



**Poudre School District
Administrative Exempt Salary Schedule (A)
2016-2017 School Year**

All ranges are based on 230 days/year.

Job Code	Position	Grade	Annual Min	Annual Max
10201	Assistant Superintendent School Services	B	127,544	159,431
10208	Assistant Superintendent of Student Achievement	B	127,544	159,431
10205	Executive Director Human Resources	C	122,638	153,297
10209	Executive Director of Operations	C	122,638	153,297
10211	Executive Director of Information Technology	C	122,638	153,297
10212	Executive Director of Finance	C	122,638	153,297
10213	Executive Director Communications	C	122,638	153,297
10409	Director of Curriculum, Instruction & Assessment	F	109,020	136,277
10404	Director Integrated Services	F	109,020	136,277
10408	Director Student Services	F	109,020	136,277
10710	Director of Educational Technology	G	104,827	131,033
10311	Controller	I	96,915	121,146
10301	Director Facility Services	I	96,915	121,146
10715	Director Research and Evaluation	J	93,187	116,484
10308	Director Planning, Design, & Construction	J	93,187	116,484
10412	Director Licensed Employment	J	93,187	116,484
10313	Director Classified Employment	J	93,187	116,484
10701	Director Athletics and Activities	J	93,187	116,484
10415	Director Professional Development	J	93,187	116,484
10712	Director Postsecondary Workforce Readiness	J	93,187	116,484
10407	Director Early Childhood	J	93,187	116,484
10418	Director Language, Culture & Equity	J	93,187	116,484
10303	Director Child Nutrition	K	90,471	113,089
10307	Director Transportation	K	90,471	113,089
10317	Information Technology Manager	K	90,471	113,089
10803	Integrated Services Coordinator	M	85,277	106,595
10707	Career and Tech Education Coordinator	N	82,791	103,489
33901	Risk Manager	N	82,791	103,489
33401	EAS Manager	N	82,791	103,489
33570	Mental Health and Prevention Coordinator	N	82,791	103,489
33575	Health Services Coordinator	N	82,791	103,489
32425	Process Manager	N	82,791	103,489
32430	Assessment & School Support Coordinator	N	82,791	103,489
35707	Purchasing Manager	P	78,034	97,543



**Poudre School District
Athletic Coaching Stipend Schedule (C)
2016-2017 School Year**

Step	Grade													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	258	511	743	926	1,129	1,472	1,847	2,181	2,548	2,908	3,258	3,608	3,983	3,717
2	274	537	840	962	1,198	1,547	1,921	2,317	2,677	3,043	3,437	3,788	4,214	
3	290	563	856	1,007	1,246	1,625	2,020	2,431	2,812	3,214	3,573	3,983	4,370	
4	306	591	897	1,047	1,275	1,720	2,096	2,515	2,960	3,344	3,744	4,154	4,590	
5	323	614	914	1,092	1,352	1,786	2,181	2,635	3,043	3,505	3,942	4,318	4,772	
6	344	641	941	1,146	1,394	1,847	2,290	2,762	3,180	3,608	4,069	4,513	4,968	
7	362	667	980	1,189	1,444	1,912	2,376	2,866	3,326	3,754	4,240	4,696	5,164	
8	377	694	999	1,243	1,522	1,983	2,487	2,968	3,437	3,942	4,421	4,909	5,350	
9	395	717	1,062	1,276	1,547	2,060	2,548	3,043	3,558	4,061	4,566	5,060	5,555	
10	411	743	1,087	1,320	1,617	2,127	2,641	3,173	3,690	4,225	4,737	5,233	5,737	

Middle School Extra Duty - Athletics

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

Senior High Extra Duty - Athletics

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

*Refer to page 2 for staffing ratios

**Athletic Coach Staffing Ratios
2016-2017 School Year**

Approved May 2016

HIGH SCHOOL LEVEL									
SPORT	PROGRAM TYPE	TIER	RATIO	BASELINE LEVELS	BASELINE STAFFING		TRIGGER #	TRIGGER MARKS	SPORT SPECIFIC CONSIDERATIONS
					HEAD	ASST			
Baseball	School-based	1	12:1	(3) - C, JV, VAR	1	3	+6	54, 66, 78	None
Basketball (B/G)	School-based	2	14:1	(4) - D, C, JV, VAR	1	3	+7	63, 77	None
Cheerleading	School-based	1	12:1	(2) - JV and VAR	1	1	+6	N/A	Schools that compete in CHSAA state meet requiring stunting or tumbling are allotted 1 additional assistant coach. Cheerleading has two seasons.
Cross Country (Coed)	School-based	3	16:1	(1) - VAR	1	3	+8	72, 88, 104	None
Field Hockey	District-wide	1	12:1	(1) - VAR	1	1	+6	30, 42, 54	None
Football	School-based	1	12:1	(3) - C, JV, VAR	1	8	+6	114, 126, 138, 150	Positional area requirement.
Golf (B/G)	School-based	3	16:1	(2) - JV and VAR	1	1	+8	N/A	Roster is capped due to course limitations.
Gymnastics	School-based	1	12:1	(1) - VAR	1	1	+6	30, 42	Two schools currently offer gymnastics (FCHS and RMHS).
Ice Hockey	District-wide, P2P	1	12:1	(2) - JV and VAR	1	3	+8	N/A	Roster is capped due to CHSAA by-laws.
Lacrosse (B/G)	District-wide	2	14:1	(3) - C, JV, VAR	1	8	+7	133, 145	Schools are allotted 3 coaches per level as a baseline. If program only has two levels, baseline would be 1 Head and 5 Assistants.
Soccer (B/G)	School-based	2	14:1	(4) - D, C, JV, VAR	1	3	+7	63, 77	None
Softball	School-based	1	12:1	(3) - C, JV, VAR	1	3	+6	54, 66, 78	None
Strength	School-based	N/A	N/A	1 per school	1	0	N/A	N/A	Each high school is allotted one strength coach in each of four seasons (Fall, Winter, Spring and Summer).
Swimming and Diving (B/G)	School-based	1	12:1	(2) - JV and VAR	1	1	+6	42, 54, 66, 78	PSD employs 2 Head Diving Coaches that serve 2 schools each in addition to the Head Swimming Coach for each program.
Tennis (B/G)	School-based	3	16:1	(2) - JV and VAR	1	1	+8	40, 56, 72	None
Track and Field (Coed)	School-based	3	16:1	(2) - JV and VAR	1	6	+8	120, 136, 148	Event area requirement.
Unified Program	School-based	N/A	N/A	Varsity	1	1	N/A	N/A	Per school, per sport.
Volleyball	School-based	2	14:1	(3) - C, JV, VAR	1	3	+7	63, 77	None
Wrestling	School-based	1	12:1	(2) - JV and VAR	1	2	+6	42, 54, 66	None

MIDDLE SCHOOL LEVEL										
SPORT	PROGRAM TYPE	GRADES	TIER	RATIO	BASELINE LEVELS	BASELINE		TRIGGER #	TRIGGER MARKS	SPORT SPECIFIC CONSIDERATIONS
						HEAD	ASST			
Basketball (B/G)	School-based	7th-8th	2	16:1	7th and 8th - JV and VAR	1	0	N/A	N/A	Cut sport below ratio. 1 Head Coach per grade level.
Cross Country (Coed)	School-based	6th-8th	2	16:1	Varsity	1	1	+8	40, 56, 72	Practice conditions require higher tier.
Football	School-based	7th-8th	1	14:1	7th and 8th - JV and VAR	2	4	+7	77, 91	*Positional area requirement per grade level.
Golf (B/G)	School-based	6th-8th	3	18:1	Varsity	1	0	+9	N/A	Cut sport below ratio. 1 Head Coach per gender.
Softball	School-based	7th-8th	1	14:1	JV and Varsity	1	2	+7	49, 63	None
Tennis (B/G)	School-based	7th-8th	4	25:1	JV and Varsity	1	1	+12	37, 62, 89	None
Track and Field (Coed)	School-based	6th-8th	4	25:1	Varsity	1	4	+12	131, 156, 181, 206	None
Unified Program	School-based	6th-8th	N/A	N/A	Varsity	1	1	N/A	N/A	Per school, per sport.
Volleyball	School-based	7th-8th	2	16:1	7th and 8th -JV and VAR	1	0	N/A	N/A	Cut sport below ratio. 1 Head coach per grade level.
Wrestling	School-based	7th-8th	1	14:1	JV and Varsity	1	1	+7	35, 49, 63, 77	None

Criteria to Add a Coach				Process					
Met trigger for specific sport				Contact HR to begin hiring process.					
Adding a level beyond baseline levels for sport				AD must obtain approval from District Athletic Office, Human Resources and Assistant Superintendent of Secondary Schools (submit to DAD in writing).					
Unique circumstances (i.e. practice or compete at different venues, etc.)				AD must obtain approval from District Athletic Office, Human Resources and Assistant Superintendent of Secondary Schools (submit to DAD in writing).					

*Schools may assign assistant coaches at grade levels where numbers require additional supervision in the sport of MS Football.



**Poudre School District
Extra Duty Stipend Schedule (E)
2016-2017 School Year**

Grade															
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	200	250	300	400	450	600	875	1,050	1,300	1,500	1,800	2,100	2,500	2,800	2,200
2	207	259	311	415	466	622	907	1,088	1,347	1,555	1,866	2,177	2,591	2,902	2,888
3	215	269	322	430	483	645	940	1,128	1,397	1,611	1,934	2,256	2,686	3,008	
4	223	278	334	445	501	668	974	1,169	1,448	1,670	2,004	2,338	2,784	3,118	
5	231	289	346	462	519	693	1,010	1,212	1,500	1,731	2,078	2,424	2,885	3,232	
6	239	299	359	479	538	718	1,047	1,256	1,555	1,794	2,153	2,512	2,991	3,350	
7	248	310	372	496	558	744	1,085	1,302	1,612	1,860	2,232	2,604	3,100	3,472	
8	257	321	386	514	578	771	1,125	1,350	1,671	1,928	2,313	2,699	3,213	3,599	
9	266	333	400	533	599	799	1,166	1,399	1,732	1,998	2,398	2,798	3,330	3,730	
10	276	345	414	552	621	828	1,208	1,450	1,795	2,071	2,485	2,900	3,452	3,866	

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
77723	Solo Ensemble Director Secondary	(1 District Wide)	G
77733	Solo Ensemble Assistant Secondary	(1 District Wide)	D

Elementary Extra Duty Stipends

Job Code	Position	# of Stipends per Position	Grade
77765	Special Education Classroom Teacher (Pre-K - 5th Grade)	(1 per every Pre-K through 5th grade Sped 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
77755	Chemical Safety Coordinator	(1 per school)	F
21102	Counseling Responsibilities	(1 per middle school Counselor)	G
77745	Department Leader Small	(8 per school)	I
77746	Department Leader Large	(5 per school)	O2
77766	Middle School Grade Book Liaison	(1 per school)	B
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	(1 per Instrumental Teacher)	L
77714	Music Teacher Vocal	(1 per Vocal Teacher)	L
77765	Special Education Classroom Teacher (6th-8th Grade)	(1 per every 6th-8th grade Sped 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
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/WEB/Student Council	(1 per school)	H
40B18	Sponsor Technology Student Association	(1 per school)	H
40B76	Sponsor Yearbook	(1 per school)	G



**Poudre School District
Extra Duty Stipend Schedule (E)
2016-2017 School Year**

Grade															
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	200	250	300	400	450	600	875	1,050	1,300	1,500	1,800	2,100	2,500	2,800	2,200
2	207	259	311	415	466	622	907	1,088	1,347	1,555	1,866	2,177	2,591	2,902	2,888
3	215	269	322	430	483	645	940	1,128	1,397	1,611	1,934	2,256	2,686	3,008	
4	223	278	334	445	501	668	974	1,169	1,448	1,670	2,004	2,338	2,784	3,118	
5	231	289	346	462	519	693	1,010	1,212	1,500	1,731	2,078	2,424	2,885	3,232	
6	239	299	359	479	538	718	1,047	1,256	1,555	1,794	2,153	2,512	2,991	3,350	
7	248	310	372	496	558	744	1,085	1,302	1,612	1,860	2,232	2,604	3,100	3,472	
8	257	321	386	514	578	771	1,125	1,350	1,671	1,928	2,313	2,699	3,213	3,599	
9	266	333	400	533	599	799	1,166	1,399	1,732	1,998	2,398	2,798	3,330	3,730	
10	276	345	414	552	621	828	1,208	1,450	1,795	2,071	2,485	2,900	3,452	3,866	

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)	F
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)	H
77705	Department Leader Media	(see Employee Agreement Article 12.5 for definition)	H
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	(1 per Instrumental Teacher)	N
77712	Music Teacher Vocal	(1 per Vocal Teacher)	N

Senior High Extra Duty - Advisor/Sponsor Stipends

Job Code	Position	# of Stipends per Position	Grade
40D08	Advisor Concessions	(1 per school, paid for 2 seasons)	H
40D02	Advisor DECA	(1 per school)	L
40D10	Advisor DECA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D03	Advisor FBLA	(1 per school)	L
40D11	Advisor FBLA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D07	Advisor FCCLA	(1 per school)	L
40D12	Advisor FFA	(1 per school)	L
40D05	Advisor Mesa	(1 per school)	G
40D01	Advisor National Technical Honor Society	(1 per school)	G
40D06	Advisor Newspaper	(1 per school)	K
40D62	Sponsor 1st Robotics	(1 per school)	H
40D09	Sponsor Band Color Guard	(1 per school)	G
40D96	Sponsor Book Club	(1 per school)	B
40D77	Sponsor Coding/Programming	(1 per school)	G
40D98	Sponsor Cycling Club	(1 per school)	C
40D55	Sponsor Dance Team	(1 per school, paid for 2 seasons)	I
40D57	Sponsor Dance Team Assistant	(1 per school, paid for 2 seasons)	F
40D82	Sponsor Diversity Leadership	(1 per school)	G
40D87	Sponsor Environmental Club	(1 per school)	E
40D64	Sponsor French Club	(1 per school)	B
40D59	Sponsor Freshman Class	(2 per school)	B
40D65	Sponsor German Club	(1 per school)	B
40D44	Sponsor Junior Class	(2 per school)	E
40D84	Sponsor Key Club	(1 per school)	G
40D56	Sponsor Knowledge Bowl	(1 per school)	F
40D88	Sponsor Link Crew	(1 per school)	G
40D45	Sponsor Literary Magazine	(1 per school)	G
40D95	Sponsor Mock Trial	(1 per school)	H
40D76	Sponsor Model UN/World Affairs	(1 per school)	D
40D86	Sponsor Music Appreciation Club	(1 per school)	D
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



**Poudre School District
Extra Duty Stipend Schedule (E)
2016-2017 School Year**

Step	Grade														
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	200	250	300	400	450	600	875	1,050	1,300	1,500	1,800	2,100	2,500	2,800	2,200
2	207	259	311	415	466	622	907	1,088	1,347	1,555	1,866	2,177	2,591	2,902	2,888
3	215	269	322	430	483	645	940	1,128	1,397	1,611	1,934	2,256	2,686	3,008	
4	223	278	334	445	501	668	974	1,169	1,448	1,670	2,004	2,338	2,784	3,118	
5	231	289	346	462	519	693	1,010	1,212	1,500	1,731	2,078	2,424	2,885	3,232	
6	239	299	359	479	538	718	1,047	1,256	1,555	1,794	2,153	2,512	2,991	3,350	
7	248	310	372	496	558	744	1,085	1,302	1,612	1,860	2,232	2,604	3,100	3,472	
8	257	321	386	514	578	771	1,125	1,350	1,671	1,928	2,313	2,699	3,213	3,599	
9	266	333	400	533	599	799	1,166	1,399	1,732	1,998	2,398	2,798	3,330	3,730	
10	276	345	414	552	621	828	1,208	1,450	1,795	2,071	2,485	2,900	3,452	3,866	

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

Job Code	Position	# of Stipends per Position	Grade
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

12.2.1 ELEMENTARY EXTRA DUTY SCHEDULE*
2016-2017

TIER 1 \$50	TIER 2 \$100	TIER 3 \$200	TIER 4 \$300	TIER 5 \$400
Talent Show Lead (1)	Art Show (1)	OM Coordinator (1)	ECO Week Overnight (up to 5)	Music (1)
Scheduling (up to 5)	District Track Meet (1)	Student Council (up to 2)	Site Based Decision Team-Ex: IB, Core, etc. (Up to 8)	
Crisis Response Team lead (1)	Chess Club (1)	Wellness Clubs-Ex: Running, biking, intramural (1 per club up to 5 per school)	MTSS team members (up to 5)	
	Math Club –Ex: Mighty Math (1)			
Staff Activities Members (up to 2)	Geography Bee (1)	Yearbook (1)		
Wellness Committee Lead (1)	Spelling Bee (1)	School Accountability Team (up to 2)		
Extra Duty Lead Coordinator (1)	Science Olympiad (1/10 ratio up to 3)	PTO Member (up to 2)		
	Science Club (1)	School wide culture Team-Ex: PBIS (up to 4)		
	Lego Robotics (1/10 ratio up to 3)	Misc. Leadership (up to 2)		
	Art Club (1)	Newsletter (1)		
	Music Club (1)	Webmaster (1)		
	Science Fair (up to 2)			
	Tutoring (up to 3)			
	Foreign Language Club (1)			
	Tech Team Committee (up to 6)			
	Kindergarten Registration (up to 4)			
	Misc. Enrichment Clubs (1 per club up to 3 per school)			
	Staff Activities Lead (1)			

*2016/2017 will be a pilot year for the Elementary Extra Duty Salary Schedule and will be reviewed during the 2016/2017 Negotiations Process.

Article rewritten: 05/1



Poudre School District
Classified Hourly Salary Schedule (H)
2016-2017 School Year

Job Code	Job Description	Grade	Min	Max
CONSTRUCTION				
62101	CONSTRUCTION PROJECT COORDINATOR	CN15H	24.63	34.49
36401	GIS SPECIALIST	CN20H	26.28	36.79
CUSTODIAL				
60870	LAUNDRY WORKER	CS03H	10.33	14.46
60800	CUSTODIAN	CS05H	12.52	17.53
60810	CUSTODIAN CREW LEADER SENIOR HIGH	CS10H	13.37	18.73
60811	CUSTODIAN NIGHT ELEMENTARY	CS10H	13.37	18.73
60821	CUSTODIAN NIGHT LEAD MIDDLE SCHOOL	CS15H	14.19	19.87
60835	CUSTODIAN LEAD RELIEF NIGHT	CS20H	14.80	20.73
60831	CUSTODIAN HEAD ELEMENTARY	CS20H	14.80	20.73
60832	CUSTODIAN HEAD RELIEF	CS20H	14.80	20.73
60833	CUSTODIAN HEAD SMALL SECONDARY	CS20H	14.80	20.73
60834	CUSTODIAN NIGHT LEAD SENIOR HIGH	CS20H	14.80	20.73
60845	CUSTODIAN HEAD JSSC COMPLEX	CS25H	15.80	22.12
60840	CUSTODIAN HEAD LARGE MIDDLE SCHOOL	CS25H	15.80	22.12
60851	CUSTODIAN HEAD SENIOR HIGH	CS30H	17.12	23.97
60855	CUSTODIAL EQUIPMENT TECH/FLOORING COORD	CS40H	18.36	25.71
60865	CUSTODIAL NIGHT TRAINER/SUPERVISOR	CS50H	23.51	32.91
CHILD NUTRITION SERVICES				
60725	CHILD NUTRITION WORKER	FF10H	10.94	15.32
60740	CHILD NUTRITION MANAGER ELEMENTARY	FF15H	13.81	19.34
60750	CHILD NUTRITION MANAGER SECONDARY	FF20H	15.42	21.59
61620	CHILD NUTRITION WAREHOUSE WORKER/DRIVER	FF30H	16.37	22.92
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	FF45H	17.98	25.17
50125	CHILD NUTRITION ACCOUNTING SPECIALIST	FF45H	17.98	25.17
38230	CHILD NUTRITION TECHNICIAN	FF50H	18.58	26.01
33101	NUTRITION COORDINATOR	FF60H	22.20	31.08
FINANCE				
50102	ACCOUNTING TECHNICIAN	FN10H	16.93	23.71
50117	ACCOUNTING TECHNICIAN LEAD	FN15H	18.66	26.13
50110	PAYROLL TECHNICIAN	FN20H	19.85	27.80
INFORMATION TECHNOLOGY				
38235	IT ELECTRONICS TECHNICIAN I	IT20H	16.21	22.70
38208	DISTRICT SUPPORT TECHNICIAN I	IT30H	20.32	28.45
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	22.08	30.92
38213	IT ELECTRONICS TECHNICIAN II	IT45H	22.08	30.92
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	22.08	30.92
38237	DISTRICT SUPPORT TECHNICIAN II	IT50H	23.46	32.86
38202	DATA COMMUNICATIONS TECHNICIAN	IT50H	23.46	32.86
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	26.34	36.90
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	26.34	36.90



Poudre School District
Classified Hourly Salary Schedule (H)
2016-2017 School Year

Job Code	Job Description	Grade	Min	Max
DISTRICT MEDIA & INSTRUCTIONAL TECHNOLOGY				
506B9	DISTRICT LIBRARY ASSISTANT	ME15H	13.56	18.93
506B6	SCIENCE RESOURCE TECHNICIAN	ME20H	14.95	20.93
38218	DISTRICT LIBRARY SYSTEMS MANAGER	ME20H	14.95	20.93
38214	DISTRICT LIBRARY SERVICES MANAGER	ME25H	17.15	24.00
506B7	TEXTBOOK PROGRAM MANAGER	ME25H	17.15	24.00
MAINTENANCE				
62001	HVAC TECHNICIAN APPRENTICE	MT20H	17.22	24.10
62402	PAINTER JOURNEYMAN	MT25H	18.57	26.00
60302	CARPENTER JOURNEYMAN	MT27H	19.80	27.71
62200	LOCKSMITH JOURNEYMAN	MT30H	21.51	30.10
60301	CARPENTER MASTER	MT35H	22.58	31.61
61102	ELECTRICIAN JOURNEYMAN	MT35H	22.58	31.61
62003	HVAC TECHNICIAN JOURNEYMAN	MT35H	22.58	31.61
62602	PLUMBER JOURNEYMAN	MT35H	22.58	31.61
62006	CONTROLS TECHNICIAN	MT35H	22.58	31.61
35713	CUSTOMER SUPPORT CENTER SUPERVISOR	MT37H	23.51	32.91
61201	DISTRICT THEATER TECHNICIAN	MT40H	24.44	34.22
61101	ELECTRICIAN MASTER	MT40H	24.44	34.22
62004	HVAC TECHNICIAN MASTER	MT40H	24.44	34.22
62603	PLUMBER MASTER	MT40H	24.44	34.22
60315	STRUCTURAL DEPARTMENT HEAD	MT45H	25.68	35.95
61103	ELECTRICIAN DEPARTMENT HEAD	MT45H	25.68	35.95
62002	HVAC DEPARTMENT HEAD	MT45H	25.68	35.95
62601	PLUMBER DEPARTMENT HEAD	MT45H	25.68	35.95
62005	CONTROLS SPECIALIST	MT45H	25.68	35.95
OUTDOOR SERVICES				
61902	OUTDOOR SERVICES TECHNICIAN I	OS10H	14.81	20.73
61913	OUTDOOR SERVICES TECHNICIAN II	OS15H	17.38	24.33
61910	OUTDOOR SERVICES MECHANIC	OS20H	18.30	25.62
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	20.27	28.37
61303	OUTDOOR SERVICES LEAD MECHANIC	OS25H	20.27	28.37
61302	OUTDOOR SERVICES LANDSCAPE SPECIALIST	OS27H	21.34	29.87
PROGRAM SPECIALIST				
40709	AFTER HOURS PROGRAM SITE FACILITATOR	PS10H	14.68	20.55
40521	EARLY CHILDHOOD ENROLLMENT TECHNICIAN	PS15H	16.16	22.62
40504	EARLY CHILDHOOD FAMILY MENTOR	PS15H	16.16	22.62
40520	ELA FAMILY LIAISON	PS15H	16.16	22.62
40530	PROGRAM SPECIALIST TRUANCY/ATTENDANCE	PS15H	16.16	22.62
40536	GRADUATION ADVOCATE	PS15H	16.16	22.62
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS25H	17.61	24.65
40517	PARENT LIAISON SPECIAL EDUCATION	PS25H	17.61	24.65
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS25H	17.61	24.65
40524	EARLY CHILDHOOD CPP SPECIALIST	PS25H	17.61	24.65
33516	PROGRAM SPECIALIST SART	PS25H	17.61	24.65



**Poudre School District
Classified Hourly Salary Schedule (H)
2016-2017 School Year**

Job Code	Job Description	Grade	Min	Max
PROGRAM SPECIALIST (continued)				
50625	MENTORING PROGRAM SPECIALIST	PS25H	17.61	24.65
42303	SWAP SPECIALIST	PS30H	18.91	26.47
40715	EXTENDED LEARNING OPPORTUNITY COORDINATOR	PS30H	18.91	26.47
30101	DENTAL HYGIENIST EARLY CHILDHOOD	PS35H	26.59	37.23
INSTRUCTIONAL SUPPORT				
41701	PARAPROFESSIONAL NON INSTRUCTIONAL	PT05H	10.74	15.02
41503	PARAPROFESSIONAL EARLY CHILDHOOD	PT07H	11.62	16.27
41509	PARAPROFESSIONAL INSTRUCTIONAL K-12	PT07H	11.62	16.27
41901	PARAPROFESSIONAL TITLE I	PT07H	11.62	16.27
41603	PARAPROFESSIONAL SPECIAL ED EARLY CHILDHOOD	PT10H	12.57	17.60
41606	PARAPROFESSIONAL SPECIAL EDUCATION I	PT10H	12.57	17.60
41540	PARAPROFESSIONAL MUSIC	PT10H	12.57	17.60
41407	STUDENT MONITOR	PT10H	12.57	17.60
41570	PARAPROFESSIONAL 504	PT15H	13.60	19.04
41625	PARAPROFESSIONAL SPECIAL EDUCATION II	PT15H	13.60	19.04
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	13.60	19.04
41800	TUTOR	PT20H	14.68	20.55
41402	CAMPUS MONITOR	PT20H	14.68	20.55
42001	BRAILLIST	PT27H	16.15	22.61
40201	CAREER CENTER COORDINATOR	PT27H	16.15	22.61
40705	COORDINATOR ENRICHMENT	PT27H	16.15	22.61
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT29H	18.50	25.90
42401	AUDIOLOGY ASSISTANT	PT29H	18.50	25.90
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT30H	20.18	28.25
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT30H	20.18	28.25
RECORDS				
51508	RECORDS TECHNICIAN SPECIAL ED I	RC05H	15.43	21.60
50501	RECORDS MANAGEMENT TECHNICIAN I	RC05H	15.43	21.60
50502	RECORDS MANAGEMENT TECHNICIAN II	RC10H	16.98	23.77
51502	RECORDS TECHNICIAN SPECIAL ED II	RC10H	16.98	23.77
SCHOOL CLERICAL				
40900	HEALTH TECHNICIAN	SC10H	12.02	16.83
506H8	SCHOOL OFFICE ASSISTANT	SC12H	12.73	17.82
506H7	SCHOOL SECRETARY	SC15H	14.30	20.02
506L7	ATHLETICS SECRETARY	SC25H	15.39	21.50
51601	REGISTRAR	SC25H	15.39	21.50
50123	SCHOOL BOOKKEEPER	SC27H	15.70	21.99
50910	SCHOOL OFFICE MANAGER	SC30H	17.22	24.11
SCHOOL MEDIA & INSTRUCTIONAL TECHNOLOGY				
41139	MEDIA TECH ASSISTANT	SM15H	13.56	18.98
41114	COMPUTER LAB TECHNICIAN	SM15H	13.56	18.98
41149	TECHNOLOGY SITE ASSISTANT	SM25H	17.64	24.69
41169	MEDIA TECH CENTER SITE MANAGER	SM25H	17.64	24.69
38205	TECHNOLOGY SYSTEMS SITE MANAGER I	SM30H	20.30	28.41
38206	TECHNOLOGY SYSTEMS SITE MANAGER II	SM50H	26.34	36.90



Poudre School District
Classified Hourly Salary Schedule (H)
2016-2017 School Year

Job Code	Job Description	Grade	Min	Max
ADMINISTRATIVE SUPPORT SERVICES				
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS20H	12.73	17.82
50603	DEPARTMENT TECHNICIAN I	SS35H	15.86	22.21
506D2	DEPARTMENT SECRETARY	SS35H	15.86	22.21
506N9	CUSTOMER SUPPORT SPECIALIST	SS35H	15.86	22.21
50601	OFFICE MANAGER SUPPORT SERVICES	SS40H	17.22	24.11
50203	SUBSTITUTE COORDINATOR	SS40H	17.22	24.11
35801	DISTRICT TRANSLATOR	SS45H	18.83	26.36
50605	DEPARTMENT TECHNICIAN II	SS47H	19.85	27.80
50610	EAS SPECIALIST	SS50H	20.95	29.33
506Q2	ADMINISTRATIVE ASSISTANT	SS50H	20.95	29.33
32905	BENEFITS SPECIALIST	SS55H	21.95	30.73
32412	ASSESSMENT DATA TECHNICIAN	SS65H	25.06	35.09
SECURITY				
63601	CAMPUS SECURITY OFFICER	SY20H	17.35	24.28
63602	CAMPUS SECURITY OFFICER LEAD	SY25H	18.66	26.12
506S2	SECURITY ACCESS COORDINATOR	SY25H	18.66	26.12
62307	SECURITY TECHNICIAN	SY30H	19.82	27.75
TRANSPORTATION				
41403	CROSSING GUARD	TP10H	10.34	14.47
41405	PARAPROFESSIONAL BUS ATTENDANT	TP12H	12.43	17.40
60200	BUS DRIVER	TP20H	15.47	21.67
60205	BUS DRIVER LEAD	TP23H	16.02	22.43
60202	BUS DRIVER TRAINER	TP30H	17.23	24.14
50401	DISPATCHER	TP35H	18.49	25.89
50615	VEHICLE MAINTENANCE SPECIALIST	TP35H	18.49	25.89
50405	ACTIVITIES SCHEDULER	TP45H	19.56	27.38
50402	ROUTE PLANNER	TP45H	19.56	27.38
62901	VEHICLE MECHANIC I	TP45H	19.56	27.38
50404	ROUTE PLANNER LEAD	TP47H	20.97	29.36
62902	VEHICLE MECHANIC II	TP50H	21.81	30.53
62903	VEHICLE MECHANIC LEAD	TP55H	23.34	32.67
WAREHOUSE/PURCHASING				
61603	WAREHOUSE DELIVERY DRIVER	WP12H	16.37	22.92
61601	WAREHOUSE TECHNICIAN	WP12H	16.37	22.92
61607	PURCHASING TECHNICIAN	WP15H	17.87	25.01



**Poudre School District
Special Pay Schedule (S)
2016-2017 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		
T4/01	20400	Substitute Teacher	\$95.00/day		
		Substitute Teacher Half Day (4 hours or less)	\$47.50/day		
		Substitute Teacher Extended Day (15 days or more)	\$135.00/day		
		Substitute Teacher Extended Half Day (4 hrs or less)	\$67.50/day		
		Livermore Elementary Substitute Teacher	\$117.00		
		Livermore Elementary Substitute Teacher Half Day	\$73.00		
		Red Feather Elementary Substitute Teacher	\$144.00		
		Red Feather Elementary Substitute Teacher Half Day	\$100.00		
		Stove Prairie Elementary Substitute Teacher	\$117.00		
		Stove Prairie Elementary Substitute Teacher Half Day	\$73.00		
		*add \$44.00/day additional to Extended Subs at Mtn Schools			
		Special Service Provider Long Term Sub (OT, PT, SLP, Nurse, PSY)	\$250.00/day		
		In House Substitute	\$19.50/hour		

Classified Substitute

Grade	Job Code	Position	Pay Rate
C2/01	60700	Substitute Child Nutrition Worker I	\$10.00/hour
C3/01	60702	Substitute Child Nutrition Worker II	\$10.50/hour
C4/01	51401	Substitute Non Instructional Paraprofessional	\$10.74/hour
C4/02	51401	Substitute Instructional Paraprofessional	\$11.62/hour
C4/03	51401	Substitute Special Education Paraprofessional I	\$12.57/hour
C4/04	51401	Substitute Special Education Paraprofessional II	\$13.60/hour

After Hours

Grade	Job Code	Position	Minimum	Maximum
AH05	41508	Paraprofessional Instructional After Hours Program	\$11.62	\$16.27
AH15	41802	Tutor After Hours Program	\$14.68	\$20.55
AH15	40702	Odyssey of the Mind Coordinator	\$14.68	\$20.55
AH15	40701	Site Facilitator After Hours Program	\$14.68	\$20.55
T1/01	20113	Licensed After Hours Coordinator	\$26.00	\$26.00

Other/Miscellaneous

Grade	Job Code	Position	Pay Rate	
M1/01	40301	Childcare Provider	\$10.00/hour	
M1/02	63235	Concessions Worker French Field	\$10.28/hour	
M2/01	63232	Energy Assistant	\$11.05/hour	
M3/01	41703	ELA Tester	\$12.44/hour	
M4/01	51405	Grader	\$13.78/hour	
M5/01	38231	Video Assistant Hourly	\$21.59/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	
			Minimum	Maximum
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$10.00/hour	\$25.00/hour
M12	99991	Temporary Licensed Assignment	\$30.00/hour	\$50.00/hour



**Poudre School District
Special Pay Schedule (S)
2016-2017 School Year**

Summer School

Licensed (educator license required)

Grade	Job Code	Position	Pay Rate
T1/01	20105	Teacher Summer School	\$26.00/hour
T1/01	20205	Teacher Summer School Special Education	\$26.00/hour
T1/01	23301	Nurse Summer School	\$26.00/hour
T1/01	21803	Intervention Specialist Summer School	\$26.00/hour
T1/01	23401	Occupational Therapist Summer School	\$26.00/hour
T1/01	23501	Physical Therapist Summer School	\$26.00/hour
T1/01	23801	Speech Language Therapist Summer School	\$26.00/hour
T1/01	23602	Psychologist Summer School	\$26.00/hour
T1/01	21108	Counselor Intern Summer School	\$26.00/hour
T1/01	21107	Counselor Head Summer School	\$26.00/hour

Classified

Grade	Job Code	Position	Minimum	Maximum
SU05	41504	Instructional Paraprofessional Summer School	\$11.62	\$16.27
SU06	41410	Paraprofessional Bus Attendant Summer School	\$12.43	\$17.40
SU07	41610	Special Education Paraprofessional I Summer School	\$12.57	\$17.60
SU07	41408	Student Monitor Summer School	\$12.57	\$17.60
SU07	41138	Link Library Worker Summer School	\$12.57	\$17.60
SU08	41617	Special Education Paraprofessional II Summer School	\$13.60	\$19.04
SU10	506H5	School Secretary Summer School	\$14.30	\$20.02
SU13	60210	Bus Driver Summer School	\$15.47	\$21.67
SU15	41801	Tutor Summer School	\$14.68	\$20.55
SU20	50907	School Office Manager Summer School	\$17.22	\$24.11
SU25	41131	Media Tech Center Site Manager Summer School	\$17.64	\$24.69
SU30	41002	Sign Language Interpreter Tutor Summer School	\$20.18	\$28.25

Administrative

Grade	Job Code	Position	Pay Rate/Min	Maximum
SU45	90032	In House Summer School Elementary Principal	\$3,500.00/session	
SU45	90033	Extended School Year Coordinator	\$3,500.00/session	
SU45	90039	STEM Coordinator	\$3,500.00/session	
SU50	21105	Summer School Music Coordinator	\$1,500.00/session	
SU55	90034	Principal Intern Summer School Elementary	\$2,000.00/session	\$2,500.00/session
			<i>with/o admin lic</i>	<i>with admin lic</i>
SU60	90031	STEM Assistant	\$2,500.00/session	
SU60	90040	Secondary Summer School Manager	\$2,500.00/session	\$3,000.00/session
			<i>with/o admin lic</i>	<i>with admin lic</i>

Seasonal Workers

Grade	Job Code	Position	Pay Rate	
S1/01	63226	Seasonal Worker (open)	\$8.50/hour	First Summer
S1/01	63221	Seasonal Custodial Worker	\$9.50/hour	Second Summer
S1/01	63224	Seasonal Maintenance Worker	\$10.50/hour	Third Summer
S1/01	63223	Seasonal Outdoor Services Worker I (3 month)		(max is 3rd summer rate)
S1/01	51406	Seasonal Media Worker (Textbooks)		
S1/01	51407	Seasonal Records Worker		
S1/01	51410	Seasonal Office Worker		
Grade	Job Code	Position	Minimum	Maximum
S6/MN	63228	Seasonal Child Nutrition Worker	\$10.94	\$15.32
S9/MN	63225	Seasonal Custodial Crew Leader	\$12.50	\$17.50
S9/MN	61914	Seasonal Outdoor Services Worker II (6 month)	\$12.50	\$17.50
S9/MN	61703	Seasonal Transportation Worker/Mechanic Helper	\$12.50	\$17.50



**Poudre School District
Special Pay Schedule (S)
2016-2017 School Year**

Student Workers

Student workers performing the full scope of duties of a regular classified hourly position should be paid at 85% of the minimum rate for that position during the training period. After training is complete, the pay rate should increase to the minimum of the classified hourly grade.

Grade	Job Code	Position	Pay Rate	
P1/01	63405	PaCE Student Worker	\$8.31/hour	First Year
	43415	Student Worker General	\$8.56/hour	Second Year
			\$8.81/hour	Third Year
P2/01	62302	Theater Technician - Student Worker	\$13.00/hour	

Stipends

<i>Licensed (educator license required)</i>			Minimum	Maximum
L2/01	21104	District Guidance Coordinator Stipend	\$1,000	\$1,000
L2/01	77738	Integrated Services Tutor Coordinator (1 stipend/session)	\$1,000	\$1,000
L3/01	88814	Licensed Career Incentive/Longevity Plan	\$1,500	\$3,000
L4/01	21110	District Whole Child Department Chair	\$3,600	\$3,600
L5/01	77737	Secondary School Dean Stipend	\$5,000	\$5,000
<i>Administrative</i>			Minimum	Maximum
A1/01	77724	Administrative Assistant Elementary Stipend	\$500	\$500
A2/01	77740	Administrative Doctorate Stipend	\$600	\$600
A3/01	88811	Administrative Career Incentive/Longevity Plan	\$1,000	\$8,000
<i>Miscellaneous</i>			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
M50/02	88809	Retiree Salary Adjustment	\$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

One-Time Pay Rates

Hourly One-Time Pay Rates

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

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

*must be an approved Professional Development course



**Poudre School District
Special Pay Schedule (S)
2016-2017 School Year**

One-Time Pay Rates (continued)

Per Student One-Time Pay Rates

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

Semester One-Time Pay Rates

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

Annual One-Time Pay Rates

Wellness Team Leader	\$75.00/year
Wellness Team Co-Leader	\$75.00/year
Wellness Champion	\$50.00/year
Wellness Priority Leader	\$100/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
PASE Chair	\$2,500/year
PASE Representative	\$1,250/year
PASE Support	\$1,000/year

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

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

High School Athletic Game Worker Pay Rates 2016-17:

	\$15/game	\$20/game	\$20/hour	\$25/game	\$30/game	\$40/night	\$50/game	\$60/game
French Field Events*		Football Spotter			Ticket Taker Football Press Box Football Timer Gate Monitor		Ticket Seller	Football Filming
All Sports		Game Announcer -Varsity		Ticket Seller Game Manager		Game Supervisor ▲		
Baseball	Timer – C & D Scorer – C & D				Scorer – Varsity & JV Timer – Varsity & JV			
Basketball	Timer – C & D Scorer – C & D				Scorer – Varsity & JV Timer – Varsity & JV			
Field Hockey					Timer – Varsity & JV			
Football		Chain Worker - Varsity		Timer – JV & C				
Lacrosse	Timer – C & D Scorer – C & D				Timer – Varsity & JV			
Soccer	Timer – C & D Scorer – C & D				Timer – Varsity & JV			
Track & Field			Timer/Camera ▲					
Volleyball	Timer – C & D Scorer – C & D				Scorer – Varsity & JV Timer – Varsity & JV			
Wrestling					Scorer – Varsity & JV Timer – Varsity & JV Dual Event Scorer & Timer			

▲ May not be performed by current PSD classified hourly/non-exempt employee.

*All payments are initiated and paid for by the school site with the exception of payments made for work performed at French Field which are initiated by the District Athletic Department.

**All post-season High School Athletic Game Worker payments are the responsibility of the District Athletic Department.

Middle School Athletic Game Worker Pay Rates 2016-17:

	\$25/night	\$30/night
All Sports		Game Supervisor ▲
Basketball	Scorer	
	Timer	
Football	Timer	
Softball	Scorer	
Volleyball	Scorer	
	Timer	
Wrestling	Scorer	
	Timer	

▲ May not be performed by current PSD classified hourly/non-exempt employee.

*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 8th of every month. Upon approval the District Athletic Department will forward to the Payroll Department.

Tournament Pay Schedule 2016-17:

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.

Wrestling Individual Tournaments:	Pay Rate
6 teams or less	\$60/day
7-8 teams	\$80/day
9-12 teams	\$120/day
13 or more	\$180/day

Volleyball Tournament	\$25/match
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Tournament Managers:	Pay Rate
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
Basketball	\$50
Cross Country	\$150
Football	\$50
Softball	\$300
Track	\$300
Tennis	\$350
Volleyball	\$300
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)	\$600



Poudre School District
Licensed/Teacher Salary Schedule (T)
2016-17 School Year

*Years of experience for new employees	** STEP 16-17 School Year	LANE/Pay Grade									
		B	C	D	E	F	G	H	I	J	K
		Bach.	Bach. + 13 S	Bach. + 26 S	Bach. + 39 S	Bach. + 52 S Or Mster	Masters + 13 S	Masters + 26 S	Masters + 39 S	EdS. Or Masters + 52 S	Earned Doc- torate
0-1 yrs	1	36,569	37,447	38,346	39,266	40,208	41,012	41,832	42,669	43,522	44,392
2-3 yrs	2	37,904	38,814	39,746	40,699	41,676	42,509	43,359	44,226	45,111	46,012
4 yrs	3	39,287	40,231	41,197	42,185	43,197	44,061	44,942	45,840	46,758	47,691
5 yrs	4	40,721	41,699	42,701	43,725	44,774	45,669	46,582	47,513	48,465	49,432
6 yrs	5	42,207	43,221	44,260	45,321	46,408	47,336	48,282	49,247	50,234	51,236
7 yrs	6	43,748	44,799	45,875	46,975	48,102	49,064	50,044	51,045	52,068	53,106
8 yrs	7	45,345	46,434	47,549	48,690	49,858	50,855	51,871	52,908	53,968	55,044
9 yrs	8	47,000	48,129	49,285	50,467	51,678	52,711	53,764	54,839	55,938	57,053
	9	47,975	49,886	51,084	52,309	53,564	54,635	55,726	56,841	57,980	59,135
	10	48,215	50,921	52,949	54,218	55,519	56,629	57,760	58,916	60,096	61,293
	11	48,456	51,176	54,048	56,197	57,545	58,696	59,868	61,066	62,290	63,530
	12	48,698	51,432	54,318	57,363	59,645	60,838	62,053	63,295	64,564	65,849
	13	48,941	51,689	54,590	57,650	60,883	63,059	64,318	65,605	66,921	68,252
	14	49,186	51,947	54,863	57,938	61,187	64,367	66,666	68,000	69,364	70,743
	15	49,432	52,207	55,137	58,228	61,493	64,689	68,049	70,482	71,896	73,325
	16	49,679	52,468	55,413	58,519	61,800	65,012	68,389	71,945	74,520	76,001
	17	49,927	52,730	55,690	58,812	62,109	65,337	68,731	72,305	76,066	78,775
	18	50,177	52,994	55,968	59,106	62,420	65,664	69,075	72,667	76,446	80,410
	19	50,428	53,259	56,248	59,402	62,732	65,992	69,420	73,030	76,828	80,812
	20	50,554	53,525	56,529	59,699	63,046	66,322	69,767	73,395	77,212	81,216
	21	50,554	53,659	56,812	59,997	63,361	66,654	70,116	73,762	77,598	81,622
	22	50,554	53,659	56,954	60,297	63,678	66,987	70,467	74,131	77,986	82,030
	23	50,554	53,659	56,954	60,448	63,996	67,322	70,819	74,502	78,376	82,440
	24	50,554	53,659	56,954	60,448	64,156	67,659	71,173	74,875	78,768	82,852
	25	50,554	53,659	56,954	60,448	64,156	67,828	71,529	75,249	79,162	83,266
	26	50,554	53,659	56,954	60,448	64,156	67,828	71,708	75,625	79,558	83,682
	27	50,554	53,659	56,954	60,448	64,156	67,828	71,708	75,814	79,956	84,100
	28	50,554	53,659	56,954	60,448	64,156	67,828	71,708	75,814	80,156	84,521

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

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



**Poudre School District
Classified Exempt Salary Schedule (Y)
2016-2017 School Year**

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

Job Code	Job Description	Grade	Min	Max
FINANCE				
61605	WAREHOUSE SUPERVISOR	FN70Y	47,139	65,994
32002	ACCOUNTANT	FN75Y	50,968	71,358
51002	SENIOR BUYER	FN76Y	52,923	74,091
34001	INTERNAL AUDITOR	FN77Y	54,612	76,455
50115	PAYROLL MANAGER	FN85Y	70,505	98,710
32403	BUDGET ANALYST	FN85Y	70,505	98,710
32901	BENEFITS MANAGER	FN85Y	70,505	98,710
INFORMATION TECHNOLOGY				
38011	IT DATA ANALYST I	IT80Y	55,161	77,224
38104	WEB DESIGNER	IT80Y	55,161	77,224
38015	IT DATA ANALYST II	IT85Y	58,992	82,588
38002	DATABASE ADMINISTRATOR I	IT87Y	61,932	86,704
38001	NETWORK ENGINEER I	IT87Y	61,932	86,704
38106	BUSINESS SYSTEMS ANALYST I	IT87Y	61,932	86,704
38007	SYSTEMS ADMINISTRATOR I	IT90Y	64,520	90,326
38101	SOFTWARE ENGINEER I	IT90Y	64,520	90,326
38004	APPLICATIONS SUPPORT MANAGER	IT93Y	71,166	99,630
38009	TECHNICAL SERVICES MANAGER	IT93Y	71,166	99,630
38005	SYSTEMS ADMINISTRATOR II	IT95Y	74,582	104,413
38008	NETWORK ENGINEER II	IT95Y	74,582	104,413
38103	SOFTWARE ENGINEER II	IT95Y	74,582	104,413
38013	DATABASE ADMINISTRATOR II	IT95Y	74,582	104,413
32415	IT PROJECT MANAGER	IT95Y	74,582	104,413
OPERATIONS				
61307	OUTDOOR SERVICES SUPERVISOR	OP25Y	53,358	74,700
61311	TRANSPORTATION SUPERVISOR	OP25Y	53,358	74,700
35703	CHILD NUTRITION SERVICES SUPERVISOR	OP25Y	53,358	74,700
61301	CUSTODIAL AREA SUPERVISOR	OP25Y	53,358	74,700
33302	ENVIRONMENTAL SAFETY COORDINATOR	OP30Y	54,863	76,812
33301	ENERGY & SUSTAINABILITY MANAGER	OP30Y	54,863	76,812
33512	SAFE ENVIRONMENT ASSESSMENT SPECIALIST	OP30Y	54,863	76,812
35701	DISTRICT CUSTODIAL MANAGER	OP40Y	58,655	82,116
35706	DISTRICT OUTDOOR SERVICES MANAGER	OP40Y	58,655	82,116
35711	CONSTRUCTION PROJECT MANAGER I	OP50Y	60,502	84,702
35704	BUILDING MAINTENANCE MANAGER	OP50Y	60,502	84,702
61320	TRANSPORTATION OPERATIONS MANAGER	OP55Y	62,948	88,126
62910	VEHICLE MAINTENANCE MANAGER	OP55Y	62,948	88,126
35710	CONSTRUCTION PROJECT MANAGER II	OP60Y	65,296	91,413
35708	SECURITY MANAGER	OP60Y	65,296	91,413
35712	PLANNING MANAGER	OP70Y	70,335	98,467

effective 08/1/16



**Poudre School District
Classified Exempt Salary Schedule (Y)
2016-2017 School Year**

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

Job Code	Job Description	Grade	Min	Max
OTHER				
50906	ACE PRESIDENT	OT10Y	*see explanation below	
38217	VIDEO PRODUCTION SPECIALIST	OT25Y	46,465	65,050
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	OT30Y	48,533	67,945
34407	HUMAN RESOURCES GENERALIST	OT30Y	48,533	67,945
33900	RISK MANAGEMENT SPECIALIST	OT30Y	48,533	67,945
35303	COMMUNICATIONS SPECIALIST	OT30Y	48,533	67,945
32201	EXEC ADMIN ASST TO SUPERINTENDENT & SECRETARY TO BOE	OT40Y	52,761	73,864
35305	COMMUNICATIONS COORDINATOR	OT40Y	52,761	73,864
35308	DIGITAL COMMUNICATIONS MEDIA MANAGER	OT40Y	52,761	73,864
32006	INTEGRATED SERVICES ANALYST	OT40Y	52,761	73,864
32408	ASSESSMENT & ACCREDITATION DATA ANALYST	OT45Y	58,574	82,002
33701	GRANTS COORDINATOR	OT45Y	58,574	82,002
38216	VIDEO PRODUCTION MANAGER	OT50Y	61,090	85,524
33540	EAS COUNSELOR	OT50Y	61,090	85,524
35105	FOUNDATION & PARTNERSHIP COORDINATOR	OT60Y	64,608	90,450
PROGRAM SPECIALIST				
33550	WELLNESS COORDINATOR	PS70Y	46,708	65,390
35402	SWAP COORDINATOR	PS80Y	50,036	70,049
40525	PARENT/FAMILY COMMUNITY ENGAGEMENT COORDINATOR	PS85Y	51,872	72,619
40511	ERSEA COORDINATOR	PS85Y	51,872	72,619
40540	EARLY CHILDHOOD QUALITY DATA COORDINATOR	PS90Y	53,955	75,536
33545	DISTRICT WELLNESS MANAGER	PS90Y	53,955	75,536
40545	COORDINATOR EARLY CHILDHOOD	PS95Y	56,933	79,704
RECORDS				
51510	RECORDS MANAGER	RC75Y	51,754	72,455

*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.