



**Poudre School District
Administrator and Professional Salary Schedule
2017-2018 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
A	no positions			128,773	167,405	260
B	Assistant Superintendent of School Services	A	10201	122,640	159,432	260
	Assistant Superintendent of Student Achievement	A	10208	122,640	159,432	260
C	Executive Director of Human Resources	A	10205	117,922	153,299	260
	Executive Director of Operations	A	10209	117,922	153,299	260
	Executive Director of Information Technology	A	10211	117,922	153,299	260
	Executive Director of Finance	A	10212	117,922	153,299	260
	Executive Director of Communications	A	10213	117,922	153,299	260
D	no positions			113,385	147,401	260
E	no positions			109,023	141,730	260
F	Director of Curriculum, Instruction & Assessment	A	10409	104,828	136,276	260
	Director of Innovative Learning Environment Design	A	10419	104,828	136,276	260
	Director of Integrated Services	A	10404	104,828	136,276	260
	Director of Student Services	A	10408	104,828	136,276	260
	Principal High School	A	10504	104,828	136,276	230
G	Controller	A	10311	100,795	131,034	260
H	Principal Middle School	A	10502	93,968	122,159	223
	Principal K-12	A	10510	93,968	122,159	223
	Principal Alternative High School	A	10505	93,968	122,159	223
I	Director of Facility Services	A	10301	93,189	121,146	260
	Principal Elementary	A	10501	88,327	114,825	218
J	Director of Research and Evaluation	A	10715	89,602	116,483	260
	Director of Planning, Design, & Construction	A	10308	89,602	116,483	260
	Director of Human Resources	A	10313	89,602	116,483	260
	Director of Records & Risk Management	A	33901	89,602	116,483	260
	Director of Athletics and Activities	A	10701	89,602	116,483	260
	Director of Professional Development	A	10415	89,602	116,483	260
	Director of Postsecondary Workforce Readiness	A	10712	89,602	116,483	260
	Director of Early Childhood	A	10407	89,602	116,483	260
	Director of Language, Culture & Equity	A	10418	89,602	116,483	260
	Principal Online Academy	A	10511	84,926	110,406	218
	Principal Assistant High School	A	10604	82,978	107,874	213
K	Director of Child Nutrition	A	10303	86,992	113,090	260
	Director of Transportation	A	10307	86,992	113,090	260
	Director of Budget	A	10312	86,992	113,090	260
L	Principal Assistant Middle School	A	10603	78,214	101,678	213
	Principal Assistant K-12	A	10606	78,214	101,678	213
M	Integrated Services Coordinator	A	10803	81,996	106,595	260
	Integrated Services Coordinator	A	10803	79,500	103,352	223
N	Employee Assistance Services Manager	A	33401	79,607	103,489	260
	Process Manager	A	32425	79,607	103,489	260
	IT Infrastructure Manager	P	38050	79,607	103,489	260
	IT Software Development & Support Manager	P	38281	79,607	103,489	260
	Career & Tech Education Coordinator	A	10707	75,454	98,089	218
	Mental Health & Prevention Coordinator	A	33570	75,454	98,089	218
	Assessment & School Support Coordinator	A	32430	75,454	98,089	218
	Health Services Coordinator	A	33575	71,993	93,590	208
	Principal Assistant Elementary	A	10607	71,993	93,590	208
O	no positions			77,288	100,474	260
P	Contract Administrator	A	35725	75,033	97,543	260



**Poudre School District
 Administrator and Professional Salary Schedule
 2017-2018 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
	Purchasing Manager	A	35707	75,033	97,543	260
	IT Technical Services Manager	P	38270	75,033	97,543	260
Q	no positions			72,847	94,701	260
	Educational Audiologist	P	23105	60,179	78,231	190
R	Gifted & Talented Coordinator	P	21232	63,960	83,148	208



**Poudre School District
Athletic Coaching Stipend Schedule (C)
2017-2018 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	40CCT	Coach Soccer Assistant Girls	H
40CBG	Coach Baseball Head	J	40CCG	Coach Soccer Head Boys	J
40CKR	Coach Basketball Assistant Boys	J	40CCJ	Coach Soccer Head Girls	J
40CKT	Coach Basketball Assistant Girls	J	40CST	Coach Softball Assistant	G
40CKG	Coach Basketball Head Boys	M	40CSJ	Coach Softball Head	I
40CKJ	Coach Basketball Head Girls	M	40CRH	Coach Strength	G
40D42	Coach Cheerleader Head	J	40CDR	Coach Swimming Assistant Boys	H
40D43	Coach Cheerleader Assistant	F	40CDT	Coach Swimming Assistant Girls	H
40CXS	Coach Cross Country Assistant Coed	G	40CDG	Coach Swimming Head Boys	J
40CXH	Coach Cross Country Head Coed	H	40CDJ	Coach Swimming Head Girls	J
40CDK	Coach Diving Assistant District	H	40CNR	Coach Tennis Assistant Boys	G
40CDH	Coach Diving Head District	J	40CNT	Coach Tennis Assistant Girls	G
40CHL	Coach Field Hockey Assistant District	H	40CNG	Coach Tennis Head Boys	H
40CHB	Coach Field Hockey Head District	J	40CNJ	Coach Tennis Head Girls	H
40CIH	Coach Ice Hockey Head District	J	40CTS	Coach Track Assistant Coed	I
40CIA	Coach Ice Hockey Assistant District	H	40CTH	Coach Track Head Coed	K
40CFR	Coach Football Assistant	J	40CBB	Coach Unified Sports Basketball Assistant	F
40CFG	Coach Football Head	M	40CUB	Coach Unified Sports Basketball Head	G
40CJG	Coach Golf Head Boys	H	40CCC	Coach Unified Sports Cheerleader Assistant	F
40CJJ	Coach Golf Head Girls	H	40CUC	Coach Unified Sports Cheerleader Head	G
40CJN	Coach Golf Assistant Boys	C	40CFF	Coach Unified Sports Flag Football Assistant	F
40CJQ	Coach Golf Assistant Girls	C	40CUF	Coach Unified Sports Flag Football Head	G
40CGT	Coach Gymnastics Assistant	H	40CSS	Coach Unified Sports Soccer Assistant	F
40CGJ	Coach Gymnastics Head	J	40CUS	Coach Unified Sports Soccer Head	G
40CLS	Coach Lacrosse Assistant District Boys	H	40CVT	Coach Volleyball Assistant	H
40CLJ	Coach Lacrosse Assistant District Girls	H	40CVJ	Coach Volleyball Head	K
40CLH	Coach Lacrosse Head District Boys	J	40CWR	Coach Wrestling Assistant	H
40CLG	Coach Lacrosse Head District Girls	J	40CWG	Coach Wrestling Head	K
40CCR	Coach Soccer Assistant Boys	H			

*Refer to page 2 for staffing ratios



**Poudre School District
Extra Duty Stipend Schedule (E)
2017-2018 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
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	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/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



**Poudre School District
Extra Duty Stipend Schedule (E)
2017-2018 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)	G
21103	Counseling Responsibilities	(1 per Senior High Counselor)	G
77703	Department Leader	(see Employee Agreement Article 12.5 for definition)	I
77701	Department Leader (in lieu of release period)	(see Employee Agreement Article 12.5 for definition)	O2
77704	Department Leader Counseling	(see Employee Agreement Article 12.5 for definition)	I
77705	Department Leader Media	(see Employee Agreement Article 12.5 for definition)	I
40791	Drama Coach/Technical Director	(1 per school)	N
40792	Drama Technical Director	(1 per school)	K
40790	Drama Coach Year Long	(1 per school)	N
40793	Forensics Coach Head	(1 per school)	M
40796	Forensics Coach Assistant	(range 31-60)	I
77709	Lead Teacher PCA	(1 per school)	D
77785	MTSS Coordinator (stipend is not applied if in job description)	(1 per school)	F
40795	Musical Director (show) Orchestra	(1 per school)	J
40794	Musical Director (show) Vocal	(1 per school)	J
77711	Music Teacher Instrumental Annual Performance	(1 per Instrumental Teacher)	N
77712	Music Teacher Vocal Annual Performance	(1 per Vocal Teacher)	N

Senior High Extra Duty - Advisor/Sponsor Stipends

Job Code	Position	# of Stipends per Position	Grade
40D08	Advisor Concessions	(1 per school, paid for 2 seasons)	H
40D02	Advisor DECA	(1 per school)	L
40D10	Advisor DECA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D03	Advisor FBLA	(1 per school)	L
40D11	Advisor FBLA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D07	Advisor FCCLA	(1 per school)	L
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)
2017-2018 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 - 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 ELEMENTARY TEACHER EXTRA DUTY PAY

12.2.1 ELEMENTARY EXTRA DUTY SCHEDULE* 2017-2018

TIER 1 \$100	TIER 2 \$200	TIER 3 \$300	TIER 4 \$400
Talent Show Lead (1)	Science Olympiad (1/10 ratio up to 3)	Odyssey of the Mind Coordinator (1)	Music Programs Coordinator (1)
Scheduling (up to 5)	Lego Robotics (1/10 ratio up to 3)	Student Leadership (up to 3)	Assessment Coordinator (1) (Not eligible if already in job description)
Crisis Response Team Lead (1)	Academic Enrichment Clubs (up to 5) (Art, Math, Reading, Science)	ECO Week Overnight (10)	Tutoring (up to 3)
Geography Bee (1)	Music Club (1)	School Accountability Team (up to 2)	MTSS Members (up to 8)
Spelling Bee (1)	Tech Team Committee (Up to 6)	School-Wide Culture Team-Ex: PBIS (up to 4)	Site Based Decision Team-Ex: IB, Core, etc. (Up to 8)
Staff Activities Members (up to 2)	Kindergarten Registration (up to 4)	Webmaster (Facebook, Twitter, other social media) (1)	Misc. Yearlong Student Enrichment Clubs (Up to 4)
Staff Wellness Committee Lead (1)	Staff Activities Lead (1)	Misc. Enrichment Clubs (1 per club up to 2 per school)	Misc. Coordinator (Prior Approval needed from HR/PEA)
Science Fair (up to 2)	*Student Wellness Clubs (Up to 6)	Misc. Leadership (up to 2)	
Chess Club (1)	Newsletter (1)		
Art Show (1)	Yearbook (1)		
District Track Meet (1)	PTO Member (up to 2)		
Foreign Language Club (1)			
Extra Duty Coordinator (1)			

NOTE: The amounts above include both employer PERA and employer Medicare.

Guidelines:

1. The preparation of the Extra Duty plan shall be a collaborative effort between the Principal, PEA representative, and the office manager.
2. Licensed staff members can receive more than one of the posted stipends.
3. Activities must be above and beyond the licensed staff member's job responsibilities.
4. Stipends may be divided to pay more than one staff member for the activity.
5. Schools may not exceed the posted stipends for each activity.
6. Only licensed employees are eligible for the stipends.
7. If a school does not have the activity listed in the schedule, they may trade out the posted activity for an already existing activity not listed.

*Wellness Clubs can be paid for multiple seasons (Fall, Winter, Spring)



Poudre School District
Classified Hourly Salary Schedule (H)
2017-2018 School Year

Job Code	Job Description	Grade	Min	Max
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
50125	CHILD NUTRITION ACCOUNTING SPECIALIST	FF45H	17.98	25.17
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	FF45H	17.98	25.17
38230	CHILD NUTRITION TECHNICIAN	FF50H	18.58	26.01
33101	NUTRITION COORDINATOR	FF60H	22.20	31.08
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
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
60837	CUSTODIAN HEAD SPECIAL PROGRAMS	CS20H	14.80	20.73
60835	CUSTODIAN LEAD RELIEF NIGHT	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
FINANCE				
50102	ACCOUNTING TECHNICIAN	FN10H	16.93	23.71
50105	PAYROLL TECHNICIAN I	FN10H	16.93	23.71
50117	ACCOUNTING TECHNICIAN LEAD	FN15H	18.66	26.13
50110	PAYROLL TECHNICIAN II	FN20H	19.85	27.80
50113	PAYROLL SPECIALIST	FN25H	21.40	29.94
INFORMATION TECHNOLOGY				
50635	IT ADMINISTRATIVE & TECH SUPPORT SPECIALIST	IT40H	21.40	29.94
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	22.08	30.92
38208	DISTRICT SUPPORT TECHNICIAN I	IT45H	22.08	30.92
38213	IT ELECTRONICS TECHNICIAN	IT45H	22.08	30.92
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	22.08	30.92
38202	DATA COMMUNICATIONS TECHNICIAN	IT50H	24.89	34.85
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	26.34	36.90
38237	DISTRICT SUPPORT TECHNICIAN II	IT55H	26.34	36.90
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	26.34	36.90



Poudre School District
Classified Hourly Salary Schedule (H)
2017-2018 School Year

Job Code	Job Description	Grade	Min	Max
INSTRUCTIONAL SUPPORT				
41403	CROSSING GUARD	PT05H	10.74	15.02
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
41540	PARAPROFESSIONAL MUSIC	PT10H	12.57	17.60
41606	PARAPROFESSIONAL SPECIAL EDUCATION I	PT10H	12.57	17.60
41407	STUDENT MONITOR	PT10H	12.57	17.60
41570	PARAPROFESSIONAL 504	PT15H	13.60	19.04
41603	PARAPROFESSIONAL EARLY CHILDHOOD SPECIAL ED	PT15H	13.60	19.04
41625	PARAPROFESSIONAL SPECIAL EDUCATION II	PT15H	13.60	19.04
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	13.60	19.04
41402	CAMPUS MONITOR	PT20H	14.68	20.55
41800	TUTOR	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
42401	AUDIOLOGY ASSISTANT	PT29H	19.07	26.70
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT29H	19.07	26.70
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT30H	20.18	28.25
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT32H	21.30	29.82
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
62006	CONTROLS TECHNICIAN	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
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
62005	CONTROLS SPECIALIST	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
60315	STRUCTURAL DEPARTMENT HEAD	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
61303	OUTDOOR SERVICES LEAD MECHANIC	OS25H	20.27	28.37
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	20.27	28.37
61302	OUTDOOR SERVICES LANDSCAPE SPECIALIST	OS27H	21.34	29.87



Poudre School District
Classified Hourly Salary Schedule (H)
2017-2018 School Year

Job Code	Job Description	Grade	Min	Max
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
40536	GRADUATION ADVOCATE	PS15H	16.16	22.62
40530	PROGRAM SPECIALIST TRUANCY/ATTENDANCE	PS15H	16.16	22.62
40524	EARLY CHILDHOOD CPP SPECIALIST	PS25H	17.61	24.65
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS25H	17.61	24.65
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS25H	17.61	24.65
50625	MENTORING PROGRAM SPECIALIST	PS25H	17.61	24.65
40517	PARENT LIAISON SPECIAL EDUCATION	PS25H	17.61	24.65
33516	PROGRAM SPECIALIST SART	PS25H	17.61	24.65
40715	EXTENDED LEARNING OPPORTUNITY COORDINATOR	PS30H	18.91	26.47
42303	SWAP SPECIALIST	PS30H	18.91	26.47
30101	EARLY CHILDHOOD DENTAL HYGIENIST	PS35H	26.59	37.23
RECORDS				
50501	RECORDS MANAGEMENT TECHNICIAN I	RC05H	15.43	21.60
50502	RECORDS MANAGEMENT TECHNICIAN 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				
41114	COMPUTER LAB TECHNICIAN	SM15H	13.56	18.98
41139	MEDIA TECH ASSISTANT I	SM15H	13.56	18.98
41142	MEDIA TECH ASSISTANT II	SM20H	15.12	21.16
41169	MEDIA TECH CENTER SITE MANAGER	SM25H	17.64	24.69
41149	TECHNOLOGY SITE ASSISTANT	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
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



Poudre School District
Classified Hourly Salary Schedule (H)
2017-2018 School Year

Job Code	Job Description	Grade	Min	Max
SUPPORT SERVICES ADMINISTRATIVE				
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS20H	12.73	17.82
506B9	DISTRICT MEDIA ASSISTANT	SS25H	13.56	18.93
38218	DISTRICT MEDIA SYSTEMS TECHNICIAN	SS30H	14.95	20.93
506B6	SCIENCE RESOURCE TECHNICIAN	SS30H	14.95	20.93
506N9	CUSTOMER SUPPORT SPECIALIST	SS35H	15.86	22.21
506D2	DEPARTMENT SECRETARY	SS35H	15.86	22.21
50603	DEPARTMENT TECHNICIAN I	SS35H	15.86	22.21
38214	DISTRICT MEDIA SERVICES MANAGER	SS40H	17.22	24.11
50601	OFFICE MANAGER SUPPORT SERVICES	SS40H	17.22	24.11
50203	SUBSTITUTE COORDINATOR	SS40H	17.22	24.11
506B7	TEXTBOOK PROGRAM MANAGER	SS40H	17.22	24.11
35801	DISTRICT TRANSLATOR	SS45H	18.83	26.36
50605	DEPARTMENT TECHNICIAN II	SS47H	19.85	27.80
506Q2	ADMINISTRATIVE ASSISTANT	SS50H	20.95	29.33
50610	EAS SPECIALIST	SS50H	20.95	29.33
32905	BENEFITS SPECIALIST	SS55H	21.95	30.73
32412	ASSESSMENT DATA TECHNICIAN	SS65H	25.06	35.09
32411	EARLY CHILDHOOD QUALITY DATA TECHNICIAN	SS65H	25.06	35.09
TRANSPORTATION				
41405	PARAPROFESSIONAL BUS ATTENDANT	TP12H	12.43	17.40
60200	BUS OPERATOR	TP20H	17.50	24.50
60205	BUS OPERATOR LEAD	TP30H	18.00	25.20
60202	BUS OPERATOR TRAINER	TP35H	18.49	25.89
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)
2017-2018 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	
		Hard to Fill Long Term Sub (as determined by HR)	\$250.00/day
		In House Substitute	\$19.50/hour

Classified Substitute

Grade	Job Code	Position	Pay Rate
C2/01	60700	Substitute Child Nutrition Worker I	\$10.20/hour
C3/01	60702	Substitute Child Nutrition Worker II	\$10.94/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	\$10.20/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	41705	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
M6	35805	Hourly Interpretation/Translation	\$18.83/hour	\$26.36/hour
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$10.20/hour	\$25.00/hour
M12	99991	Temporary Licensed Assignment	\$30.00/hour	\$50.00/hour



**Poudre School District
Special Pay Schedule (S)
2017-2018 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	21803	Intervention Specialist Summer School	\$26.00/hour
T1/01	23401	Occupational Therapist Summer School	\$26.00/hour
T1/01	23501	Physical Therapist Summer School	\$26.00/hour
T1/01	23801	Speech Language Therapist Summer School	\$26.00/hour
T1/01	23602	Psychologist Summer School	\$26.00/hour
T1/01	21108	Counselor Intern Summer School	\$26.00/hour
T1/01	21107	Counselor Head Summer School	\$26.00/hour
T3/01	23301	Nurse Summer School	\$40.00/hour

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)	\$10.20/hour	First Summer
S1/01	63221	Seasonal Custodial Worker	\$10.70/hour	Second Summer
S1/01	63224	Seasonal Maintenance Worker	\$11.20/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
S10/MN	63229	Seasonal Child Nutrition Kitchen Manager	\$13.81	\$19.34



**Poudre School District
Special Pay Schedule (S)
2017-2018 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	\$10.20/hour
	43415	Student Worker General	\$10.20/hour
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
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)
2017-2018 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	\$6,250/semester

Annual One-Time Pay Rates

Wellness Team Leader	\$75.00/year
Wellness Team Co-Leader	\$75.00/year
Wellness Champion	\$50.00/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	\$3,000/year
PASE Representative	\$1,700/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.



Poudre School District
Licensed/Teacher Salary Schedule (T)
2017-18 School Year

*Years of experience for new employees	** STEP 17-18 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.

***Salary is based on a 186 day contract at 100%; salary will be prorated based on number of contract days and contract percentage.



**Poudre School District
Classified Exempt Salary Schedule (Y)
2017-2018 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	47,476	66,466
32002	ACCOUNTANT	FN75Y	50,968	71,358
51002	SENIOR PROCUREMENT AGENT	FN76Y	52,923	74,091
34001	INTERNAL AUDITOR	FN77Y	54,612	76,455
32901	BENEFITS MANAGER	FN85Y	70,505	98,710
32403	BUDGET ANALYST	FN85Y	70,505	98,710
50115	PAYROLL MANAGER	FN85Y	70,505	98,710
INFORMATION TECHNOLOGY				
38104	WEB DESIGNER	IT80Y	55,161	77,224
38220	DATA COMMUNICATIONS SPECIALIST	IT83Y	57,174	80,043
38011	IT DATA ANALYST I	IT83Y	57,174	80,043
38106	BUSINESS SYSTEMS ANALYST	IT87Y	61,932	86,704
38015	IT DATA ANALYST II	IT87Y	61,932	86,704
38014	BUSINESS SYSTEMS ADMINISTRATOR	IT90Y	64,520	90,326
38002	DATABASE ADMINISTRATOR I	IT90Y	64,520	90,326
38001	NETWORK ENGINEER I	IT90Y	64,520	90,326
38101	SOFTWARE ENGINEER I	IT90Y	64,520	90,326
38007	SYSTEMS ADMINISTRATOR I	IT90Y	64,520	90,326
38013	DATABASE ADMINISTRATOR II	IT95Y	74,582	104,413
32415	IT PROJECT MANAGER	IT95Y	74,582	104,413
38008	NETWORK ENGINEER II	IT95Y	74,582	104,413
38103	SOFTWARE ENGINEER II	IT95Y	74,582	104,413
38005	SYSTEMS ADMINISTRATOR II	IT95Y	74,582	104,413
OPERATIONS				
35703	CHILD NUTRITION SERVICES SUPERVISOR	OP25Y	53,358	74,700
61301	CUSTODIAL AREA SUPERVISOR	OP25Y	53,358	74,700
61307	OUTDOOR SERVICES SUPERVISOR	OP25Y	53,358	74,700
61311	TRANSPORTATION SUPERVISOR	OP25Y	53,358	74,700
33301	ENERGY & SUSTAINABILITY MANAGER	OP30Y	54,863	76,812
33302	ENVIRONMENTAL SAFETY COORDINATOR	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
35704	BUILDING MAINTENANCE MANAGER	OP50Y	60,502	84,702
35711	CONSTRUCTION PROJECT MANAGER I	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 08/1/17



**Poudre School District
Classified Exempt Salary Schedule (Y)
2017-2018 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	47,476	66,466
35303	COMMUNICATIONS & SOCIAL MEDIA SPECIALIST	OT30Y	48,533	67,945
34407	HUMAN RESOURCES GENERALIST	OT30Y	48,533	67,945
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	OT30Y	48,533	67,945
33900	RISK MANAGEMENT SPECIALIST	OT30Y	48,533	67,945
32420	RECORDS MANAGER	OT40Y	52,761	73,864
35305	COMMUNICATIONS COORDINATOR	OT40Y	52,761	73,864
35308	DIGITAL COMMUNICATIONS MEDIA MANAGER	OT40Y	52,761	73,864
32201	EXEC ADMIN ASST TO SUPERINTENDENT & SECRETARY TO BOE	OT40Y	52,761	73,864
32006	INTEGRATED SERVICES ANALYST	OT40Y	52,761	73,864
33701	GRANTS COORDINATOR	OT45Y	58,574	82,002
33540	EAS COUNSELOR	OT50Y	61,090	85,524
38216	VIDEO PRODUCTION MANAGER	OT50Y	61,090	85,524
35105	COMMUNITY PARTNERSHIP COORDINATOR	OT60Y	64,608	90,450
35150	EXEC DIRECTOR POUFRE EDUCATION FOUNDATION	OT60Y	64,608	90,450
PROGRAM SPECIALIST				
33550	HEALTH EDUCATION & WELLNESS COORDINATOR	PS80Y	50,036	70,049
40511	ERSEA COORDINATOR	PS85Y	51,872	72,619
35402	SWAP COORDINATOR	PS80Y	50,036	70,049
40525	PARENT/FAMILY COMMUNITY ENGAGEMENT COORDINATOR	PS85Y	51,872	72,619
33545	DISTRICT WELLNESS MANAGER	PS90Y	53,955	75,536
40545	COORDINATOR EARLY CHILDHOOD	PS95Y	56,933	79,704

*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.