



**Poudre School District**  
**Administrator and Professional Salary Schedule**  
**2018-2019 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
A	no positions			129,155	178,234	260
B	Assistant Superintendent of School Services	A	10201	123,004	169,746	260
C	Executive Director of Human Resources	A	10205	118,272	163,215	260
	Executive Director of Operations	A	10209	118,272	163,215	260
	Executive Director of Information Technology	A	10211	118,272	163,215	260
	Executive Director of Finance	A	10212	118,272	163,215	260
	Executive Director of Communications	A	10213	118,272	163,215	260
D	no positions			113,723	156,938	260
E	no positions			109,347	150,899	260
F	Director of Curriculum, Instruction & Assessment	A	10409	105,139	145,092	260
	Director of Integrated Services	A	10404	105,139	145,092	260
	Director of Student Services	A	10408	105,139	145,092	260
	Director of Innovative Learning Environment Design	A	10419	105,139	145,092	260
	Principal High School	A	10504	105,139	145,092	230
G	Controller	A	10311	101,095	139,511	260
H	Principal Middle School	A	10502	94,246	130,060	223
	Principal K-12	A	10510	94,246	130,060	223
	Principal Alternative High School	A	10505	94,246	130,060	223
I	Director of Facility Services	A	10301	93,466	128,983	260
	Principal Elementary	A	10501	88,589	122,254	218
J	Director of Research and Evaluation	A	10715	89,869	124,019	260
	Director of Planning, Design, & Construction	A	10308	89,869	124,019	260
	Director of Human Resources	A	10313	89,869	124,019	260
	Director of Records & Risk Management	A	33901	89,869	124,019	260
	Director of Athletics & Activities	A	10701	89,869	124,019	260
	Director of Professional Development	A	10415	89,869	124,019	260
	Director of Early Childhood	A	10407	89,869	124,019	260
	Director of Language, Culture & Equity	A	10418	89,869	124,019	260
	Director of Child Nutrition	A	10303	89,869	124,019	260
	Director of Transportation	A	10307	89,869	124,019	260
	Director of Budget	A	10312	89,869	124,019	260
	Principal Online Academy	A	10511	85,179	117,548	218
	Principal Assistant High School	A	10604	83,225	114,852	213
	K	no positions			87,250	120,405
L	Employee Assistance Services Manager	A	33401	84,707	116,896	260
	Principal Assistant Middle School	A	10603	78,446	108,255	213
	Principal Assistant K-12	A	10606	78,446	108,255	213
M	Integrated Services Coordinator	A	10803	82,239	113,490	260
	Integrated Services Coordinator	A	10803	79,736	110,035	223
N	Benefits Manager	P	32901	79,845	110,186	260
	Process Manager	A	32425	79,845	110,186	260
	IT Infrastructure Manager	P	38050	79,845	110,186	260
	IT Software Development & Support Manager	P	38281	79,845	110,186	260
	Assistant Director of Early Childhood Learning	A	10425	77,080	106,371	223
	Career & Tech Education Coordinator	A	10707	75,352	103,986	218
	Mental Health & Prevention Coordinator	A	33570	75,352	103,986	218
	Assessment & School Support Coordinator	A	32430	75,352	103,986	218
	Health Services Coordinator	A	33575	71,895	99,216	208
	Principal Assistant Elementary	A	10607	71,895	99,216	208
O	no positions			77,517	106,973	260



**Poudre School District  
 Administrator and Professional Salary Schedule  
 2018-2019 School Year**

<b>Grade</b>	<b>Position</b>	<b>Type</b>	<b>Job Code</b>	<b>Min</b>	<b>Max</b>	<b>Days</b>
P	Contract Administrator	A	35725	75,255	103,852	260
	Purchasing Manager	A	35707	75,255	103,852	260
	IT Technical Services Manager	P	38270	75,255	103,852	260
Q	EAS Counselor	P	33540	73,063	100,827	260
	Executive Director of Poudre Education Foundation	P	35154	73,063	100,827	260
	Educational Audiologist	P	23105	60,095	82,931	190
R	Early Childhood Operations Manager	P	33580	68,184	94,095	223
	Gifted & Talented Coordinator	P	21232	63,598	87,766	208



**Poudre School District  
Licensed/Teacher Salary Schedule (T)  
2018-19 School Year**

*Years of experience for new employees	** STEP 18-19 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	37,953	38,864	39,797	40,752	41,730	42,565	43,416	44,284	45,170	46,073
2-3 yrs	2	39,338	40,283	41,250	42,239	43,253	44,119	45,001	45,900	46,819	47,755
4 yrs	3	40,774	41,753	42,756	43,781	44,832	45,729	46,644	47,575	48,528	49,498
5 yrs	4	42,262	43,277	44,317	45,379	46,468	47,398	48,347	49,311	50,299	51,305
6 yrs	5	43,805	44,857	45,935	47,035	48,164	49,128	50,112	51,111	52,135	53,178
7 yrs	6	45,404	46,494	47,612	48,752	49,922	50,921	51,941	52,977	54,038	55,119
8 yrs	7	47,061	48,191	49,350	50,531	51,744	52,780	53,837	54,911	56,010	57,131
9 yrs	8	48,779	49,950	51,151	52,375	53,633	54,706	55,802	56,915	58,054	59,216
	9	49,791	51,773	53,018	54,287	55,591	56,703	57,839	58,992	60,173	61,377
	10	50,040	52,847	54,953	56,268	57,620	58,773	59,950	61,145	62,369	63,617
	11	50,290	53,111	56,093	58,322	59,723	60,918	62,138	63,377	64,645	65,939
	12	50,541	53,377	56,373	59,532	61,903	63,142	64,406	65,690	67,005	68,346
	13	50,794	53,644	56,655	59,830	63,187	65,447	66,757	68,088	69,451	70,841
	14	51,048	53,912	56,938	60,129	63,503	66,805	69,194	70,573	71,986	73,427
	15	51,303	54,182	57,223	60,430	63,821	67,139	70,630	73,149	74,613	76,107
	16	51,560	54,453	57,509	60,732	64,140	67,475	70,983	74,667	77,336	78,885
	17	51,818	54,725	57,797	61,036	64,461	67,812	71,338	75,040	78,941	81,764
	18	52,077	54,999	58,086	61,341	64,783	68,151	71,695	75,415	79,336	83,461
	19	52,337	55,274	58,376	61,648	65,107	68,492	72,053	75,792	79,733	83,878
	20	52,468	55,550	58,668	61,956	65,433	68,834	72,413	76,171	80,132	84,297
	21	52,468	55,689	58,961	62,266	65,760	69,178	72,775	76,552	80,533	84,718
	22	52,468	55,689	59,108	62,577	66,089	69,524	73,139	76,935	80,936	85,142
	23	52,468	55,689	59,108	62,733	66,419	69,872	73,505	77,320	81,341	85,568
	24	52,468	55,689	59,108	62,733	66,585	70,221	73,873	77,707	81,748	85,996
	25	52,468	55,689	59,108	62,733	66,585	70,397	74,242	78,096	82,157	86,426
	26	52,468	55,689	59,108	62,733	66,585	70,397	74,428	78,486	82,568	86,858
	27	52,468	55,689	59,108	62,733	66,585	70,397	74,428	78,682	82,981	87,292
	28	52,468	55,689	59,108	62,733	66,585	70,397	74,428	78,682	83,188	87,728

\* 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  
Licensed/Teacher Salary Schedule (T)  
2018-19 School Year**

*Years of experience for new employees	** STEP 18-19 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	37,948	38,859	39,792	40,747	41,725	42,560	43,411	44,279	45,165	46,068
2-3 yrs	2	39,333	40,277	41,244	42,234	43,248	44,113	44,996	45,895	46,814	47,749
4 yrs	3	40,769	41,747	42,749	43,776	44,827	45,723	46,638	47,570	48,523	49,492
5 yrs	4	42,257	43,271	44,309	45,374	46,463	47,392	48,340	49,306	50,294	51,298
6 yrs	5	43,799	44,850	45,926	47,030	48,159	49,122	50,104	51,106	52,130	53,170
7 yrs	6	45,398	46,487	47,602	48,747	49,917	50,915	51,933	52,971	54,033	55,111
8 yrs	7	47,055	48,184	49,339	50,526	51,739	52,773	53,829	54,904	56,005	57,123
9 yrs	8	48,773	49,943	51,140	52,370	53,627	54,699	55,794	56,908	58,049	59,208
	9	49,785	51,766	53,007	54,282	55,584	56,696	57,830	58,985	60,168	61,369
	10	50,034	52,840	54,942	56,263	57,613	58,765	59,941	61,138	62,364	63,609
	11	50,284	53,104	56,082	58,317	59,716	60,910	62,129	63,370	64,640	65,931
	12	50,535	53,370	56,362	59,527	61,896	63,133	64,397	65,683	66,999	68,337
	13	50,788	53,637	56,644	59,825	63,180	65,437	66,747	68,080	69,444	70,831
	14	51,042	53,905	56,927	60,124	63,496	66,795	69,183	70,565	71,979	73,416
	15	51,297	54,175	57,212	60,425	63,813	67,129	70,619	73,141	74,606	76,096
	16	51,553	54,446	57,498	60,727	64,132	67,465	70,972	74,659	77,329	78,874
	17	51,811	54,718	57,785	61,031	64,453	67,802	71,327	75,032	78,934	81,753
	18	52,070	54,992	58,074	61,336	64,775	68,141	71,684	75,407	79,329	83,449
	19	52,330	55,267	58,364	61,643	65,099	68,482	72,042	75,784	79,726	83,866
	20	52,461	55,543	58,656	61,951	65,424	68,824	72,402	76,163	80,125	84,285
	21	52,461	55,682	58,949	62,261	65,751	69,168	72,764	76,544	80,526	84,706
	22	52,461	55,682	59,096	62,572	66,080	69,514	73,128	76,927	80,929	85,130
	23	52,461	55,682	59,096	62,728	66,410	69,862	73,494	77,312	81,334	85,556
	24	52,461	55,682	59,096	62,728	66,576	70,211	73,861	77,699	81,741	85,984
	25	52,461	55,682	59,096	62,728	66,576	70,387	74,230	78,087	82,150	86,414
	26	52,461	55,682	59,096	62,728	66,576	70,387	74,416	78,477	82,561	86,846
	27	52,461	55,682	59,096	62,728	66,576	70,387	74,416	78,673	82,974	87,280
	28	52,461	55,682	59,096	62,728	66,576	70,387	74,416	78,673	83,181	87,716

\* 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)  
2018-2019 School Year**

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

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>FINANCE</b>				
61605	WAREHOUSE SUPERVISOR	FN70Y	50,021	70,029
32002	ACCOUNTANT	FN75Y	53,804	75,324
51002	SENIOR PROCUREMENT AGENT	FN77Y	56,985	79,778
34001	INTERNAL AUDITOR	FN77Y	56,985	79,778
32010	SENIOR ACCOUNTANT	FN77Y	56,985	79,778
50115	PAYROLL MANAGER	FN85Y	73,172	102,439
<b>INFORMATION TECHNOLOGY</b>				
38104	WEB DESIGNER	IT80Y	57,247	80,144
38220	DATA COMMUNICATIONS SPECIALIST	IT83Y	59,336	83,069
38011	IT DATA ANALYST I	IT83Y	59,336	83,069
38106	BUSINESS SYSTEMS ANALYST	IT87Y	64,273	89,981
38015	IT DATA ANALYST II	IT87Y	64,273	89,981
38014	BUSINESS SYSTEMS ADMINISTRATOR	IT90Y	66,959	93,741
38002	DATABASE ADMINISTRATOR I	IT90Y	66,959	93,741
38001	NETWORK ENGINEER I	IT90Y	66,959	93,741
38101	SOFTWARE ENGINEER I	IT90Y	66,959	93,741
38007	SYSTEMS ADMINISTRATOR I	IT90Y	66,959	93,741
38013	DATABASE ADMINISTRATOR II	IT95Y	77,401	108,360
32415	IT PROJECT MANAGER	IT95Y	77,401	108,360
38008	NETWORK ENGINEER II	IT95Y	77,401	108,360
38103	SOFTWARE ENGINEER II	IT95Y	77,401	108,360
38005	SYSTEMS ADMINISTRATOR II	IT95Y	77,401	108,360
<b>OPERATIONS</b>				
35703	CHILD NUTRITION SERVICES SUPERVISOR	OP25Y	55,375	77,524
61301	CUSTODIAL AREA SUPERVISOR	OP25Y	55,375	77,524
61311	TRANSPORTATION SUPERVISOR	OP25Y	55,375	77,524
33301	ENERGY & SUSTAINABILITY MANAGER	OP30Y	56,939	79,714
33302	ENVIRONMENTAL SAFETY COORDINATOR	OP30Y	56,939	79,714
33512	SAFE ENVIRONMENT ASSESSMENT SPECIALIST	OP30Y	56,939	79,714
35701	DISTRICT CUSTODIAL MANAGER	OP40Y	60,873	85,220
35706	DISTRICT OUTDOOR SERVICES MANAGER	OP40Y	60,873	85,220
35704	BUILDING MAINTENANCE MANAGER	OP50Y	62,789	87,903
35711	CONSTRUCTION PROJECT MANAGER I	OP50Y	62,789	87,903
61320	TRANSPORTATION OPERATIONS MANAGER	OP55Y	65,327	91,457
62910	VEHICLE MAINTENANCE MANAGER	OP55Y	65,327	91,457
35710	CONSTRUCTION PROJECT MANAGER II	OP60Y	67,765	94,869
35708	SECURITY MANAGER	OP60Y	67,765	94,869
35712	PLANNING MANAGER	OP70Y	72,994	102,189

effective 08/1/18



**Poudre School District  
Classified Exempt Salary Schedule (Y)  
2018-2019 School Year**

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

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>SUPPORT SERVICES</b>				
50906	ACE PRESIDENT	SS10Y	*see explanation below	
38217	VIDEO PRODUCTION SPECIALIST	SS30Y	50,132	70,184
35303	COMMUNICATIONS & SOCIAL MEDIA SPECIALIST	SS35Y	51,928	72,698
34407	HUMAN RESOURCES GENERALIST	SS35Y	51,928	72,698
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	SS35Y	51,928	72,698
33900	RISK MANAGEMENT SPECIALIST	SS35Y	51,928	72,698
35402	SWAP COORDINATOR	SS35Y	51,928	72,698
32006	INTEGRATED SERVICES ANALYST	SS40Y	54,755	76,656
32008	CIA BUSINESS ANALYST	SS40Y	54,755	76,656
40511	ERSEA COORDINATOR	SS40Y	54,755	76,656
40525	PARENT/FAMILY COMMUNITY ENGAGEMENT COORDINATOR	SS40Y	54,755	76,656
40538	EARLY CHILDHOOD PROJECT COORDINATOR	SS40Y	54,755	76,656
32420	RECORDS MANAGER	SS50Y	56,405	78,966
35305	COMMUNICATIONS COORDINATOR	SS50Y	56,405	78,966
35308	COMMUNICATIONS WEBSITE MANAGER	SS50Y	56,405	78,966
32201	EXEC ADMIN ASST TO SUPERINTENDENT & SECRETARY TO BOE	SS50Y	56,405	78,966
33545	DISTRICT WELLNESS MANAGER	SS60Y	58,129	81,380
33701	GRANTS COORDINATOR	SS70Y	61,117	85,562
38216	VIDEO PRODUCTION MANAGER	SS80Y	64,206	89,887
35105	COMMUNITY PARTNERSHIP COORDINATOR	SS90Y	67,050	93,868

\*Pay for the position of ACE PRESIDENT will be the employees current salary or the minimum of the current licensed salary schedule, which ever is greater. Incumbents will receive annual increases as determined by the annual negotiation process.



**Poudre School District  
Classified Hourly Salary Schedule (H)  
2018-2019 School Year**

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>CHILD NUTRITION SERVICES</b>				
60725	CHILD NUTRITION WORKER	CN10H	11.75	16.45
60740	CHILD NUTRITION MANAGER ELEMENTARY	CN15H	14.91	20.87
60750	CHILD NUTRITION MANAGER SECONDARY	CN20H	16.37	22.92
61620	CHILD NUTRITION WAREHOUSE WORKER/DRIVER	CN30H	16.99	23.79
50125	CHILD NUTRITION ACCOUNTING SPECIALIST	CN45H	18.67	26.13
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	CN45H	18.67	26.13
38230	CHILD NUTRITION TECHNICIAN	CN50H	19.28	27.00
33101	NUTRITION COORDINATOR	CN60H	23.04	32.26
<b>CONSTRUCTION</b>				
62101	CONSTRUCTION PROJECT COORDINATOR	CO15H	25.57	35.79
36401	GIS SPECIALIST	CO20H	27.27	38.18
<b>CUSTODIAL</b>				
60870	LAUNDRY WORKER	CS03H	11.47	16.05
60800	CUSTODIAN	CS05H	13.00	18.20
60810	CUSTODIAN CREW LEADER SENIOR HIGH	CS10H	13.88	19.44
60811	CUSTODIAN NIGHT ELEMENTARY	CS10H	13.88	19.44
60821	CUSTODIAN NIGHT LEAD MIDDLE SCHOOL	CS15H	14.72	20.61
60831	CUSTODIAN HEAD ELEMENTARY	CS20H	15.37	21.51
60832	CUSTODIAN HEAD RELIEF	CS20H	15.37	21.51
60833	CUSTODIAN HEAD SMALL SECONDARY	CS20H	15.37	21.51
60837	CUSTODIAN HEAD SPECIAL PROGRAMS	CS20H	15.37	21.51
60835	CUSTODIAN LEAD RELIEF NIGHT	CS20H	15.37	21.51
60834	CUSTODIAN NIGHT LEAD SENIOR HIGH	CS20H	15.37	21.51
60845	CUSTODIAN HEAD JSSC COMPLEX	CS25H	16.40	22.96
60840	CUSTODIAN HEAD LARGE MIDDLE SCHOOL	CS25H	16.40	22.96
60851	CUSTODIAN HEAD SENIOR HIGH	CS30H	17.77	24.87
60855	CUSTODIAL EQUIPMENT TECH/FLOORING COORD	CS40H	19.06	26.68
60865	CUSTODIAL NIGHT TRAINER/SUPERVISOR	CS50H	24.40	34.16
<b>FINANCE</b>				
50102	ACCOUNTING TECHNICIAN	FN10H	17.57	24.60
50105	PAYROLL TECHNICIAN I	FN12H	18.17	25.44
50117	ACCOUNTING TECHNICIAN LEAD	FN15H	19.42	27.19
50110	PAYROLL TECHNICIAN II	FN20H	20.61	28.85
50113	PAYROLL SPECIALIST	FN25H	22.20	31.08
<b>INFORMATION TECHNOLOGY</b>				
50635	IT ADMINISTRATIVE & TECH SUPPORT SPECIALIST	IT40H	22.20	31.08
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	22.92	32.08
38208	DISTRICT SUPPORT TECHNICIAN I	IT45H	22.92	32.08
38213	IT ELECTRONICS TECHNICIAN	IT45H	22.92	32.08
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	22.92	32.08
38202	DATA COMMUNICATIONS TECHNICIAN	IT50H	25.83	36.16
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	27.35	38.29
38237	DISTRICT SUPPORT TECHNICIAN II	IT55H	27.35	38.29
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	27.35	38.29



**Poudre School District  
Classified Hourly Salary Schedule (H)  
2018-2019 School Year**

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>INSTRUCTIONAL SUPPORT</b>				
41403	CROSSING GUARD	PT05H	11.47	16.05
41701	PARAPROFESSIONAL NON INSTRUCTIONAL	PT05H	11.47	16.05
41503	PARAPROFESSIONAL EARLY CHILDHOOD	PT07H	12.52	17.53
41509	PARAPROFESSIONAL INSTRUCTIONAL K-12	PT07H	12.52	17.53
41901	PARAPROFESSIONAL TITLE I	PT07H	12.52	17.53
41540	PARAPROFESSIONAL MUSIC	PT10H	13.45	18.83
41606	PARAPROFESSIONAL SPECIAL EDUCATION I	PT10H	13.45	18.83
41407	STUDENT MONITOR	PT10H	13.45	18.83
41570	PARAPROFESSIONAL 504	PT15H	14.42	20.18
41603	PARAPROFESSIONAL EARLY CHILDHOOD SPECIAL ED	PT15H	14.42	20.18
41625	PARAPROFESSIONAL SPECIAL EDUCATION II	PT15H	14.42	20.18
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	14.42	20.18
41402	CAMPUS MONITOR	PT20H	15.23	21.33
41800	TUTOR	PT20H	15.23	21.33
42001	BRAILLIST	PT27H	16.76	23.46
40201	CAREER CENTER COORDINATOR	PT27H	16.76	23.46
40705	COORDINATOR ENRICHMENT	PT27H	16.76	23.46
41635	REGISTERED BEHAVIORAL TECHNICIAN	PT27H	16.76	23.46
42401	AUDIOLOGY ASSISTANT	PT29H	19.79	27.71
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT29H	19.79	27.71
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT30H	20.94	29.32
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT32H	22.11	30.95
<b>MAINTENANCE</b>				
62001	HVAC TECHNICIAN	MT25H	19.27	26.98
62402	PAINTING TECHNICIAN	MT25H	19.27	26.98
62607	PLUMBER TECHNICIAN	MT25H	19.27	26.98
60302	CARPENTER JOURNEYMAN	MT27H	20.55	28.77
62200	LOCKSMITH JOURNEYMAN	MT30H	22.32	31.25
60301	CARPENTER MASTER	MT35H	23.43	32.80
62006	CONTROLS TECHNICIAN	MT35H	23.43	32.80
61102	ELECTRICIAN JOURNEYMAN	MT35H	23.43	32.80
62003	HVAC TECHNICIAN JOURNEYMAN	MT35H	23.43	32.80
62602	PLUMBER JOURNEYMAN	MT35H	23.43	32.80
61201	DISTRICT THEATER TECHNICIAN	MT40H	25.37	35.51
61101	ELECTRICIAN MASTER	MT40H	25.37	35.51
62004	HVAC TECHNICIAN MASTER	MT40H	25.37	35.51
62603	PLUMBER MASTER	MT40H	25.37	35.51
62005	CONTROLS SPECIALIST	MT45H	26.65	37.31
61103	ELECTRICIAN DEPARTMENT HEAD	MT45H	26.65	37.31
62002	HVAC DEPARTMENT HEAD	MT45H	26.65	37.31
62601	PLUMBER DEPARTMENT HEAD	MT45H	26.65	37.31
60315	STRUCTURAL DEPARTMENT HEAD	MT45H	26.65	37.31





**Poudre School District  
Classified Hourly Salary Schedule (H)  
2018-2019 School Year**

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>OUTDOOR SERVICES</b>				
61902	OUTDOOR SERVICES TECHNICIAN I	OS10H	15.37	21.51
61913	OUTDOOR SERVICES TECHNICIAN II	OS15H	18.03	25.25
61910	OUTDOOR SERVICES MECHANIC	OS20H	18.99	26.59
61303	OUTDOOR SERVICES LEAD MECHANIC	OS25H	21.03	29.44
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	21.03	29.44
61302	OUTDOOR SERVICES LANDSCAPE SPECIALIST	OS27H	22.15	31.01
<b>PROGRAM SPECIALIST</b>				
40709	AFTER HOURS PROGRAM SITE FACILITATOR	PS10H	15.23	21.33
40532	CACFP SITE MONITOR	PS10H	15.23	21.33
51512	EARLY CHILDHOOD HEALTH RECORDS TECHNICIAN	PS12H	16.78	23.50
40521	EARLY CHILDHOOD ENROLLMENT TECHNICIAN	PS15H	18.10	25.34
40504	EARLY CHILDHOOD FAMILY MENTOR	PS15H	18.10	25.34
40520	ELA FAMILY LIAISON	PS15H	18.10	25.34
40536	GRADUATION ADVOCATE	PS15H	18.10	25.34
40202	CONCURRENT ENROLLMENT SPECIALIST	PS15H	18.10	25.34
40530	PROGRAM SPECIALIST TRUANCY/ATTENDANCE	PS15H	18.10	25.34
40524	EARLY CHILDHOOD CPP SPECIALIST	PS25H	19.12	26.77
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS25H	19.12	26.77
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS25H	19.12	26.77
40517	PARENT LIAISON SPECIAL EDUCATION	PS25H	19.12	26.77
33516	PROGRAM SPECIALIST SART	PS25H	19.12	26.77
40715	EXTENDED LEARNING OPPORTUNITY COORDINATOR	PS30H	20.17	28.23
42303	SWAP SPECIALIST	PS30H	20.17	28.23
30101	EARLY CHILDHOOD DENTAL HYGIENIST	PS35H	27.60	38.64
<b>RECORDS</b>				
50501	RECORDS MANAGEMENT TECHNICIAN I	RC05H	16.01	22.41
50502	RECORDS MANAGEMENT TECHNICIAN II	RC10H	17.62	24.67
<b>SCHOOL CLERICAL</b>				
40900	HEALTH TECHNICIAN	SC12H	13.99	19.59
506H8	SCHOOL OFFICE ASSISTANT	SC12H	13.99	19.59
506H7	SCHOOL SECRETARY	SC15H	15.66	21.92
506L7	ATHLETICS SECRETARY	SC25H	16.78	23.50
51601	REGISTRAR	SC25H	16.78	23.50
50123	SCHOOL BOOKKEEPER	SC27H	17.15	24.01
50910	SCHOOL OFFICE MANAGER	SC30H	18.47	25.85
<b>SCHOOL MEDIA &amp; INSTRUCTIONAL TECHNOLOGY</b>				
41114	COMPUTER LAB TECHNICIAN	SM15H	14.07	19.70
41139	MEDIA TECH ASSISTANT I	SM15H	14.07	19.70
41142	MEDIA TECH ASSISTANT II	SM20H	15.69	21.97
41169	MEDIA TECH CENTER SITE MANAGER	SM25H	18.30	25.62
41149	TECHNOLOGY SITE ASSISTANT	SM25H	18.30	25.62
38205	TECHNOLOGY SYSTEMS SITE MANAGER I	SM30H	21.07	29.49
38206	TECHNOLOGY SYSTEMS SITE MANAGER II	SM50H	27.35	38.29



**Poudre School District  
Classified Hourly Salary Schedule (H)  
2018-2019 School Year**

<b>Job Code</b>	<b>Job Description</b>	<b>Grade</b>	<b>Min</b>	<b>Max</b>
<b>SECURITY</b>				
63601	CAMPUS SECURITY OFFICER	SY20H	18.00	25.20
63602	CAMPUS SECURITY OFFICER LEAD	SY25H	19.37	27.11
506S2	SECURITY ACCESS COORDINATOR	SY25H	19.37	27.11
62307	SECURITY TECHNICIAN	SY30H	20.57	28.80
<b>SUPPORT SERVICES ADMINISTRATIVE</b>				
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS25H	13.99	19.59
506B9	DISTRICT MEDIA ASSISTANT	SS25H	13.99	19.59
38218	DISTRICT MEDIA SYSTEMS TECHNICIAN	SS30H	15.44	21.62
506B6	SCIENCE RESOURCE TECHNICIAN	SS30H	15.44	21.62
506N9	CUSTOMER SUPPORT SPECIALIST	SS35H	16.78	23.50
506D2	DEPARTMENT SECRETARY	SS35H	16.78	23.50
50603	DEPARTMENT TECHNICIAN I	SS35H	16.78	23.50
38214	DISTRICT MEDIA SERVICES MANAGER	SS40H	18.47	25.85
50601	OFFICE MANAGER SUPPORT SERVICES	SS40H	18.47	25.85
50203	SUBSTITUTE COORDINATOR	SS40H	18.47	25.85
506B7	TEXTBOOK PROGRAM MANAGER	SS40H	18.47	25.85
35801	DISTRICT TRANSLATOR	SS45H	21.17	29.64
50605	DEPARTMENT TECHNICIAN II	SS45H	21.17	29.64
506Q2	ADMINISTRATIVE ASSISTANT	SS55H	23.03	32.24
50610	EAS SPECIALIST	SS55H	23.03	32.24
32905	BENEFITS SPECIALIST	SS55H	23.03	32.24
50208	MENTORING, RECRUITMENT & ONBOARDING SPECIALIST	SS55H	23.03	32.24
32412	ASSESSMENT DATA TECHNICIAN	SS65H	25.89	36.25
32411	EARLY CHILDHOOD QUALITY DATA TECHNICIAN	SS65H	25.89	36.25
<b>TRANSPORTATION</b>				
41405	PARAPROFESSIONAL BUS ATTENDANT	TP12H	12.90	18.06
60200	BUS OPERATOR	TP20H	18.17	25.43
60205	BUS OPERATOR LEAD	TP30H	18.68	26.16
60202	BUS OPERATOR TRAINER	TP35H	19.19	26.87
50401	DISPATCHER	TP45H	20.30	28.42
50615	FLEET LOGISTICS SPECIALIST	TP45H	20.30	28.42
50405	ACTIVITIES SCHEDULER	TP45H	20.30	28.42
50402	ROUTE PLANNER	TP45H	20.30	28.42
62901	VEHICLE MECHANIC I	TP45H	20.30	28.42
50404	ROUTE PLANNER LEAD	TP47H	21.76	30.46
62902	VEHICLE MECHANIC II	TP50H	22.63	31.68
62903	VEHICLE MECHANIC LEAD	TP55H	24.22	33.91
<b>WAREHOUSE/PURCHASING</b>				
61603	WAREHOUSE DELIVERY DRIVER	WP12H	16.99	23.79
61601	WAREHOUSE TECHNICIAN	WP12H	16.99	23.79
61607	PURCHASING TECHNICIAN	WP15H	18.54	25.96



**Poudre School District  
Extra Duty Stipend Schedule (E)  
2018-2019 School Year**

	Grade														
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	208	259	311	415	467	623	908	1,090	1,349	1,557	1,868	2,179	2,594	2,906	2,283
2	215	269	323	430	484	645	941	1,129	1,398	1,613	1,936	2,259	2,689	3,012	2,997
3	223	279	334	446	502	669	975	1,171	1,449	1,672	2,007	2,341	2,787	3,122	
4	231	289	347	462	520	693	1,011	1,213	1,502	1,733	2,080	2,427	2,889	3,235	
5	240	299	359	479	539	719	1,048	1,258	1,557	1,797	2,156	2,515	2,994	3,354	
6	248	310	372	497	559	745	1,086	1,303	1,614	1,862	2,235	2,607	3,104	3,476	
7	257	322	386	515	579	772	1,126	1,351	1,673	1,930	2,316	2,702	3,217	3,603	
8	267	333	400	533	600	800	1,167	1,400	1,734	2,001	2,401	2,801	3,334	3,734	
9	276	346	415	553	622	829	1,210	1,451	1,797	2,074	2,488	2,903	3,456	3,871	
10	287	358	430	573	645	860	1,254	1,504	1,863	2,149	2,579	3,009	3,582	4,012	

**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)  
2018-2019 School Year**

	Grade														
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	208	259	311	415	467	623	908	1,090	1,349	1,557	1,868	2,179	2,594	2,906	2,283
2	215	269	323	430	484	645	941	1,129	1,398	1,613	1,936	2,259	2,689	3,012	2,997
3	223	279	334	446	502	669	975	1,171	1,449	1,672	2,007	2,341	2,787	3,122	
4	231	289	347	462	520	693	1,011	1,213	1,502	1,733	2,080	2,427	2,889	3,235	
5	240	299	359	479	539	719	1,048	1,258	1,557	1,797	2,156	2,515	2,994	3,354	
6	248	310	372	497	559	745	1,086	1,303	1,614	1,862	2,235	2,607	3,104	3,476	
7	257	322	386	515	579	772	1,126	1,351	1,673	1,930	2,316	2,702	3,217	3,603	
8	267	333	400	533	600	800	1,167	1,400	1,734	2,001	2,401	2,801	3,334	3,734	
9	276	346	415	553	622	829	1,210	1,451	1,797	2,074	2,488	2,903	3,456	3,871	
10	287	358	430	573	645	860	1,254	1,504	1,863	2,149	2,579	3,009	3,582	4,012	

**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
40D15	Advisor FCCLA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D12	Advisor FFA	(1 per school)	L
40D13	Advisor FFA Assistant	(range 1-50: 1 advisor, 51+: 2 advisor)	I
40D20	Advisor HOSA - Future Health Professionals	(1 per school)	L
40D05	Advisor Mesa	(1 per school)	G
40D18	Advisor National Business Honor Society	(1 per school)	G
40D01	Advisor National Technical Honor Society	(1 per school)	G
40D06	Advisor Newspaper	(1 per school)	K
40D25	Advisor (SC)2 - Successful Career Students of CO	(1 per school)	G
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



**Poudre School District  
Extra Duty Stipend Schedule (E)  
2018-2019 School Year**

Step	Grade														
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	208	259	311	415	467	623	908	1,090	1,349	1,557	1,868	2,179	2,594	2,906	2,283
2	215	269	323	430	484	645	941	1,129	1,398	1,613	1,936	2,259	2,689	3,012	2,997
3	223	279	334	446	502	669	975	1,171	1,449	1,672	2,007	2,341	2,787	3,122	
4	231	289	347	462	520	693	1,011	1,213	1,502	1,733	2,080	2,427	2,889	3,235	
5	240	299	359	479	539	719	1,048	1,258	1,557	1,797	2,156	2,515	2,994	3,354	
6	248	310	372	497	559	745	1,086	1,303	1,614	1,862	2,235	2,607	3,104	3,476	
7	257	322	386	515	579	772	1,126	1,351	1,673	1,930	2,316	2,702	3,217	3,603	
8	267	333	400	533	600	800	1,167	1,400	1,734	2,001	2,401	2,801	3,334	3,734	
9	276	346	415	553	622	829	1,210	1,451	1,797	2,074	2,488	2,903	3,456	3,871	
10	287	358	430	573	645	860	1,254	1,504	1,863	2,149	2,579	3,009	3,582	4,012	

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

Job Code	Position	# of Stipends per Position	Grade
40D93	Sponsor National Academic Competition	(1 per competition)	B
40D79	Sponsor National Art Society	(1 per school)	G
40D46	Sponsor National Honor Society	(1 per school)	E
40D71	Sponsor National Math Honor Society	(1 per school)	G
40D72	Sponsor National Music (Tri-M) Society	(1 per school)	G
40D53	Sponsor National Ocean Sci Bowl	(1 per school)	F
40D73	Sponsor National Science Society	(1 per school)	G
40B45	Sponsor National Travel	(1 per qualifying event)	B
40D92	Sponsor Peer Counselors	(1 per school)	H
40D48	Sponsor Robotics	(1 per school)	I
40D80	Sponsor School Spirit	(1 per school)	B
40D54	Sponsor Science Bowl	(1 per school)	F
40D49	Sponsor Science Olympiad	(2 per school)	K
40D50	Sponsor Senior Class	(2 per school)	D
40D51	Sponsor Sophomore Class	(2 per school)	C
40D63	Sponsor Spanish Club	(1 per school)	B
40D61	Sponsor Student Council Assistant	(1 per school)	G
40D58	Sponsor Student Council Head	(1 per school)	N
40D81	Sponsor Unified Activities	(1 per school)	G
40D52	Sponsor Yearbook	(1 per school)	K



**Poudre School District  
Athletic Coaching Stipend Schedule (C)  
2018-2019 School Year**

**Grade**

Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	268	530	771	961	1,172	1,527	1,917	2,263	2,644	3,018	3,381	3,744	4,133	3,857
2	284	557	872	998	1,243	1,605	1,993	2,404	2,778	3,158	3,567	3,931	4,373	
3	301	584	888	1,045	1,293	1,686	2,096	2,523	2,918	3,335	3,708	4,133	4,535	
4	318	613	931	1,086	1,323	1,785	2,175	2,610	3,072	3,470	3,885	4,311	4,763	
5	335	637	948	1,133	1,403	1,853	2,263	2,734	3,158	3,637	4,091	4,481	4,952	
6	357	665	976	1,189	1,447	1,917	2,376	2,866	3,300	3,744	4,222	4,683	5,155	
7	376	692	1,017	1,234	1,498	1,984	2,466	2,974	3,451	3,896	4,400	4,873	5,359	
8	391	720	1,037	1,290	1,579	2,058	2,581	3,080	3,567	4,091	4,588	5,094	5,552	
9	410	744	1,102	1,324	1,605	2,138	2,644	3,158	3,692	4,214	4,738	5,251	5,764	
10	426	771	1,128	1,370	1,678	2,207	2,741	3,293	3,829	4,384	4,916	5,430	5,953	

**Middle School Extra Duty - Athletics**

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

**Senior High Extra Duty - Athletics**

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

\*Refer to page 2 for staffing ratios

**Athletic Coach Staffing Ratios  
2017-2018 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  
Special Pay Schedule (S)  
2018-2019 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	\$105.00/day
		Substitute Teacher Half Day (4 hours or less)	\$52.50/day
		Substitute Teacher Extended Day (15 days or more)	\$145.00/day
		Substitute Teacher Extended Half Day (4 hrs or less)	\$72.50/day
		Livermore Elementary Substitute Teacher	\$127.00
		Livermore Elementary Substitute Teacher Half Day	\$73.00
		Red Feather Elementary Substitute Teacher	\$155.00
		Red Feather Elementary Substitute Teacher Half Day	\$100.00
		Stove Prairie Elementary Substitute Teacher	\$127.00
		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	\$11.10/hour
C3/01	60702	Substitute Child Nutrition Worker II	\$11.75/hour
C4/01	51401	Substitute Non Instructional Paraprofessional	\$11.47/hour
C4/02	51401	Substitute Instructional Paraprofessional	\$12.52/hour
C4/03	51401	Substitute Special Education Paraprofessional I	\$13.45/hour
C4/04	51401	Substitute Special Education Paraprofessional II	\$14.42/hour

**After Hours**

Grade	Job Code	Position	Minimum	Maximum
AH05	41508	Paraprofessional Instructional After Hours Program	\$12.52	\$17.53
AH15	41802	Tutor After Hours Program	\$15.23	\$21.33
AH15	40702	Odyssey of the Mind Coordinator	\$15.23	\$21.33
AH15	40701	Site Facilitator After Hours Program	\$15.23	\$21.33
T1/01	20113	Licensed After Hours Coordinator	\$26.00	\$26.00

**Other/Miscellaneous**

Grade	Job Code	Position	Pay Rate	
M1/01	40301	Childcare Provider	\$11.10/hour	
M1/01	63235	Concessions Worker French Field	\$11.10/hour	
M1/01	63232	Energy Assistant	\$11.10/hour	
M3/01	41705	Grader	\$13.78/hour	
M7/01	38231	Video Assistant Hourly	\$22.00/hour	
M7/01	63210	Athletic Field Manager	\$22.00/hour	
M7/01	63233	Concessions Manager French Field	\$22.00/hour	
M8/01	77760	Music Coach	\$25.00/hour	
M9/01	77768	Theater Technician	\$31.00/hour	
			<b>Minimum</b>	<b>Maximum</b>
M13	35805	Hourly Interpretation/Translation	\$21.17/hour	\$29.64/hour
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$11.10/hour	\$25.00/hour
M12	99991	Temporary Licensed Assignment	\$30.00/hour	\$50.00/hour





**Poudre School District  
Special Pay Schedule (S)  
2018-2019 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	\$12.52	\$17.53
SU06	41410	Paraprofessional Bus Attendant Summer School	\$12.90	\$18.06
SU07	41610	Special Education Paraprofessional I Summer School	\$13.45	\$18.83
SU07	41408	Student Monitor Summer School	\$13.45	\$18.83
SU07	41138	Link Library Worker Summer School	\$13.45	\$18.83
SU08	41617	Special Education Paraprofessional II Summer School	\$14.42	\$20.18
SU09	41801	Tutor Summer School	\$15.23	\$21.33
SU10	506H5	School Secretary Summer School	\$15.66	\$21.92
SU13	60210	Bus Driver Summer School	\$18.17	\$25.43
SU14	41131	Media Tech Center Site Manager Summer School	\$18.30	\$25.62
SU15	50907	School Office Manager Summer School	\$18.47	\$28.85
SU30	41002	Sign Language Interpreter Tutor Summer School	\$20.94	\$29.32

**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 <i>with/o admin lic</i>	\$2,500.00/session <i>with admin lic</i>
SU60	90031	STEM Assistant	\$2,500.00/session	
SU60	90040	Secondary Summer School Manager	\$2,500.00/session <i>with/o admin lic</i>	\$3,000.00/session <i>with admin lic</i>

**Seasonal Workers**

Grade	Job Code	Position	Pay Rate	
S1/01	63226	Seasonal Worker (open)	\$11.10/hour	First Summer
S1/01	63221	Seasonal Custodial Worker	\$11.60/hour	Second Summer
S1/01	63224	Seasonal Maintenance Worker	\$12.10/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	\$11.75	\$16.45
S9/MN	63225	Seasonal Custodial Crew Leader	\$13.50	\$18.90
S9/MN	61914	Seasonal Outdoor Services Worker II (6 month)	\$13.50	\$18.90
S9/MN	61703	Seasonal Transportation Worker/Mechanic Helper	\$13.50	\$18.90
S10/MN	63229	Seasonal Child Nutrition Kitchen Manager	\$14.91	\$20.87



**Poudre School District  
Special Pay Schedule (S)  
2018-2019 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	\$11.10/hour
	43415	Student Worker General	\$11.10/hour
P2/01	62302	Theater Technician - Student Worker	\$13.00/hour

**Stipends**

**Summer Coaches**

			Minimum	Maximum
SC1/MN	77795	Summer Coach Head	\$624	\$1,248
		Stipend is calculated based on daily rate of \$39.00/day*		
SC2/MN	77796	Summer Coach Assistant	\$456	\$912
		Stipend is calculated based on daily rate of \$28.50/day*		
		*refer to Summer Coach Guidelines		

**Licensed (educator license required)**

			Minimum	Maximum
L1/01	77769	Secondary MTSS Lead Stipend	\$600	\$600
L2/01	77786	Technology Learning Lead Stipend	\$700	\$700
L3/01	77739	Secondary Lead Dean Stipend	\$850	\$850
L4/01	21104	District Guidance Coordinator Stipend	\$1,000	\$1,000
L4/01	77738	Integrated Services Tutor Coordinator (1 stipend/session)	\$1,000	\$1,000
L5/01	88814	Licensed Career Incentive/Longevity Plan	\$1,500	\$3,000
L6/01	77737	Secondary School Dean Stipend	\$5,000	\$5,000

**Administrative**

			Minimum	Maximum
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

**Miscellaneous**

			Minimum	Maximum
M50/01	88805	Athletic Game Worker (payroll use only)	\$0	\$0
M50/01	88808	Leave of Absence Unpaid (payroll use only)	\$0	\$0
M50/01	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



**Poudre School District  
Special Pay Schedule (S)  
2018-2019 School Year**

**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	

**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.