	208
	Health Services Coordinator	A	33575	73,688	101,689	208
	Language, Culture & Equity Coordinator	P	21235	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
O	Planning Manager	P	35750	79,106	109,166	260
P	Accounting Manager	P	32015	76,798	105,981	260
	Contract Manager	P	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	COVID-19 Communications Specialist	P	35311	65,466	90,343	208
	Early Childhood Operations Manager	P	33580	70,187	96,858	223
	Gifted & Talented Coordinator	P	21232	65,466	90,343	208
S	Custodial & Delivery Services Manager	P	35715	70,272	96,975	260
	District Wellness Manager	P	33590	70,272	96,975	260
	Human Resources Manager	P	34408	70,272	96,975	260
	Talent Acquisition & Retention Manager	P	34409	70,272	96,975	260



**Poudre School District
Athletic Coaching Stipend Schedule (C)
2020-2021 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	4,636
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
40CBR	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
40CDA	Coach Dance Team Head	J	40CDJ	Coach Swimming Head Girls	J
40CBA	Coach Dance Team Assistant	F	40CNR	Coach Tennis Assistant Boys	G
40CDK	Coach Diving Assistant District	H	40CNT	Coach Tennis Assistant Girls	G
40CDH	Coach Diving Head District	J	40CNG	Coach Tennis Head Boys	H
40CHL	Coach Field Hockey Assistant District	H	40CNJ	Coach Tennis Head Girls	H
40CHB	Coach Field Hockey Head District	J	40CTS	Coach Track Assistant Coed	I
40CIH	Coach Ice Hockey Head District	J	40CTH	Coach Track Head Coed	K
40CIA	Coach Ice Hockey Assistant District	H	40CBB	Coach Unified Sports Basketball Assistant	F
40CFR	Coach Football Assistant	J	40CUB	Coach Unified Sports Basketball Head	G
40CFG	Coach Football Head	M	40CCC	Coach Unified Sports Cheerleader Assistant	F
40CJG	Coach Golf Head Boys	H	40CUC	Coach Unified Sports Cheerleader Head	G
40CJJ	Coach Golf Head Girls	H	40CFF	Coach Unified Sports Flag Football Assistant	F
40CJN	Coach Golf Assistant Boys	C	40CUF	Coach Unified Sports Flag Football Head	G
40CJQ	Coach Golf Assistant Girls	C	40CSS	Coach Unified Sports Soccer Assistant	F
40CGT	Coach Gymnastics Assistant	H	40CUS	Coach Unified Sports Soccer Head	G
40CGJ	Coach Gymnastics Head	J	40CVT	Coach Volleyball Assistant	H
40CLS	Coach Lacrosse Assistant District Boys	H	40CVJ	Coach Volleyball Head	K
40CLJ	Coach Lacrosse Assistant District Girls	H	40CWR	Coach Wrestling Assistant Boys	H
40CLH	Coach Lacrosse Head District Boys	J	40CWG	Coach Wrestling Head Boys	K
40CLG	Coach Lacrosse Head District Girls	J	40CWA	Coach Wrestling Assistant Girls	H
40CNS	Coach Nordic Ski Head District	K	40CWH	Coach Wrestling Head Girls	K
40CNQ	Coach Nordic Ski Assistant District	I			

*Refer to page 2 for staffing ratios



**Poudre School District
Extra Duty Stipend Schedule (E)
2020-2021 School Year**

Step	Grade														
	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)
2020-2021 School Year**

Step	Grade														
	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
40D82	Sponsor Diversity Leadership	(1 per school)	G
40D87	Sponsor Environmental Club	(1 per school)	E
40D85	Sponsor Esports	(1 per school, per season: Fall, Spring)	F
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
Classified Hourly Salary Schedule (H)
2020-2021 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	19.31	27.03
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	CN45H	19.31	27.03
38230	CHILD NUTRITION TECHNICIAN	CN50H	20.30	28.42
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				
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
60845	CUSTODIAN HEAD JSSC COMPLEX	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
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
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
38202	DATA COMMUNICATIONS TECHNICIAN I	IT50H	26.36	36.90



Poudre School District
Classified Hourly Salary Schedule (H)
2020-2021 School Year

Job Code	Job Description	Grade	Min	Max
	MAINTENANCE (continued)			
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
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
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	MT45H	28.02	39.23
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	19.25	26.95
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 ADVOCATE	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



Poudre School District
Classified Hourly Salary Schedule (H)
2020-2021 School Year

Job Code	Job Description	Grade	Min	Max
	SUPPORT SERVICES ADMINISTRATIVE (continued)			
32411	EARLY CHILDHOOD QUALITY DATA TECHNICIAN	SS65H	26.42	36.99
	TRANSPORTATION			
41405	PARAPROFESSIONAL BUS ATTENDANT	TP12H	14.00	19.60
63002	NON CDL DRIVER	TP15H	16.30	22.82
60200	BUS OPERATOR	TP20H	19.15	26.81
60205	BUS OPERATOR LEAD	TP30H	20.00	28.00
60202	BUS OPERATOR TRAINER	TP45H	21.18	29.65
50401	DISPATCHER	TP45H	21.18	29.65
50615	FLEET LOGISTICS SPECIALIST	TP45H	21.18	29.65
50405	ACTIVITIES SCHEDULER	TP45H	21.18	29.65
50402	ROUTE PLANNER	TP45H	21.18	29.65
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



**Poudre School District
Special Pay Schedule (S)
2020-2021 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	\$12.88/hour
C4/02	51401	Substitute Instructional Paraprofessional	\$14.00/hour
C4/03	51401	Substitute Special Education Paraprofessional I	\$15.25/hour
C4/04	51401	Substitute Special Education Paraprofessional II	\$16.30/hour

After Hours

Grade	Job Code	Position	Minimum	Maximum
AH05	41508	Paraprofessional Instructional After Hours Program	\$14.00	\$19.60
AH15	41802	Tutor After Hours Program	\$16.30	\$22.82
AH15	40702	Odyssey of the Mind Coordinator	\$16.30	\$22.82
AH15	40701	Site Facilitator	\$16.30	\$22.82
T1/01	20113	Licensed After Hours Coordinator	\$26.00	\$26.00

Other/Miscellaneous

Grade	Job Code	Position	Pay Rate	
M1/01	40301	Childcare Provider	\$12.32/hour	
M1/01	63235	Concessions Worker French Field	\$12.32/hour	
M1/01	63232	Energy Assistant	\$12.32/hour	
M3/01	41705	Grader	\$14.00/hour	
M4/01	77775	PHS 9th Grade Success Mentor	\$15.00/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	
M14	41825	Remote Learning Site Team Member	\$17.82/hour	\$24.95/hour
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	\$12.32/hour	\$30.00/hour
M12	99991	Temporary Licensed Assignment	\$30.00/hour	\$50.00/hour



**Poudre School District
Special Pay Schedule (S)
2020-2021 School Year**

Student Workers

Grade	Job Code	Position	Pay Rate
P1/01	43415	Student Worker	\$12.32/hour
P2/01	62302	Student Worker - Theater Technician	\$13.00/hour

Stipends

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
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
A2/01	77740	Administrative Doctorate Stipend	\$600	\$600
A3/01	88811	Administrative Career Incentive/Longevity Plan	\$1,000	\$8,000
Miscellaneous			Minimum	Maximum
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

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



Poudre School District

Licensed/Teacher Salary Schedule (T)

2020-2021 School Year

Step	Bach	Bach +18	Bach +36	MA	MA +18	MA +36	MA +54/EDS	PHD
1	44,000	45,400	46,800	48,200	50,500	51,900	53,500	55,500
2	44,858	46,285	47,713	49,140	51,485	52,912	54,543	56,582
3	45,733	47,188	48,643	50,098	52,489	53,944	55,607	57,685
4	46,625	48,108	49,592	51,075	53,513	54,996	56,691	58,810
5	47,534	49,046	50,559	52,071	54,557	56,068	57,796	59,957
6	48,461	50,002	51,545	53,086	55,621	57,161	58,923	61,126
7	50,084	51,677	53,272	54,864	56,706	58,276	60,072	62,318
8	51,762	53,408	55,057	56,702	58,606	59,412	61,243	63,533
9	53,832	55,544	57,259	58,970	60,569	61,402	62,437	64,772
10	55,985	57,766	59,549	61,329	62,992	63,459	64,529	66,035
11	55,985	59,788	61,782	63,629	65,512	65,997	66,691	68,247
12	55,985	61,881	63,944	66,015	67,969	68,637	69,359	70,533
13	55,985	62,277	66,182	68,326	70,518	71,211	72,133	73,354
14	55,985	62,277	66,606	70,717	72,986	73,881	74,838	76,288
15	55,985	62,277	67,032	71,170	75,541	76,467	77,644	79,149
16	55,985	62,277	67,461	71,625	76,024	79,143	80,362	82,117
17	55,985	62,277	67,461	72,083	76,511	79,650	83,175	84,991
18	55,985	62,277	67,461	72,544	77,001	80,160	83,707	87,966
19	55,985	62,277	67,461	73,008	77,494	80,673	84,243	88,529
20	55,985	62,277	67,461	73,008	77,990	81,189	84,782	89,096
21	55,985	62,277	67,461	73,008	78,489	81,709	85,325	89,666
22	55,985	62,277	67,461	73,008	78,991	82,232	85,871	90,240
23	55,985	62,277	67,461	73,008	78,991	82,758	86,421	90,818
24	55,985	62,277	67,461	73,008	78,991	83,288	86,974	91,399
25	55,985	62,277	67,461	73,008	78,991	83,821	87,531	91,984
26	55,985	62,277	67,461	73,008	78,991	83,821	88,091	92,573
27	55,985	62,277	67,461	73,008	78,991	83,821	88,655	93,165
28	55,985	62,277	67,461	73,008	78,991	83,821	89,222	93,761

- Amounts are listed based on the standard licensed calendar of 186 days, assignments less than 186 days per year will be prorated.
- Educators 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 hard-to-fill (or high needs) areas.
- Newly hired special services professionals (SSPs) will be placed at an MA+18 if the position for which they are assigned requires the completion of an approved specialist-level program from a regionally accredited institution with a minimum of 60 graduate-level semester hours.
- Retired PSD educators will be placed at 14 years of experience and be subject to the new education lane requirements on the current salary schedule unless SVEI was received in 2010 or 2011.
- Educators who have left PSD and are rehired after a break in service will be treated as new hires when determining step and lane placement.
- Refer to the Memorandum of Understanding dated June 8, 2020 for information regarding the implementation of the 2020-2021 Licensed Salary Schedule.



Poudre School District
Classified Exempt Salary Schedule (Y)
2020-2021 School Year

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

Job Code	Job Description	Grade	Min	Max
FINANCE				
32435	BUSINESS ANALYST	FN75Y	54,904	76,865
32002	ACCOUNTANT	FN75Y	54,904	76,865
51002	SENIOR PROCUREMENT AGENT	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
35706	DISTRICT OUTDOOR SERVICES MANAGER	OP40Y	63,360	88,702
35711	CONSTRUCTION PROJECT MANAGER I	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
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
34407	HUMAN RESOURCES GENERALIST	SS35Y	52,990	74,184
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	SS35Y	52,990	74,184
33900	RISK MANAGEMENT SPECIALIST	SS35Y	52,990	74,184
35303	COMMUNICATIONS & SOCIAL MEDIA 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