



**Poudre School District  
Administrator and Professional Salary Schedule  
2022-2023 School Year**

Grade	Position	Type	Job Code	Min	Max	Days	
A	no positions			138,785	191,523	260	
B	Assistant Superintendent of Schools	A	10201	132,175	182,402	260	
	Chief Equity & Academic Officer	A	10215	132,175	182,402	260	
	Chief Finance Officer	A	10231	132,175	182,402	260	
	Chief Human Resources Officer	A	10217	132,175	182,402	260	
	Chief Information Officer	A	10225	132,175	182,402	260	
	Chief Institutional Effectiveness Officer	A	10219	132,175	182,402	260	
	Chief Operations Officer	A	10233	132,175	182,402	260	
	Chief of Staff	A	32475	132,175	182,402	260	
	Chief Technology Officer	A	10221	132,175	182,402	260	
	General Counsel	A	34104	132,175	182,402	260	
	C	no positions	A		127,091	175,386	260
	D	Executive Director of Integrated Services	A	10214	122,204	168,642	260
E	Director of Finance/Controller	A	10311	117,500	162,150	260	
F	Director of Facility & Construction Services	A	10335	112,978	155,910	260	
	Director of Integrated Services	A	10404	112,978	155,910	260	
	Director of Teaching & Learning	A	10432	112,978	155,910	260	
	Principal Middle School/High School	A	10512	112,978	155,910	230	
	Principal High School	A	10504	112,978	155,910	230	
G	no positions	A		108,632	149,912	260	
H	Director of Human Resources	A	10313	104,451	144,142	260	
	Director of IT Infrastructure & Technical Services	A	10325	104,451	144,142	260	
	Director of IT Software Development & Support	A	10321	104,451	144,142	260	
	Director of IT Technical Supp Svcs & User Security	A	10328	104,451	144,142	260	
	Director of Records & Risk Management	A	33901	104,451	144,142	260	
	Director of Special Projects & Initiatives	A	32460	104,451	144,142	260	
	Director of Talent Acquisition & Retention	A	10318	104,451	144,142	260	
	Principal Alternative High School	A	10505	101,271	139,754	223	
	Principal Alternative & Secondary Summer School	A	10505	101,271	139,754	223	
	Principal K-12	A	10510	101,271	139,754	223	
	Principal Middle School	A	10502	101,271	139,754	223	
	I	Director of Early Childhood	A	10407	100,434	138,599	260
Principal Elementary		A	10501	95,194	131,367	218	
J	Director of Athletics & Activities	A	10320	96,569	133,265	260	
	Director of Budget	A	10312	96,569	133,265	260	
	Director of Career & Innovation	A	10413	96,569	133,265	260	
	Director of Child Nutrition	A	10303	96,569	133,265	260	
	Director of Curriculum	A	10401	96,569	133,265	260	
	Director of Language, Culture & Equity	A	10418	96,569	133,265	260	
	Director of Safety & Security Services	A	10340	96,569	133,265	260	
	Director of Student Services	A	10408	96,569	133,265	260	
	Director of Transportation	A	10307	96,569	133,265	260	
	Principal Assistant High School	A	10604	89,432	123,414	213	
	Principal Assistant Middle/High School	A	10609	89,432	123,414	213	
	K	Employee Assistance Services Manager	A	33401	93,756	129,383	260
IT Enterprise Architect		P	38019	93,756	129,383	260	



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Grade	Position	Type	Job Code	Min	Max	Days	
L	Principal Assistant K-12	A	10606	84,297	116,328	213	
	Principal Assistant Middle School	A	10603	84,297	116,328	213	
	Principal Assistant Poudre Community Academy	A	10612	84,297	116,328	213	
M	Assessment & School Support Coordinator	A	32430	88,371	121,952	260	
	Assistant Controller	A	10315	88,371	121,952	260	
	Assistant Director of Human Resources	A	10314	88,371	121,952	260	
	Assistant Director of Integrated Services	A	33595	88,371	121,952	260	
	Assistant Director of Integrated Services	A	33605	88,371	121,952	260	
	Assistant Director of Early Childhood Learning	A	10425	85,681	118,241	223	
	Benefits Manager	P	32901	88,371	121,952	260	
	Early Childhood Site Director	A	10426	79,918	110,288	208	
	Health Services Coordinator	A	33575	88,371	121,952	230	
	Medicaid Coordinator	P	37010	88,371	121,952	260	
	Mental Health & Prevention Coordinator	A	33570	88,371	121,952	230	
	Principal Assistant Elementary	A	10607	79,918	110,288	208	
	N	Architect	P	32502	85,798	118,401	260
		Behavior Intervention & Prevention Coordinator	P	21535	85,798	118,401	230
		Career & Technical Education Coordinator	P	33604	81,321	112,224	218
Community & Business Development Coordinator		P	33568	85,798	118,401	260	
Counselor Coordinator		P	33577	85,798	118,401	230	
COVID-19 Coordinator		P	33522	85,798	118,401	230	
Facility Services Manager		P	35745	85,798	118,401	260	
Family, School & Community Partnership Coordinator		P	33582	77,590	107,076	208	
Mentoring & Educator Effectiveness Coordinator		P	34410	81,321	112,224	218	
Partnerships & Grants Administration Manager		P	33547	85,798	118,401	260	
Poudre School District Foundation Executive Director		P	35154	85,798	118,401	260	
Project AWARE Coordinator		P	33571	81,321	112,224	218	
Student Safety Coordinator		P	33584	85,798	118,401	230	
O		no positions			83,297	114,950	260
P		Accounting Manager	P	32015	80,866	111,595	260
	Contract Manager	P	35725	80,866	111,595	260	
	Emergency Preparedness Manager	P	33586	80,866	111,595	260	
	Payroll Manager	P	33543	80,866	111,595	260	
	Security Manager	P	35730	80,866	111,595	260	
Q	Assessment & Analytics Coordinator	P	32432	78,511	108,345	260	
	Concurrent Enrollment Coordinator	P	33606	74,415	102,692	218	
	Diversity, Equity, & Inclusion Coordinator	P	33563	78,511	108,345	230	
	EAS Counselor/Consultant	P	33540	78,511	108,345	260	
	Educational Audiologist	P	23105	64,857	89,503	190	
	Gifted & Talented Coordinator	P	21232	71,001	97,983	208	
	LGBTQIA+ Coordinator	P	33561	78,511	108,345	230	
R	Early Childhood Operations Manager	P	33580	73,904	101,988	223	
S	Custodial & Delivery Services Manager	P	35715	73,995	102,113	260	
	District Wellness Manager	P	33590	73,995	102,113	260	
	Talent Acquisition & Retention Manager	P	34409	73,995	102,113	260	



**Poudre School District**  
**Classified Hourly Salary Schedule (H)**  
**2022-2023 School Year**

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>CHILD NUTRITION SERVICES</b>				
60725	CHILD NUTRITION TEAM MEMBER	CN10H	16.10	22.54
60735	CHILD NUTRITION TEAM RELIEF	CN15H	18.75	26.25
60740	CHILD NUTRITION MANAGER ELEMENTARY	CN15H	18.75	26.25
60737	CHILD NUTRITION MANAGER SPECIAL PROGRAMS	CN15H	18.75	26.25
60750	CHILD NUTRITION MANAGER SECONDARY/SPLIT CAMPUS	CN20H	19.82	27.74
61620	CHILD NUTRITION WAREHOUSE WORKER/DRIVER	CN20H	19.82	27.74
50125	CHILD NUTRITION SUPPLY COORDINATOR	CN45H	21.35	29.89
60780	CHILD NUTRITION TEAM TRAINER & SUPPORT	CN45H	21.35	29.89
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	CN45H	21.35	29.89
38230	CHILD NUTRITION TECHNICIAN	CN50H	23.47	32.86
33101	NUTRITION COORDINATOR	CN60H	25.00	35.00
<b>CUSTODIAL</b>				
60800	CUSTODIAN	CS05H	16.10	22.54
60811	CUSTODIAN NIGHT ELEMENTARY/SMALL SCHOOL	CS10H	17.00	23.80
60821	CUSTODIAN NIGHT LEAD MIDDLE SCHOOL	CS15H	18.00	25.20
60831	CUSTODIAN HEAD ELEMENTARY/SMALL SCHOOL	CS20H	19.00	26.60
60832	CUSTODIAN HEAD RELIEF	CS20H	19.00	26.60
60835	CUSTODIAN LEAD RELIEF NIGHT	CS20H	19.00	26.60
60834	CUSTODIAN NIGHT LEAD SENIOR HIGH	CS25H	20.19	28.27
60840	CUSTODIAN HEAD MIDDLE SCHOOL	CS25H	20.19	28.27
60851	CUSTODIAN HEAD SENIOR HIGH	CS30H	21.65	30.31
60855	CUSTODIAL EQUIPMENT TECH/FLOORING PROJECT COORD	CS40H	22.77	31.87
60865	CUSTODIAL NIGHT TRAINER/SUPERVISOR	CS50H	26.16	36.62
<b>FINANCE</b>				
50103	BOOKKEEPER INTEGRATED SERVICES	FN10H	20.00	28.00
50102	FINANCE TECHNICIAN I	FN10H	20.00	28.00
50105	PAYROLL TECHNICIAN I	FN12H	20.83	29.17
50117	FINANCE TECHNICIAN II	FN15H	21.98	30.77
50110	PAYROLL TECHNICIAN II	FN20H	23.00	32.20
50113	PAYROLL SPECIALIST	FN25H	25.00	35.00
<b>INFORMATION TECHNOLOGY</b>				
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	25.65	35.91
38208	DISTRICT SUPPORT TECHNICIAN I	IT45H	25.65	35.91
38213	IT ELECTRONICS TECHNICIAN	IT45H	25.65	35.91
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	25.65	35.91
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	29.79	41.71
38237	DISTRICT SUPPORT TECHNICIAN II	IT55H	29.79	41.71
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	29.79	41.71
<b>INSTRUCTIONAL SUPPORT</b>				
41403	CROSSING GUARD	PT05H	15.00	21.00
41701	PARAPROFESSIONAL NON INSTRUCTIONAL	PT05H	15.00	21.00
41503	PARAPROFESSIONAL EARLY CHILDHOOD	PT07H	16.50	23.10
41509	PARAPROFESSIONAL INSTRUCTIONAL K-12	PT07H	16.50	23.10
41901	PARAPROFESSIONAL TITLE I	PT07H	16.50	23.10
41540	PARAPROFESSIONAL MUSIC	PT10H	17.25	24.15
41606	PARAPROFESSIONAL INTEGRATED SERVICES I	PT10H	17.25	24.15



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<b>INSTRUCTIONAL SUPPORT (continued)</b>				
41640	PARAPROFESSIONAL INTEGRATED SERVICES I - SBB	PT10H	17.25	24.15
41407	STUDENT MONITOR	PT10H	17.25	24.15
41402	CAMPUS MONITOR	PT15H	18.00	25.20
41570	PARAPROFESSIONAL 504	PT15H	18.00	25.20
41603	PARAPROFESSIONAL EARLY CHILDHOOD INTEGRATED SERVICES	PT15H	18.00	25.20
41625	PARAPROFESSIONAL INTEGRATED SERVICES II	PT15H	18.00	25.20
41645	PARAPROFESSIONAL INTEGRATED SERVICES II - SBB	PT15H	18.00	25.20
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	18.00	25.20
41413	PARAPROFESSIONAL BEHAVIOR SUPPORT	PT15H	18.00	25.20
41800	TUTOR	PT15H	18.00	25.20
41811	IN-BUILDING FLOATING SUPPORT	PT20H	19.25	26.95
41690	IN-BUILDING FLOATING SUPPORT INTEGRATED SERVICES	PT20H	19.25	26.95
40201	CAREER CENTER COORDINATOR	PT20H	19.25	26.95
40705	COORDINATOR ENRICHMENT	PT20H	19.25	26.95
41635	REGISTERED BEHAVIORAL TECHNICIAN	PT20H	19.25	26.95
41420	STUDENT SAFETY SPECIALIST	PT20H	19.25	26.95
42401	AUDIOLOGY ASSISTANT	PT25H	21.83	30.56
41660	VISION AND ACCESSIBILITY ASSISTANT	PT25H	21.83	30.56
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT30H	25.92	36.28
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT30H	25.92	36.28
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT30H	25.92	36.28
<b>MAINTENANCE</b>				
63001	UTILITY DRIVER	MT18H	19.82	27.74
61615	DELIVERY SERVICES WORKER	MT18H	19.82	27.74
61625	WAREHOUSE & DELIVERY SERVICES LEAD WORKER	MT20H	21.35	29.89
62404	PAINTING TECHNICIAN I	MT20H	21.35	29.89
62605	PLUMBER APPRENTICE	MT20H	21.35	29.89
62205	LOCKSMITH TECHNICIAN	MT20H	21.35	29.89
62001	HVAC TECHNICIAN	MT25H	22.61	31.65
62402	PAINTING TECHNICIAN II	MT25H	22.61	31.65
60302	CARPENTER JOURNEYMAN	MT30H	23.85	33.39
62200	LOCKSMITH JOURNEYMAN	MT30H	23.85	33.39
60301	CARPENTER MASTER	MT35H	27.75	38.85
61102	ELECTRICIAN JOURNEYMAN	MT35H	27.75	38.85
62003	HVAC TECHNICIAN JOURNEYMAN	MT35H	27.75	38.85
61201	DISTRICT THEATER TECHNICIAN	MT35H	27.75	38.85
36401	CAD/GIS SPECIALIST	MT37H	28.75	40.25
62602	PLUMBER JOURNEYMAN	MT37H	28.75	40.25
62007	CONTROLS SPECIALIST	MT40H	31.06	43.48
61101	ELECTRICIAN MASTER	MT40H	31.06	43.48
62004	HVAC TECHNICIAN MASTER	MT40H	31.06	43.48
62603	PLUMBER MASTER	MT40H	31.06	43.48
62005	CONTROLS SPECIALIST HEAD	MT45H	32.23	45.12
61103	ELECTRICIAN DEPARTMENT HEAD	MT45H	32.23	45.12
62002	HVAC DEPARTMENT HEAD	MT45H	32.23	45.12
62601	PLUMBER DEPARTMENT HEAD	MT45H	32.23	45.12
60315	STRUCTURAL DEPARTMENT HEAD	MT45H	32.23	45.12



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**2022-2023 School Year**

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>OUTDOOR SERVICES</b>				
61913	OUTDOOR SERVICES TECHNICIAN	OS15H	20.71	28.99
61910	OUTDOOR SERVICES MECHANIC	OS20H	21.65	30.31
61303	OUTDOOR SERVICES LEAD MECHANIC	OS25H	24.96	34.94
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	24.96	34.94
61325	IRRIGATION & LANDSCAPE SPECIALIST	OS27H	25.86	36.20
<b>PROGRAM SPECIALIST</b>				
40709	AFTER HOURS PROGRAM SITE FACILITATOR	PS12H	18.75	26.25
51512	EARLY CHILDHOOD HEALTH RECORDS TECHNICIAN	PS12H	18.75	26.25
40527	EARLY CHILDHOOD DENTAL PROGRAM LIAISON	PS15H	20.12	28.17
40521	EARLY CHILDHOOD ENROLLMENT TECHNICIAN	PS15H	20.12	28.17
40504	EARLY CHILDHOOD FAMILY MENTOR	PS15H	20.12	28.17
40520	LCE FAMILY LIAISON	PS15H	20.12	28.17
40536	GRADUATION ADVOCATE	PS15H	20.12	28.17
40202	CONCURRENT ENROLLMENT SPECIALIST	PS15H	20.12	28.17
40530	PROGRAM SPECIALIST TRUANCY/ATTENDANCE	PS15H	20.12	28.17
40526	EARLY CHILDHOOD FAMILY SPECIALIST	PS25H	21.90	30.66
40550	LCE DIGITAL EQUITY LIAISON	PS25H	21.90	30.66
40535	LCE MCKINNEY-VENTO FAMILY ADVOCATE	PS25H	21.90	30.66
33516	PROGRAM SPECIALIST SART	PS25H	21.90	30.66
42303	SWAP SPECIALIST	PS25H	21.90	30.66
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS30H	23.14	32.40
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS30H	23.14	32.40
40548	LCE FAMILY, SCHOOL, COMMUNITY PARTNERSHIP ADVOCATE	PS30H	23.14	32.40
40537	LCE MCKINNEY-VENTO DISTRICT FAMILY ADVOCATE	PS30H	23.14	32.40
42305	SWAP ENHANCED SERVICES PROVIDER	PS30H	23.14	32.40
<b>SCHOOL CLERICAL</b>				
40900	HEALTH TECHNICIAN	SC12H	16.50	23.10
506H8	SCHOOL OFFICE ASSISTANT	SC12H	16.50	23.10
506H7	SCHOOL SECRETARY	SC15H	18.75	26.25
506L7	ATHLETICS SECRETARY	SC25H	20.00	28.00
51601	REGISTRAR	SC25H	20.00	28.00
50123	SCHOOL BOOKKEEPER	SC25H	20.00	28.00
50910	SCHOOL OFFICE MANAGER	SC30H	21.35	29.89
<b>SCHOOL MEDIA &amp; INSTRUCTIONAL TECHNOLOGY</b>				
41114	COMPUTER LAB TECHNICIAN	SM15H	16.50	23.10
41139	MEDIA TECH ASSISTANT I	SM15H	16.50	23.10
41142	MEDIA TECH ASSISTANT II	SM20H	17.80	24.92
41169	MEDIA TECH CENTER SITE MANAGER	SM25H	20.93	29.30
41149	TECHNOLOGY SITE ASSISTANT	SM27H	22.10	30.94
38205	TECHNOLOGY SYSTEMS SITE MANAGER I	SM30H	25.65	35.91
38206	TECHNOLOGY SYSTEMS SITE MANAGER II	SM50H	29.79	41.71



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<b>SECURITY</b>				
63601	CAMPUS SECURITY OFFICER	SY20H	20.00	28.00
63602	CAMPUS SECURITY OFFICER LEAD	SY25H	21.25	29.75
506S2	SECURITY ACCESS COORDINATOR	SY25H	21.25	29.75
62307	SECURITY TECHNICIAN	SY30H	25.65	35.91
<b>SUPPORT SERVICES ADMINISTRATIVE</b>				
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS25H	16.50	23.10
40905	COVID SUPPORT TECHNICIAN	SS25H	16.50	23.10
38218	DISTRICT MEDIA SYSTEMS TECHNICIAN	SS30H	17.32	24.25
50501	RECORDS MANAGEMENT TECHNICIAN I	SS30H	17.32	24.25
506B6	SCIENCE RESOURCE TECHNICIAN	SS30H	17.32	24.25
506D2	DEPARTMENT SECRETARY	SS35H	18.75	26.25
50603	DEPARTMENT TECHNICIAN I	SS35H	18.75	26.25
50502	RECORDS MANAGEMENT TECHNICIAN II	SS35H	18.75	26.25
51502	SPECIAL EDUCATION/IS RECORDS TECHNICIAN	SS35H	18.75	26.25
50203	SUBSTITUTE COORDINATOR	SS40H	21.35	29.89
506B7	TEXTBOOK PROGRAM MANAGER	SS40H	21.35	29.89
38214	DISTRICT MEDIA SERVICES MANAGER	SS40H	21.35	29.89
506R5	OPERATIONS SUPPORT SPECIALIST	SS40H	21.35	29.89
50601	OFFICE MANAGER SUPPORT SERVICES	SS40H	21.35	29.89
50605	DEPARTMENT TECHNICIAN II	SS45H	23.47	32.86
35801	DISTRICT TRANSLATOR	SS45H	23.47	32.86
35802	LCE IEP INTERPRETER/TRANSLATOR	SS45H	23.47	32.86
506R4	LEAD OPERATIONS SUPPORT SPECIALIST	SS45H	23.47	32.86
50690	MEDICAID PROGRAM ASSISTANT	SS45H	23.47	32.86
506Q2	ADMINISTRATIVE ASSISTANT	SS55H	25.00	35.00
50685	ATHLETIC MARKETING SPECIALIST	SS55H	25.00	35.00
32905	BENEFITS SPECIALIST	SS55H	25.00	35.00
50610	EMPLOYEE ASSISTANCE SERVICES (EAS) SPECIALIST	SS55H	25.00	35.00
34105	PARALEGAL	SS55H	25.00	35.00
<b>TRANSPORTATION</b>				
41405	PARAPROFESSIONAL BUS ATTENDANT	TP12H	16.10	22.54
63002	NON CDL DRIVER	TP15H	18.00	25.20
60200	BUS OPERATOR	TP20H	21.20	29.68
60205	BUS OPERATOR LEAD	TP45H	22.79	31.91
60202	BUS OPERATOR TRAINER	TP45H	22.79	31.91
50401	DISPATCHER	TP45H	22.79	31.91
50615	FLEET LOGISTICS SPECIALIST	TP45H	22.79	31.91
50405	ACTIVITIES SCHEDULER	TP45H	22.79	31.91
50402	ROUTE PLANNER	TP45H	22.79	31.91
62901	VEHICLE TECHNICIAN I	TP47H	24.57	34.39
50404	ROUTE PLANNER LEAD	TP47H	24.57	34.39
62902	VEHICLE TECHNICIAN II	TP50H	26.46	37.04
62903	VEHICLE TECHNICIAN LEAD	TP55H	27.59	38.63



**Poudre School District**  
**Classified Exempt Salary Schedule (Y)**  
**2022-2023 School Year**

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

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>FINANCE</b>				
32435	BUSINESS ANALYST	FN75Y	62,914	88,078
32002	ACCOUNTANT	FN75Y	62,914	88,078
51006	SOURCING SPECIALIST	FN75Y	62,914	88,078
32010	SENIOR ACCOUNTANT	FN77Y	65,898	92,256
34210	FINANCIAL ASSISTANCE & SUPPORT SUPERVISOR	FN80Y	68,572	96,000
51011	PROJECT MANAGEMENT & SOURCING SUPERVISOR	FN80Y	68,572	96,000
<b>INFORMATION TECHNOLOGY</b>				
38107	IT TRAINER	IT80Y	61,863	86,606
38247	IT ASSET MANAGER	IT83Y	63,318	88,644
38011	IT DATA ANALYST I	IT83Y	63,318	88,644
38220	DATA COMMUNICATIONS SPECIALIST	IT85Y	68,223	95,511
38015	IT DATA ANALYST II	IT85Y	68,223	95,511
38274	DISTRICT SUPPORT TECHNICIAN MANAGER	IT87Y	70,956	99,337
38276	TECHNICAL SUPPORT SPECIALIST MANAGER	IT87Y	70,956	99,337
38108	IT PROJECT COORDINATOR	IT90Y	74,943	104,918
38014	BUSINESS SYSTEMS ADMINISTRATOR	IT90Y	74,943	104,918
38002	DATABASE ADMINISTRATOR I	IT90Y	74,943	104,918
38001	NETWORK ENGINEER I	IT90Y	74,943	104,918
38101	SOFTWARE ENGINEER I	IT90Y	74,943	104,918
38007	SYSTEMS ADMINISTRATOR I	IT90Y	74,943	104,918
38025	APPLICATIONS SUPPORT & DATA MANAGER	IT95Y	84,521	118,327
32405	BUSINESS SYSTEMS ANALYST	IT95Y	84,521	118,327
38013	DATABASE ADMINISTRATOR II	IT95Y	84,521	118,327
38008	NETWORK ENGINEER II	IT95Y	84,521	118,327
38103	SOFTWARE ENGINEER II	IT95Y	84,521	118,327
38005	SYSTEMS ADMINISTRATOR II	IT95Y	84,521	118,327
<b>OPERATIONS</b>				
35703	CHILD NUTRITION SERVICES SUPERVISOR	OP25Y	64,912	90,875
61301	CUSTODIAL AREA SUPERVISOR	OP25Y	64,912	90,875
61307	OUTDOOR SERVICES SUPERVISOR	OP25Y	64,912	90,875
61311	TRANSPORTATION SUPERVISOR	OP25Y	64,912	90,875
62103	CONSTRUCTION PROJECT COORDINATOR	OP40Y	69,164	96,828
33301	ENERGY & SUSTAINABILITY MANAGER	OP40Y	69,164	96,828
33302	ENVIRONMENTAL SAFETY COORDINATOR	OP40Y	69,164	96,828
35706	DISTRICT OUTDOOR SERVICES MANAGER	OP40Y	69,164	96,828
62910	VEHICLE MAINTENANCE MANAGER	OP55Y	74,997	104,994
61320	TRANSPORTATION OPERATIONS MANAGER	OP55Y	74,997	104,994
35710	CONSTRUCTION PROJECT MANAGER	OP70Y	79,830	111,760



**Poudre School District**  
**Classified Exempt Salary Schedule (Y)**  
**2022-2023 School Year**

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

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>SUPPORT SERVICES</b>				
50906	ACE PRESIDENT	SS10Y	*see explanation below	
34407	HUMAN RESOURCES GENERALIST	SS35Y	58,070	81,297
34215	HUMAN RESOURCES SUPPORT SERVICES SUPERVISOR	SS35Y	58,070	81,297
32006	INTEGRATED SERVICES ANALYST	SS35Y	58,070	81,297
33900	RISK MANAGEMENT SPECIALIST	SS35Y	58,070	81,297
34412	TALENT ACQUISITION & RETENTION SPECIALIST	SS35Y	58,070	81,297
38217	VIDEO PRODUCTION SPECIALIST	SS35Y	58,070	81,297
35303	COMMUNICATIONS & SOCIAL MEDIA SPECIALIST	SS40Y	60,378	84,528
40511	EARLY CHILDHOOD ENROLLMENT COORDINATOR	SS40Y	60,378	84,528
40525	EC FAMILY & COMMUNITY ENGAGEMENT COORDINATOR	SS40Y	60,378	84,528
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	SS40Y	60,378	84,528
34411	RECRUITER	SS40Y	60,378	84,528
35402	SWAP COORDINATOR	SS40Y	60,378	84,528
35315	COMMUNICATIONS WEBSITE DESIGNER	SS50Y	62,747	87,845
35308	COMMUNICATIONS WEBSITE MANAGER	SS50Y	62,747	87,845
33524	EXTENDED LEARNING OPPORTUNITY COORDINATOR	SS50Y	62,747	87,845
33705	GRANT WRITER	SS50Y	62,747	87,845
33708	GRANT SPECIALIST	SS50Y	62,747	87,845
32420	RECORDS MANAGER	SS50Y	62,747	87,845
32201	EXECUTIVE ADMIN ASST TO THE SUPERINTENDENT	SS50Y	62,747	87,845
35305	COMMUNICATIONS COORDINATOR	SS80Y	68,711	96,193
38216	VIDEO PRODUCTION MANAGER	SS80Y	68,711	96,193

\*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
Licensed/ Teacher Salary Schedule (T)
2022-2023 School Year

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.

Table with 9 columns: STEP (22-23 School Year), Bachelors, Bachelors +18, Bachelors +36, Masters, Masters +18, Masters +36, Masters + 54 / EDS, PhD. Rows 1-28 showing salary values for each step and degree level.

- 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 10 years of verified experience credit. High-need areas will be awarded up to 15 years.
[\*For 2023-24, highest lane placement will be 11 years/16 years for high-need.] 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 considered new hires when determining salary placement

**Poudre School District Licensed Position Listing 2022-2023 School Year**

<b>School/Site Job Codes</b>	
<b>Job Code</b>	<b>Position Description</b>
21505	ACE COORDINATOR
21520	BLENDED LEARNING COORDINATOR
21100	COUNSELOR
21150	COUNSELOR BULLY PREVENTION PROGRAM
21125	CTE SPECIALIST
21300	DEAN SECONDARY SCHOOL
21815	EDUCATIONAL TECHNOLOGY COORDINATOR
20120	GIFTED & TALENTED SITE COORDINATOR
21515	GRADUATION COACH
21805	INSTRUCTIONAL COACH
20851	INSTRUCTOR JROTC
20850	INSTRUCTOR SENIOR ARMY JROTC
20109	INTERVENTIONIST
20602	INTERVENTIONIST TITLE I
21600	MEDIA SPECIALIST
21812	MTSS COORDINATOR
23300	NURSE
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
21270	TRANSITION PATHWAY SPECIALIST TOSA
20125	WORK-BASED LEARNING COORDINATOR

<b>District Job Codes</b>	
<b>Job Code</b>	<b>Position Description</b>
21509	AUTISM COACH
22001	BEHAVIORAL SPECIALIST
23705	BEHAVIORAL THREAT TOSA
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
21285	FAMILY ENGAGEMENT PROGRAM SPECIALIST
21223	GIFTED & TALENTED IDENTIFICATION SPECIALIST
23701	HOMELESS EDUCATION PROG SPECIALIST
21501	INSTRUCTIONAL PROGRAM CONSULTANT
38245	INSTRUCTIONAL SYSTEMS SUPPORT COORD
21511	INTEGRATED SERVICES COACH
33608	INTEG SVCS PARENT FAMILY COMMUNITY SPECIALIST
21602	MEDIA FACILITATOR
21140	MENTAL HEALTH ED & CONNECTION SPECIALIST
21106	MENTAL HEALTH SPECIALIST
21817	MENTORING & RETENTION COACH
23310	NURSE COVID SUPPORT
23410	OCCUPATIONAL THERAPIST LEAD
24201	ORIENTATION & MOBILITY SPECIALIST
21801	PEA PRESIDENT
34708	PROFESSIONAL LEARNING COORDINATOR
21263	PROGRAM SPECIALIST ELD
21513	PROGRAM SPECIALIST EQUITABLE INSTRUCTION
23610	PSYCHOLOGIST LEAD
23710	SOCIAL WORKER LEAD
23810	SPEECH LANGUAGE SPECIALIST LEAD
33536	STAFF RESILIENCY COORDINATOR
33585	STUDENT SAFETY COORDINATOR
37101	SWAAAC COORDINATOR
21206	TEACHING & LEARNING FACILITATOR
21225	YOUTH APPRENTICESHIP TOSA

<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



**Poudre School District  
Athletic Coaching Stipend Schedule (C)  
2022-2023 School Year**

**Grade**

Step	A	B	C	D	E	F	G	H	I	J
1	826	1,030	1,256	1,636	2,054	2,424	2,833	3,234	3,623	4,429
2	935	1,069	1,331	1,720	2,136	2,576	2,977	3,384	3,822	4,686
3	951	1,119	1,386	1,807	2,246	2,704	3,127	3,573	3,973	4,859
4	998	1,163	1,418	1,913	2,331	2,797	3,292	3,718	4,163	5,104
5	1,015	1,214	1,504	1,986	2,424	2,930	3,384	3,898	4,384	5,307
6	1,046	1,274	1,551	2,054	2,546	3,071	3,536	4,012	4,524	5,524
7	1,090	1,322	1,605	2,126	2,643	3,187	3,698	4,175	4,715	5,742
8	1,111	1,382	1,692	2,205	2,766	3,300	3,822	4,384	4,916	5,949
9	1,181	1,419	1,720	2,291	2,833	3,384	3,956	4,515	5,077	6,176
10	1,209	1,468	1,798	2,365	2,937	3,529	4,102	4,698	5,268	6,379

**Middle School Athletics**

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

**Senior High Athletics**

Job Code	Position	Grade	Job Code	Position	Grade	
40CBR	Coach Baseball Assistant	G	40CCR	Coach Soccer Assistant Boys	F	
40CBG	Coach Baseball Head	I	40CCT	Coach Soccer Assistant Girls	F	
40CKR	Coach Basketball Assistant Boys	H	40CCG	Coach Soccer Head Boys	H	
40CKT	Coach Basketball Assistant Girls	H	40CCJ	Coach Soccer Head Girls	H	
40CKG	Coach Basketball Head Boys	J	40CST	Coach Softball Assistant	F	
40CKJ	Coach Basketball Head Girls	J	40CSJ	Coach Softball Head	H	
40D42	Coach Cheerleader Head	H	40CRH	Coach Strength	E	
40D43	Coach Cheerleader Assistant	D	40CDR	Coach Swimming Assistant Boys	F	
40CXS	Coach Cross Country Assistant Coed	E	40CDT	Coach Swimming Assistant Girls	F	
40CXH	Coach Cross Country Head Coed	F	40CDG	Coach Swimming Head Boys	H	
40CDA	Coach Dance Team Head	H	40CDJ	Coach Swimming Head Girls	H	
40CBA	Coach Dance Team Assistant	D	40CNR	Coach Tennis Assistant Boys	E	
40CDK	Coach Diving Assistant District	F	40CNT	Coach Tennis Assistant Girls	E	
40CDH	Coach Diving Head District	H	40CNG	Coach Tennis Head Boys	F	
40CHL	Coach Field Hockey Assistant District	F	40CNJ	Coach Tennis Head Girls	F	
40CHB	Coach Field Hockey Head District	H	40CTS	Coach Track Assistant Coed	G	
40CIH	Coach Ice Hockey Head District	H	40CTH	Coach Track Head Coed	I	
40CIA	Coach Ice Hockey Assistant District	F	40CBB	Coach Unified Sports Basketball Assistant	D	
40CFR	Coach Football Assistant	H	40CUB	Coach Unified Sports Basketball Head	E	
40CFG	Coach Football Head	J	40CCC	Coach Unified Sports Cheerleader Assistant	D	
40CJG	Coach Golf Head Boys	F	40CUC	Coach Unified Sports Cheerleader Head	E	
40CJJ	Coach Golf Head Girls	F	40CFF	Coach Unified Sports Flag Football Assistant	D	
40CJN	Coach Golf Assistant Boys	A	40CUF	Coach Unified Sports Flag Football Head	E	
40CJQ	Coach Golf Assistant Girls	A	40CSS	Coach Unified Sports Soccer Assistant	D	
40CGT	Coach Gymnastics Assistant	F	40CUS	Coach Unified Sports Soccer Head	E	
40CGJ	Coach Gymnastics Head	H	40CVA	Coach Volleyball Assistant Boys	F	
40CLS	Coach Lacrosse Assistant District Boys	F	40CVH	Coach Volleyball Head Boys	J	
40CLJ	Coach Lacrosse Assistant District Girls	F	40CVT	Coach Volleyball Assistant Girls	F	
40CLH	Coach Lacrosse Head District Boys	H	40CVJ	Coach Volleyball Head Girls	J	
40CLG	Coach Lacrosse Head District Girls	H	40CWR	Coach Wrestling Assistant Boys	F	
40CNS	Coach Nordic Ski Head District	I	40CWG	Coach Wrestling Head Boys	I	
40CNQ	Coach Nordic Ski Assistant District	G	40CWA	Coach Wrestling Assistant Girls	F	
Department of Human Resources			1	40CWH	Coach Wrestling Head Girls effective 08/01/2022	I



**Poudre School District  
Extra Duty Stipend Schedule (E)  
2022-2023 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
77784	Early Childhood Health Services Department Lead	(1 District Wide)	I
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 Stipends**

Job Code	Position	# of Stipends per Position	Grade
40B13	Advisor FCCLA	(1 per school)	G
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



**Poudre School District  
Extra Duty Stipend Schedule (E)  
2022-2023 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	

**Middle School Extra Duty - Sponsor Stipends**

Job Code	Position	# of Stipends per Position	Grade
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
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 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



**Poudre School District  
Extra Duty Stipend Schedule (E)  
2022-2023 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 Stipends (continued)**

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
40D21	Advisor Skills USA	(1 per school)	L
40D25	Advisor (SC)2 - Successful Career Students of CO	(1 per school)	G
40D27	Advisor TSA	(1 per school)	L

**Senior High Extra Duty - Sponsor Stipends**

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
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
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  
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**Licensed (educator license required)**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>	
T1/01	20113	Licensed Hourly	\$30.00/hour	
T9/01	20212	Homebound Instructor	\$30.00/hour	
T9/01	20170	High Dosage Tutor (licensed instructor)	\$30.00/hour	
			<b>Full Day (8 hours)</b>	<b>Half Day (4 hours or less)</b>
T4/01	20400	Substitute Teacher	\$135.00/day	\$67.50/day
		Substitute Teacher PERA Retiree	\$145.00/day	\$72.50/day
		Substitute Teacher Long Term (15 days or more)	\$175.00/day	\$87.50/day
		Licensed In-House Substitute	\$30.00/hour	
			<u>Mountain School</u>	<u>Maximum Mileage</u>
		<u>NOTE:</u> Substitutes that work in the Mountain Schools (Stove Prairie, Livermore and Red Feather) will be compensated for mileage. Maximum roundtrip mileage allowance applies.	Stove Prairie	35.2 miles
			Livermore	37.8 miles
			Red Feather	86.8 miles

**Classified Substitute**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>
C2/01	60700	Substitute Child Nutrition Team Member I	\$15.00/hour
C3/01	60702	Substitute Child Nutrition Team Member II	\$16.10/hour
C4/01	51401	Substitute Non Instructional Paraprofessional & Clerical	\$15.00/hour
C4/02	51401	Substitute Instructional Paraprofessional & Health Technician	\$16.50/hour
C4/03	51401	Substitute Integrated Services Para I	\$17.25/hour
C4/04	51401	Substitute Integrated Services Paras II, 504, Voc & ECIS	\$18.00/hour

**After Hours**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
AH05	41508	Paraprofessional Instructional After Hours Program	\$16.50	\$23.10
AH15	41802	Tutor After Hours Program	\$18.00	\$25.20
AH15	40702	Odyssey of the Mind Coordinator	\$18.00	\$25.20
AH15	40701	Site Facilitator	\$18.00	\$25.20

**Other/Miscellaneous**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>	
M1/01	40301	Childcare Provider	\$13.65/hour	
M1/01	63235	Concessions Worker French Field	\$13.65/hour	
M1/01	63232	Energy Assistant	\$13.65/hour	
M3/01	41705	Grader	\$14.00/hour	
M4/01	77775	PHS 9th Grade Success Mentor	\$15.00/hour	
M6/01	60203	Bus Operator Trainee	\$21.20/hour	
M7/01	38231	Video Assistant Hourly	\$22.00/hour	
M7/01	63210	Athletics Stadium/Event Manager	\$22.00/hour	
M8/01	77760	Music Coach	\$25.00/hour	
M9/01	77768	Theater Technician	\$31.00/hour	
M13	35805	Hourly Interpretation/Translation	\$23.47/hour	\$32.86/hour
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$13.65/hour	\$30.00/hour
M15	41650	Temporary Integrated Services Para II	\$18.00/hour	\$30.00/hour



**Poudre School District  
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**Summer School**

**2023 Summer School Rates:**

**Licensed (educator license required)**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>
T9/01	20105	Teacher Summer School	\$30.00/hour
T9/01	20119	Teacher Elementary Camp Sol	\$30.00/hour
T9/01	20205	Teacher Summer School Integrated Services (ESY)	\$30.00/hour
T9/01	21803	Intervention Specialist Summer School (ESY)	\$30.00/hour
T9/01	23401	Occupational Therapist Summer School	\$30.00/hour
T9/01	23501	Physical Therapist Summer School	\$30.00/hour
T9/01	23801	Speech Language Therapist Summer School	\$30.00/hour
T9/01	23602	Psychologist Summer School	\$30.00/hour
T9/01	23702	Social Worker Summer School	\$30.00/hour
T9/01	22402	Board Certified Behavior Analyst Summer School	\$30.00/hour
T3/01	23301	Nurse Summer School	\$45.00/hour
T7/01	20118	Genius Week Summer School Teacher	\$1,000/session
T6/01	20116	Teacher STEM Summer School	\$1,500/class
T5/01	20106	Teacher Summer School Secondary	\$2,400/session (max of 2 sessions per year)
T5/01	21113	Counselor Summer School	\$2,400/session
T8/01	20112	Teacher Summer Musical	\$3,400/summer

**Classified**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate/Minimum</b>	<b>Maximum</b>
SU05	41504	Instructional Paraprofessional Summer School	\$16.50	\$23.10
SU05	41410	Paraprofessional Bus Attendant Summer School	\$16.10	\$22.54
SU07	41610	Special Education Paraprofessional I Summer School	\$17.25	\$24.15
SU07	41138	Link Library Worker Summer School	\$17.25	\$24.15
SU09	41617	Special Education Paraprofessional II Summer School	\$18.00	\$25.20
SU10/01	41801	Tutor Camp Sol	\$20.00	n/a
SU11/01	50671	Site Facilitator Camp Sol	\$21.00	n/a
SU13	60210	Bus Driver Summer School	\$21.20	\$29.68

**Administrative**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>
SU35	90028	Camp Sol Coordinator/Summer School Coordinator	\$45.00/hour
SU45	90033	Extended School Year Coordinator	\$3,500.00/session
SU45	90040	Secondary Summer School Coordinator	\$3,500.00/session
SU45	90039	STEM Coordinator	\$3,500.00/session
SU50	21105	Summer School Music Coordinator	\$1,500.00/session

**Seasonal Workers**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>	
S1/01	63226	Seasonal Worker (open)	\$14.00/hour	First Summer
S1/01	63221	Seasonal Custodial Worker	\$14.50/hour	Returning Rate
S1/01	63224	Seasonal Maintenance Worker I (summer only)		
S1/01	63223	Seasonal Outdoor Services Worker I (3 month)		
S1/01	51406	Seasonal Media Worker (Textbooks)		

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
S6/MN	63228	Seasonal Child Nutrition Worker	\$15.00	\$21.00
S9/MN	61914	Seasonal Outdoor Services Worker II (6 month)	\$17.00	\$22.75
S9/MN	63227	Seasonal Maintenance Worker II (ongoing)	\$17.00	\$22.75
S9/MN	61703	Seasonal Transportation Worker/Mechanic Helper	\$17.00	\$22.75
S10/MN	63229	Seasonal Child Nutrition Kitchen Manager	\$18.75	\$26.25





**Poudre School District  
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**Student Workers**

<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
P4/MN	43415	Student Worker <small>(pay will be set at minimum of Student Worker's position)</small>	\$13.65/hour	\$30.00/hour
<b>Grade</b>	<b>Job Code</b>	<b>Position</b>	<b>Pay Rate</b>	
P1/01	60705	Student Worker - Child Nutrition	\$13.65/hour	
P1/01	60805	Student Worker - Custodial	\$13.65/hour	
P1/01	43425	Student Worker - Early Childhood	\$13.65/hour	
P1/01	43420	Student Worker - Summer	\$13.65/hour	
P2/01	62302	Student Worker - Theater Technician	\$14.00/hour	
P3/01	62301	Student Apprentice - Maintenance Technician	\$14.00/hour	
P3/01	61705	Student Apprentice - Automotive Technician	\$14.00/hour	

**Stipends**

<b>Summer Coaches</b>			<b>Minimum</b>	<b>Maximum</b>
SC1/MN	77795	Summer Coach Head <small>Stipend is calculated based on daily rate of \$39.00/day*</small>	\$312	\$1,248
SC2/MN	77796	Summer Coach Assistant <small>Stipend is calculated based on daily rate of \$28.50/day* *refer to Summer Coach Guidelines</small>	\$228	\$912
<b>Licensed (educator license required)</b>			<b>Minimum</b>	<b>Maximum</b>
L1/01	77763	Early Childhood Lead Teacher Stipend (per semester)	\$600	\$600
L2/01	77786	Technology Learning Lead Stipend	\$700	\$700
L4/01	21104	District Guidance Coordinator Stipend	\$1,000	\$1,000
L4/01	21121	Mental Health Specialist Team Lead Stipend	\$1,000	\$1,000
L4/01	77739	Secondary Lead Dean Stipend	\$1,000	\$1,000
L4/01	77769	Secondary MTSS Lead Stipend	\$1,000	\$1,000
L5/01	88814	Licensed Career Incentive/Longevity Plan	\$1,500	\$3,000
L5/01	77788	High Dosage Tutoring Site Facilitator	\$1,500	\$1,500
L6/01	77737	Secondary School Dean Stipend	\$5,000	\$5,000
<b>Administrative</b>			<b>Minimum</b>	<b>Maximum</b>
A2/01	77740	Administrative Doctorate Stipend	\$600	\$600
A3/01	88811	Administrative Career Incentive/Longevity Plan	\$1,000	\$8,000
<b>Miscellaneous</b>			<b>Minimum</b>	<b>Maximum</b>
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.

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

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



**Poudre School District  
Special Pay Schedule (S)  
2022-2023 School Year**

**One-Time Pay Rates**

**Hourly One-Time Pay Rates**

Curriculum Development Writing Team	\$30.00/hour
Staff Development Class Attendance Licensed (not taken for credit)	\$30.00/hour
Staff Development Instructor Licensed & Classified*	\$50.00/hour
*if two teachers team teach	\$40.00/hour
*if training is provided during regular working hours	\$25.00/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

**Quarterly One-Time Pay Rates**

Medicaid Licensed Provider Implementation Stipend	\$500/quarter (maximum 3 stipends per school year)
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**Semester One-Time Pay Rates**

GT Site Coordinator (Elementary)	\$250/semester
GT Site Coordinator (Secondary)	\$400/semester
CTE Lead Teacher/Counselor	\$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
Assistant 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	paid by the semester (see above)

Refer to S Schedule Addendum - Athletic Game-Tournament Worker Pay Rates for game worker rates

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

<b>High School Athletic Game Worker Pay Rates 2022-2023</b>					
	<b>\$25/game</b>	<b>\$30/game</b>	<b>\$35/game</b>	<b>\$40/game</b>	<b>\$50/game</b>
<b>District Stadium Events*</b>		<b>*gate monitor</b> (security provides)		<b>*scorer-varsity</b> <b>*timer-varsity</b>	<b>*ticket seller</b>
<b>All Sports (including Unified)</b>	auxiliary gym manager game announcer scorer / timer ticket seller	ticket manager	game manager		
<b>Football</b>	timer-JV & C chain crew worker-varsity spotter		ticket taker	announcer-varsity	
<b>Volleyball</b>	line judges-varsity (per match)				
<b>Track &amp; Field</b>	▲ timer/camera				
▲ Track & Field Timer/Camera Worker Event Pay- \$100 administrative fee per meet AND \$300 for meets with 10 or fewer teams or \$500 for meets with 11+ teams. *Payments are initiated and paid for by the District Athletic Department. All post-season High School Athletic Game Worker payments are the responsibility of the District Athletic Department. All other payments are initiated and paid for by the school site.					

<b>Middle School Athletic Game Worker Pay Rates 2022-2023</b>				
	<b>\$25/game</b>	<b>\$30/game</b>		<b>\$75/day</b>
<b>All Sports</b>		game supervisor		
<b>Basketball</b>	scorer (2)			
<b>Football</b>	scorer (1) chain crew worker (3)			
<b>Softball</b>	scorer (1)			
<b>Track</b>				workers (16)
<b>Volleyball</b>	scorer (2)			
<b>Wrestling</b>	scorer (2)			
*All payments for Middle School Athletic Game Workers are initiated at the school site and must be submitted to the District Athletic Department for approval by the 8 <sup>th</sup> of every month. Upon approval the District Athletic Department will forward to the Payroll Department.				

## Tournament Pay Schedule 2022-2023

Tournament pay for scorers and timers in all sports with the exception of wrestling and volleyball (see below) is per normal game rate. If tournament occurs during regular season the school is responsible for the payment.

	Pay Rate
<b>Wrestling Individual Tournaments</b>	
6 teams or less	\$60/day
7-8 teams	\$80/day
9-12 teams	\$120/day
13 or more	\$180/day
<b>Volleyball Tournament</b>	
	\$25/match
<b>Tournament Managers</b>	
Cross Country, Golf, Gymnastics, Tennis	\$150/day
Baseball, Basketball, Field Hockey, Lacrosse, Soccer, Softball, Track & Field, Volleyball, Wrestling	\$300/day

## Middle School District Championship Tournament Director Pay

Payments are initiated and paid by the District Athletic Department only.

Sport	Pay Rate Per Tournament
Cross Country	\$150
Track	\$300
Tennis	\$350
Wrestling	\$300
Golf (schedules all events and pros and courses, creates schedules and coordinates end of season championship, acts as liaison between PSD and courses)	\$750