



Poudre School District
Administrator and Professional Salary Schedule
2024-2025 School Year

Grade	Position	Type	Job Code	Min	Max	Days
A	no positions			155,439	214,506	260
B	no positions			148,036	204,290	260
C	Senior Executive Director Student Services	A*	10224	142,342	196,432	260
D	Executive Director Communications	A	10350	136,868	188,879	260
	Executive Director Finance	A	10302	136,868	188,879	260
E	Senior Director Human Resources	A	10316	131,600	181,608	260
	Senior Director Talent Acquisition & Retention	A	10319	131,600	181,608	260
F	Director Facilities	A	10338	126,535	174,619	260
	Director Integrated Services	A*	10222	126,535	174,619	260
	Director Professional Learning	A*	10432	126,535	174,619	260
	Principal High School	A*	10504	126,535	174,619	230
	Principal Middle/High School	A*	10512	126,535	174,619	230
G	no positions			121,668	167,901	260
H	Assistant Legal Counsel	A	34103	116,985	161,439	260
	Director IT Infrastructure & Technical Services	A	10325	116,985	161,439	260
	Director IT Software Development & Support	A	10321	116,985	161,439	260
	Director IT Technical Supp Svcs & User Security	A	10328	116,985	161,439	260
	Director Records & Risk Management	A	33901	116,985	161,439	260
	Principal Alternative High School	A*	10505	113,424	156,524	223
	Principal Alternative & Secondary Summer School	A*	10505	113,424	156,524	223
	Principal K-12	A*	10510	113,424	156,524	223
	Principal Middle School	A*	10502	113,424	156,524	223
I	Director Early Childhood	A*	10407	112,486	155,231	260
	Principal Elementary	A*	10501	106,617	147,131	218
J	Director Athletics & Activities	A*	10320	108,157	149,257	260
	Director Budget	A	10312	108,157	149,257	260
	Director Career & Innovation	A*	10413	108,157	149,257	260
	Director Child Nutrition	A	10303	108,157	149,257	260
	Director Curriculum & Instruction	A*	10401	108,157	149,257	260
	Director Language, Culture & Equity	A*	10418	108,157	149,257	260
	Director Student Safety & Emergency Management	A*	10341	108,157	149,257	260
	Director Transportation	A	10307	108,157	149,257	260
	Manager Applications Support & Data	P	38026	108,157	149,257	260
	Principal Assistant High School	A*	10604	100,164	138,224	213
	Principal Assistant Middle/High School	A*	10609	100,164	138,224	213
K	Architect IT Enterprise	P	38019	105,007	144,909	260
	Coordinator Medicaid	P	37010	105,007	144,909	260
	Manager Employee Assistance Services	A	33401	105,007	144,909	260
L	Principal Assistant K-12	A*	10606	94,413	130,287	213
	Principal Assistant Middle School	A*	10603	94,413	130,287	213
	Principal Assistant Poudre Community Academy	A*	10612	94,413	130,287	213
M	Assistant Director Benefits	A	32910	98,976	136,586	260
	Assistant Director Early Childhood Learning	A*	10425	95,963	132,430	223
	Assistant Director Facilities	A	35746	98,976	136,586	260
	Assistant Director Finance	A	34224	98,976	136,586	260
	Assistant Director Human Resources	A	10314	98,976	136,586	260
	Assistant Director Integrated Services	A*	33595	98,976	136,586	260
	Assistant Director Integrated Services	A*	33605	98,976	136,586	260
	Assistant Director Integrated Svcs-Teaching/Learning	A*	33607	98,976	136,586	260
	Assistant Director Language, Culture & Equity	A*	33587	89,508	123,523	208
	Assistant Director Safety	A*	34241	98,976	136,586	260
	Assistant Director Security	A	34240	98,976	136,586	260
	Assistant Director Student Services	A*	33576	98,976	136,586	260
	Coordinator Mentoring & Educator Effectiveness	P*	34410	93,811	129,460	218
	Principal Assistant Elementary	A*	10607	89,508	123,523	208
	Site Director Career Tech Center	A*	10616	95,963	132,430	223
	Site Director Early Childhood	A*	10426	89,508	123,523	208



**Poudre School District
Administrator and Professional Salary Schedule
2024-2025 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
N	Analyst Business Systems	P	32416	96,094	132,609	260
	Coordinator Career & Technical Education	P	33604	91,080	125,691	218
	Coordinator Community & Business Development	P	33568	96,094	132,609	260
	Coordinator Project AWARE	P*	33571	91,080	125,691	218
	Coordinator Student Safety	P	33584	96,094	132,609	230
	Executive Director PSD Foundation	P	35154	96,094	132,609	260
	Manager Grants Administration	P	34227	96,094	132,609	260
	Manager Transportation Operations	P	61322	96,094	132,609	260
	Specialist Facilities Utilization & Design	P	32502	96,094	132,609	260
O	Coordinator Compliance Prevention & Response	A	33583	93,293	128,744	260
	Coordinator Counselor	P*	33577	93,293	128,744	230
	Coordinator Mental Health & Prevention	A	33570	93,293	128,744	230
	Manager Planning & Construction	P	35751	93,293	128,744	260
P	Coordinator Diversity, Equity, & Inclusion	P	33563	90,570	124,986	260
	Coordinator Family, School & Community Partnership	P	33582	81,907	113,032	208
	Coordinator Language, Culture & Equity	P	33574	90,570	124,986	260
	Manager Accounting	P	32015	90,570	124,986	260
	Manager Payroll	P	33543	90,570	124,986	260
	Manager Purchasing & Contract	P	34226	90,570	124,986	260
Q	Coordinator Assessment & Analytics	P	32432	87,932	121,346	260
	Coordinator Behavior Intervention & Prevention	P	21535	87,932	121,346	230
	Coordinator Concurrent Enrollment	P*	33606	87,932	121,346	260
	Coordinator Elementary Literacy	P*	21220	83,344	115,015	218
	Coordinator Gifted & Talented	P*	21232	79,521	109,741	208
	Coordinator LGBTQIA+	P	33561	87,932	121,346	260
	Counselor/Consultant EAS	P	33540	87,932	121,346	260
	Educational Audiologist	P*	23105	72,640	100,243	190
	Manager Records	P	32421	87,932	121,346	260
	Manager Vehicle Maintenance	P	62911	87,932	121,346	260
R	Coordinator Assessment & School Support	A	32430	85,371	117,812	260
	Coordinator Health Services	A*	33575	85,371	117,812	230
	Manager Early Childhood Operations	P	33580	82,772	114,227	223
	Manager Technical Support Specialist	P	38277	85,371	117,812	260
S	Coordinator Mental Health Intern and Fellowship	P*	33523	82,874	114,367	230
	Manager Custodial & Delivery Services	P	35715	82,874	114,367	260
	Manager District Wellness	P	33590	82,874	114,367	260
	Manager Outdoor Services	P	35726	82,874	114,367	260
	Manager Talent Acquisition & Retention	P	34409	82,874	114,367	260
	Manager Transportation Integrated Services (IS)	P	61317	82,874	114,367	260
	Manager Transportation Safety	P	62106	82,874	114,367	260
T	Business Partner Human Resources	P	34420	77,539	108,554	260
	Coordinator Research & Evaluation	P	32433	77,539	108,554	260
	Supervisor Child Nutrition Services	P	35723	77,539	108,554	260
U	Supervisor Custodial Area	P	61321	75,609	105,852	260
	Supervisor Outdoor Services	P	61304	75,609	105,852	260
	Supervisor Transportation	P	61323	75,609	105,852	230
V	Coordinator Extended Learning Opportunity	P	33534	73,753	103,254	260
	Manager IT Asset	P	38250	73,753	103,254	260
W	Coordinator Early Childhood Enrollment	P	40528	70,328	98,459	260
	Coordinator EC Family & Community Engagement	P	40529	68,799	96,319	225
	Coordinator SWAP (School to Work Alliance Program)	P	35403	70,328	98,459	230
X	Coordinator Accessibility and ADA	P	34211	67,640	94,696	260
	Supervisor Human Resources Support Services	P	34216	67,640	94,696	260
	Supervisor IT Support Services	P	34221	67,640	94,696	260
	Supervisor Operations Administrative	P	34231	67,640	94,696	260
Y	Supervisor Operations Support	P	34229	65,151	89,908	260

* appropriate CDE licensure required



POUDRE SCHOOL DISTRICT

**Poudre School District
Licensed/ Teacher Salary Schedule (T)
2024-2025 School Year**

Years Exp*	Step	LANE/Pay Grade							PhD
		Bachelors	Bachelors +18	Bachelors +36	Masters	Masters +18	Masters +36	Masters + 54 / EDS	
0	1	54,329	55,776	57,223	58,671	61,048	62,692	64,382	66,734
1	2	56,346	57,885	59,387	60,893	63,357	65,059	66,812	69,262
2	3	57,162	58,759	60,281	61,810	64,302	66,023	67,796	70,289
3	4	57,943	59,598	61,139	62,690	65,210	66,948	68,741	71,272
4	5	58,735	60,446	62,006	63,580	66,126	67,881	69,697	72,269
5	6	59,536	61,305	62,884	64,479	67,055	68,828	70,663	73,276
6	7	60,345	62,172	63,771	65,389	67,995	69,786	71,642	74,295
7	8	61,551	63,447	65,079	66,731	68,944	70,754	72,631	75,326
8	9	62,795	64,762	66,426	68,114	70,349	71,734	73,631	76,370
9	10	65,076	66,932	68,653	70,400	71,798	73,190	74,646	77,426
10	11	65,151	69,207	70,985	72,797	74,204	74,772	76,156	78,495
11	12	65,151	71,864	73,662	75,545	76,728	77,263	77,851	80,087
12	13	65,151	74,641	76,508	78,411	79,623	80,154	80,712	81,728
13	14	65,151	74,732	79,472	81,451	82,644	83,170	83,726	84,470
14	15	65,151	74,732	80,205	84,617	85,848	86,370	86,924	87,344
15	16	65,151	74,732	80,866	85,394	89,187	89,705	90,256	90,646
16	17	65,151	74,732	80,888	86,093	89,996	92,784	93,333	94,108
17	18	65,151	74,732	80,888	86,798	90,722	93,603	96,540	97,748
18	19	65,151	74,732	80,888	87,505	91,451	94,350	97,387	101,557
19	20	65,151	74,732	80,888	87,528	92,187	95,101	98,157	102,463
20	21	65,151	74,732	80,888	87,528	92,926	95,856	98,931	103,276
21	22	65,151	74,732	80,888	87,528	93,670	96,617	99,712	104,094
22	23	65,151	74,732	80,888	87,528	93,695	97,382	100,496	104,916
23	24	65,151	74,732	80,888	87,528	93,695	98,152	101,286	105,742
24	25	65,151	74,732	80,888	87,528	93,695	98,925	102,080	106,574
25	26	65,151	74,732	80,888	87,528	93,695	98,951	102,878	107,412
26	27	65,151	74,732	80,888	87,528	93,695	98,951	103,681	108,253
27	28	65,151	74,732	80,888	87,528	93,695	98,951	104,489	109,101

- Amounts are based on the standard licensed calendar of 188 days; assignments less than 188 days per year will be prorated.
- *Steps do not equal years of experience due to salary freezes, schedule compressions, etc. Effective July 1, 2024, Licensed staff new to PSD will be placed according to the chart above, upon receipt of verification of accepted experience.
- Educators new to PSD placed at the lane for highest completed degree (additional credits awarded per Employee Agreement) and awarded up to 12 years of verified experience credit (step 13). High-need areas will be awarded up to 17 years (step 18). High-need areas include:
 - o All Special Education/Integrated Services positions (teachers, coaches, PTs, OTs, SLPs, Psychologists) and Nurses
 - o Bilingual licensed employees when required by position and World Language teachers
 - o Secondary math teachers with 7-12 math endorsement and Technology/Industrial Arts teachers
- Educators rehired to PSD after break in service will be considered as new hires when determining salary placement. Retired PSD educators placed at 14 years of experience (step 15) unless SVEI was received in 2010 or 2011, subject to the new education lane requirements on the current salary schedule.

Poudre School District Licensed Position Listing 2024-2025 School Year

School/Site Job Codes	
Job Code	Position Description
21505	ACE COORDINATOR
21100	COUNSELOR
21150	COUNSELOR BULLY PREVENTION PROGRAM
21125	CTE SPECIALIST
21300	DEAN SECONDARY SCHOOL
21815	EDUCATIONAL TECHNOLOGY COORDINATOR
20120	GIFTED & TALENTED SITE COORDINATOR
21805	INSTRUCTIONAL COACH
21011	INSTRUCTOR JROTC
21010	INSTRUCTOR SENIOR ARMY JROTC
20109	INTERVENTIONIST
20602	INTERVENTIONIST TITLE I
21600	MEDIA SPECIALIST
21812	MTSS COORDINATOR
23300	NURSE
23302	NURSE - MEDICALLY COMPLEX
23400	OCCUPATIONAL THERAPIST
23500	PHYSICAL THERAPIST
21276	PROG SPEC COMMUNITY CONNECTION
21279	PROG SPEC COOPER HOME
21272	PROG SPEC PROJECT SEARCH
21259	PROGRAM COORDINATOR IB
20104	PSD OPTIONS PROGRAM TEACHER
23600	PSYCHOLOGIST
22002	SOCIAL EMOTIONAL LEARNING COACH
23700	SOCIAL WORKER
23800	SPEECH LANGUAGE SPECIALIST
20206	TEACHER DEAF AND HARD OF HEARING
20103	TEACHER EARLY CHILDHOOD
20203	TEACHER EARLY CHILDHOOD INTEGR SVCS
20101	TEACHER ELEMENTARY
20201	TEACHER ELEMENTARY INTEGRATED SVCS
20108	TEACHER ELD
20608	TEACHER ELD TITLE I
21802	TEACHER ON SPECIAL ASSIGNMENT
20102	TEACHER SECONDARY
22510	TEACHER SECONDARY CAREER TECH CENTER
20202	TEACHER SECONDARY INTEGRATED SVCS
20600	TEACHER TITLE I
20207	TEACHER VISION IMPAIRED
20125	WORK-BASED LEARNING COORDINATOR

District Job Codes	
Job Code	Position Description
22004	BEHAVIOR INTERVENTION COACH
22001	BEHAVIORAL SPECIALIST
23705	BEHAVIORAL THREAT ASSMNT & RESP PLAN COACH
22401	BOARD CERTIFIED BEHAVIOR ANALYST
33528	CAREER ADVOCATE
33000	CHILD FIND COORDINATOR
21120	COUNSELOR LEAD
21243	CTE ENGAGEMENT COORDINATOR
21131	CTE SPECIALIST/COUNSELOR CAREER TECH CENTER
21531	EARLY CHILDHOOD DISABILITIES SPECIALIST
21808	EARLY CHILDHOOD ELD INSTRUCT COACH
21122	EARLY CHILDHOOD MENTAL HEALTH SPECIALIST
21819	EDUCATOR EFFECTIVENESS COACH CONSULTANT TOSA
21813	ELD CONSULTANT TOSA
21811	ELD INSTRUCTIONAL COACH
38240	ENRICH SUPPORT TOSA
21508	ENRICH IEP SUPPORT TOSA
21245	FUTURE READY COORDINATOR TOSA
21223	GIFTED & TALENTED IDENTIFICATION SPECIALIST
23701	HOMELESS EDUCATION PROG SPECIALIST
21501	INSTRUCTIONAL PROGRAM CONSULTANT MCAT
38245	INSTRUCTIONAL SYSTEMS SUPPORT COORD
21511	INTEGRATED SERVICES COACH
22101	INTEGRATED SERVICES COACH AUTISM
33608	INTEGRATED SERVICES PARENT FAMILY COMMUN SPEC
21602	MEDIA FACILITATOR
21141	MENTAL HEALTH & TRAUMA EDUCATION SPECIALIST
21117	MENTAL HEALTH SVC PROVIDER CSU GRANT FELLOW
21106	MENTAL HEALTH SPECIALIST
21119	MENTAL HEALTH TEAM LEAD TOSA
22003	MTSS SOCIAL EMOTIONAL BEHAVIOR (SEB) COACH
23410	OCCUPATIONAL THERAPIST LEAD
24201	ORIENTATION & MOBILITY SPECIALIST
21801	PEA PRESIDENT
23610	PSYCHOLOGIST LEAD
23710	SOCIAL WORKER LEAD
23810	SPEECH LANGUAGE SPECIALIST LEAD
37101	SWAAAC COORDINATOR
21206	TEACHING & LEARNING FACILITATOR
20220	TRANSITION PATHWAY SPECIALIST TOSA
33539	504 COMPLIANCE SPECIALIST TOSA

Job Code	Intern Position
23601	PSYCHOLOGIST INTERN

Extended Contract (.5%/day)

99901	EXTENDED CONTRACT 1 DAY
99902	EXTENDED CONTRACT 2 DAYS
9990A	EXTENDED CONTRACT 2.5 DAYS
99903	EXTENDED CONTRACT 3 DAYS
99904	EXTENDED CONTRACT 4 DAYS
99905	EXTENDED CONTRACT 5 DAYS
99906	EXTENDED CONTRACT 6 DAYS
99907	EXTENDED CONTRACT 7 DAYS
99908	EXTENDED CONTRACT 8 DAYS
99909	EXTENDED CONTRACT 9 DAYS
99910	EXTENDED CONTRACT 10 DAYS
9990D	EXTENDED CONTRACT 10.5 DAYS
99911	EXTENDED CONTRACT 11 DAYS
9990C	EXTENDED CONTRACT 11.5 DAYS
99912	EXTENDED CONTRACT 12 DAYS
9990B	EXTENDED CONTRACT 12.5 DAYS
99913	EXTENDED CONTRACT 13 DAYS
99914	EXTENDED CONTRACT 14 DAYS
99915	EXTENDED CONTRACT 15 DAYS

Travel Time	
99990	TEACHER TRAVELING TIME

99916	EXTENDED CONTRACT 16 DAYS
99917	EXTENDED CONTRACT 17 DAYS
99918	EXTENDED CONTRACT 18 DAYS
99919	EXTENDED CONTRACT 19 DAYS
99920	EXTENDED CONTRACT 20 DAYS
99922	EXTENDED CONTRACT 22 DAYS
99925	EXTENDED CONTRACT 25 DAYS
99926	EXTENDED CONTRACT 26 DAYS
99927	EXTENDED CONTRACT 27 DAYS
99928	EXTENDED CONTRACT 28 DAYS
99930	EXTENDED CONTRACT 30 DAYS
99931	EXTENDED CONTRACT 31 DAYS
99935	EXTENDED CONTRACT 35 DAYS
99937	EXTENDED CONTRACT 37 DAYS
99938	EXTENDED CONTRACT 38 DAYS
99939	EXTENDED CONTRACT 39 DAYS
99940	EXTENDED CONTRACT 40 DAYS
99945	EXTENDED CONTRACT 45 DAYS
99947	EXTENDED CONTRACT 47 DAYS

Stipend	
99989	INTEGRATED SERVICES STIPEND (LICENSED) (paid on the I Schedule)



Poudre School District
Classified Hourly Salary Schedule (H)
2024-2025 School Year

Job Code	Job Description	Grade	Min	Max
CHILD NUTRITION SERVICES				
60725	CHILD NUTRITION TEAM MEMBER	CN10H	17.25	24.14
60735	CHILD NUTRITION TEAM RELIEF	CN15H	20.09	28.12
61620	CHILD NUTRITION WAREHOUSE WORKER/DRIVER I	CN20H	21.23	29.72
61621	CHILD NUTRITION WAREHOUSE WORKER/DRIVER II	CN30H	22.26	31.16
62311	CHILD NUTRITION APPLIANCE MASTER	CN40H	22.77	31.87
50125	CHILD NUTRITION SUPPLY COORDINATOR	CN45H	23.53	32.94
60740	CHILD NUTRITION MANAGER ELEMENTARY	CN47H	23.78	33.29
60737	CHILD NUTRITION MANAGER SPECIAL PROGRAMS	CN47H	23.78	33.29
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	CN48H	24.16	33.83
60750	CHILD NUTRITION MANAGER SECONDARY/SPLIT CAMPUS	CN49H	24.72	34.61
38230	CHILD NUTRITION TECHNICIAN	CN50H	25.14	35.20
60780	CHILD NUTRITION TEAM TRAINER & SUPPORT	CN55H	25.77	36.07
33101	NUTRITION COORDINATOR	CN60H	26.78	37.49
CUSTODIAL				
60800	CUSTODIAN	CS05H	17.25	24.14
60811	CUSTODIAN NIGHT ELEMENTARY/SMALL SCHOOL	CS10H	21.12	29.57
60831	CUSTODIAN HEAD ELEMENTARY/SMALL SCHOOL	CS20H	22.23	31.13
60832	CUSTODIAN HEAD RELIEF	CS20H	22.23	31.13
60821	CUSTODIAN NIGHT LEAD MIDDLE SCHOOL	CS20H	22.23	31.13
60834	CUSTODIAN NIGHT LEAD SENIOR HIGH	CS25H	23.37	32.72
60840	CUSTODIAN HEAD MIDDLE SCHOOL	CS27H	23.90	33.46
60855	CUSTODIAL EQUIPMENT TECH/FLOORING PROJECT COORD	CS40H	24.39	34.14
60851	CUSTODIAN HEAD SENIOR HIGH	CS42H	24.66	34.52
60865	CUSTODIAL NIGHT TRAINER/SUPERVISOR	CS50H	28.02	39.23
FINANCE				
50103	BOOKKEEPER INTEGRATED SERVICES	FN10H	21.42	29.99
50104	FINANCE SPECIALIST	FN15H	23.63	33.08
50106	PAYROLL SPECIALIST	FN20H	25.74	36.03
INFORMATION TECHNOLOGY				
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	27.48	38.47
38208	DISTRICT SUPPORT TECHNICIAN I	IT45H	27.48	38.47
38246	IT FIELD SPECIALIST	IT45H	27.48	38.47
38241	SYSTEMS SUPPORT TECHNICIAN FINANCE	IT45H	27.48	38.47
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	27.48	38.47
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	32.04	44.86
38237	DISTRICT SUPPORT TECHNICIAN II	IT55H	32.04	44.86
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	32.04	44.86
INSTRUCTIONAL SUPPORT				
41403	CROSSING GUARD	PT05H	16.07	22.50
41701	PARAPROFESSIONAL NON INSTRUCTIONAL	PT05H	16.07	22.50
41503	PARAPROFESSIONAL EARLY CHILDHOOD	PT07H	17.67	24.74
41509	PARAPROFESSIONAL INSTRUCTIONAL K-12	PT07H	17.67	24.74
41901	PARAPROFESSIONAL TITLE I	PT07H	17.67	24.74
41540	PARAPROFESSIONAL MUSIC	PT10H	18.48	25.87
41606	PARAPROFESSIONAL INTEGRATED SERVICES I	PT10H	18.48	25.87
41640	PARAPROFESSIONAL INTEGRATED SERVICES I - SBB	PT10H	18.48	25.87
41407	STUDENT MONITOR	PT10H	18.48	25.87
41402	CAMPUS MONITOR	PT15H	19.28	26.99
41570	PARAPROFESSIONAL 504	PT15H	19.28	26.99
41603	PARAPROFESSIONAL EARLY CHILDHOOD INTEGRATED SERVICES	PT15H	19.28	26.99



Poudre School District
Classified Hourly Salary Schedule (H)
2024-2025 School Year

Job Code	Job Description	Grade	Min	Max
INSTRUCTIONAL SUPPORT (continued)				
41625	PARAPROFESSIONAL INTEGRATED SERVICES II	PT15H	19.28	26.99
41645	PARAPROFESSIONAL INTEGRATED SERVICES II - SBB	PT15H	19.28	26.99
41630	PARAPROFESSIONAL INTEGRATED SERVICES MEDICAL	PT15H	19.28	26.99
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	19.28	26.99
41413	PARAPROFESSIONAL BEHAVIOR SUPPORT	PT15H	19.28	26.99
41800	TUTOR	PT15H	19.28	26.99
41425	BEHAVIOR INTERVENTION TECHNICIAN STUDENT SERVICES	PT20H	20.62	28.87
40201	CAREER CENTER COORDINATOR	PT20H	20.62	28.87
40705	COORDINATOR ENRICHMENT	PT20H	20.62	28.87
41811	IN-BUILDING FLOATING SUPPORT	PT20H	20.62	28.87
41690	IN-BUILDING FLOATING SUPPORT INTEGRATED SERVICES	PT20H	20.62	28.87
41691	IN-BUILDING FLOATING SUPPORT SPECIAL EDUCATION SBB	PT20H	20.62	28.87
41513	PARAPROFESSIONAL ENGLISH LANGUAGE DEVELOPMENT (ELA)	PT20H	20.62	28.87
41580	PARAPROFESSIONAL NEWCOMER MENTAL HEALTH	PT20H	20.62	28.87
41635	REGISTERED BEHAVIORAL TECHNICIAN	PT20H	20.62	28.87
41420	STUDENT SAFETY SPECIALIST	PT20H	20.62	28.87
42401	AUDIOLOGY ASSISTANT	PT25H	23.38	32.74
41660	VISION AND ACCESSIBILITY ASSISTANT	PT25H	23.38	32.74
41655	PARAPROFESSIONAL TRAINER & SUPPORT COACH	PT27H	24.79	34.71
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT30H	27.77	38.86
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT30H	27.77	38.86
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT35H	28.14	39.38
MAINTENANCE				
61615	DELIVERY SERVICES WORKER	MT18H	21.48	30.06
63001	UTILITY DRIVER	MT18H	21.48	30.06
62404	PAINTING TECHNICIAN I	MT20H	22.87	32.02
62605	PLUMBER APPRENTICE	MT20H	22.87	32.02
62205	LOCKSMITH TECHNICIAN	MT20H	22.87	32.02
61205	UTILITY LOCATOR & FACILITIES SUPPORT	MT20H	22.87	32.02
61625	WAREHOUSE & DELIVERY SERVICES LEAD WORKER	MT22H	23.67	33.14
33305	ENERGY & SUSTAINABILITY TECHNICIAN	MT23H	23.81	33.34
62001	HVAC TECHNICIAN	MT25H	24.22	33.91
62402	PAINTING TECHNICIAN II	MT25H	24.22	33.91
62607	PLUMBER TECHNICIAN	MT25H	24.22	33.91
60302	CARPENTER JOURNEYMAN	MT30H	25.55	35.77
62200	LOCKSMITH JOURNEYMAN	MT30H	25.55	35.77
33306	FACILITIES TECHNICIAN	MT32H	26.35	36.89
60301	CARPENTER MASTER	MT35H	29.73	41.62
61102	ELECTRICIAN JOURNEYMAN	MT35H	29.73	41.62
62003	HVAC TECHNICIAN JOURNEYMAN	MT35H	29.73	41.62
61201	DISTRICT THEATER TECHNICIAN	MT35H	29.73	41.62
36401	CAD/GIS SPECIALIST	MT37H	30.80	43.12
62602	PLUMBER JOURNEYMAN	MT37H	30.80	43.12
62007	CONTROLS SPECIALIST	MT40H	33.27	46.58
61101	ELECTRICIAN MASTER	MT40H	33.27	46.58
62004	HVAC TECHNICIAN MASTER	MT40H	33.27	46.58
62603	PLUMBER MASTER	MT40H	33.27	46.58
62005	CONTROLS DEPARTMENT HEAD	MT45H	35.07	49.10
61103	ELECTRICIAN DEPARTMENT HEAD	MT45H	35.07	49.10
62002	HVAC DEPARTMENT HEAD	MT45H	35.07	49.10



Poudre School District
Classified Hourly Salary Schedule (H)
2024-2025 School Year

Job Code	Job Description	Grade	Min	Max
MAINTENANCE (continued)				
62601	PLUMBER DEPARTMENT HEAD	MT45H	35.07	49.10
60315	STRUCTURAL DEPARTMENT HEAD	MT45H	35.07	49.10
OUTDOOR SERVICES				
61913	OUTDOOR SERVICES TECHNICIAN	OS15H	22.49	31.48
61910	OUTDOOR SERVICES MECHANIC	OS20H	23.19	32.47
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	26.74	37.43
61303	OUTDOOR SERVICES LEAD MECHANIC	OS26H	27.02	37.83
61325	IRRIGATION & LANDSCAPE SPECIALIST	OS27H	27.70	38.78
PROGRAM SPECIALIST				
40601	MENTAL HEALTH SPECIALIST INTERN	PS10H	16.85	16.85
51512	EARLY CHILDHOOD HEALTH RECORDS TECHNICIAN	PS12H	20.09	28.12
40202	CONCURRENT ENROLLMENT SPECIALIST	PS15H	21.55	30.18
40504	EARLY CHILDHOOD FAMILY MENTOR	PS15H	21.55	30.18
40710	EXTENDED LEARNING OPPORTUNITY AREA SPECIALIST	PS15H	21.55	30.18
40521	EARLY CHILDHOOD ENROLLMENT TECHNICIAN	PS20H	22.32	31.25
40536	GRADUATION ADVOCATE	PS20H	22.32	31.25
40530	PROGRAM SPECIALIST TRUANCY/ATTENDANCE	PS20H	22.32	31.25
40527	EARLY CHILDHOOD DENTAL PROGRAM LIAISON	PS25H	23.46	32.84
40526	EARLY CHILDHOOD FAMILY SPECIALIST	PS25H	23.46	32.84
40550	LCE DIGITAL EQUITY LIAISON	PS25H	23.46	32.84
40520	LCE FAMILY LIAISON	PS25H	23.46	32.84
40535	LCE MCKINNEY-VENTO FAMILY ADVOCATE	PS25H	23.46	32.84
33516	PROGRAM SPECIALIST SART	PS25H	23.46	32.84
42303	SWAP SPECIALIST	PS25H	23.46	32.84
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS30H	24.79	34.71
40548	LCE FAMILY, SCHOOL, COMMUNITY PARTNERSHIP ADVOCATE	PS30H	24.79	34.71
40537	LCE MCKINNEY-VENTO DISTRICT FAMILY ADVOCATE	PS30H	24.79	34.71
42305	SWAP ENHANCED SERVICES PROVIDER	PS30H	24.79	34.71
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS33H	25.20	35.28
40549	DIVERSITY, EQUITY & INCLUSION ADVOCATE	PS34H	26.11	36.55
50641	LCE LOGISTICS & DATA SPECIALIST	PS35H	27.46	38.45
50640	LANGUAGE, CULTURE, EQUITY SPECIALIST	PS40H	28.70	40.18
SCHOOL CLERICAL				
40900	HEALTH TECHNICIAN	SC12H	18.33	25.66
506H8	SCHOOL OFFICE ASSISTANT	SC13H	18.74	26.24
506H7	SCHOOL SECRETARY	SC15H	20.49	28.69
506L7	ATHLETICS SECRETARY	SC25H	21.54	30.16
51601	REGISTRAR	SC25H	21.54	30.16
50123	SCHOOL BOOKKEEPER	SC25H	21.54	30.16
40910	HEALTH TECHNICIAN SUPPORT COACH	SC27H	22.72	31.81
50910	SCHOOL OFFICE MANAGER	SC30H	25.78	36.10
SCHOOL MEDIA & INSTRUCTIONAL TECHNOLOGY				
41114	COMPUTER LAB TECHNICIAN	SM15H	17.67	24.74
41139	MEDIA TECH ASSISTANT I	SM15H	17.67	24.74
41142	MEDIA TECH ASSISTANT II	SM20H	19.24	26.94
41149	TECHNOLOGY SITE ASSISTANT	SM27H	24.01	33.62
41169	MEDIA TECH CENTER SITE MANAGER	SM29H	26.53	37.15
38205	TECHNOLOGY SYSTEMS SITE MANAGER I	SM30H	30.68	42.95
38206	TECHNOLOGY SYSTEMS SITE MANAGER II	SM50H	34.11	47.76



Poudre School District
Classified Hourly Salary Schedule (H)
2024-2025 School Year

Job Code	Job Description	Grade	Min	Max
SECURITY				
63601	CAMPUS SECURITY OFFICER	SY20H	22.16	31.03
62308	ELECTRONICS SPECIALIST I	SY27H	23.81	33.33
63602	CAMPUS SECURITY OFFICER LEAD	SY28H	26.71	37.40
62309	ELECTRONICS SPECIALIST II	SY30H	29.34	43.73
62310	ELECTRONICS SPECIALIST HEAD	SY35H	33.76	47.26
SUPPORT SERVICES ADMINISTRATIVE				
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS25H	18.00	25.21
50501	RECORDS MANAGEMENT TECHNICIAN I	SS30H	19.79	27.71
506D2	DEPARTMENT SECRETARY	SS35H	20.09	28.12
50603	DEPARTMENT TECHNICIAN I	SS35H	20.09	28.12
506B6	INSTRUCTIONAL MATERIALS RESOURCE TECHNICIAN	SS36H	20.22	28.31
51502	SPECIAL EDUCATION/IS RECORDS TECHNICIAN	SS37H	20.69	28.96
50502	RECORDS MANAGEMENT TECHNICIAN II	SS37H	20.69	28.96
38218	DISTRICT MEDIA & INSTR MATERIALS SUPPORT TECHNICIAN	SS37H	20.69	28.96
506R5	OPERATIONS SUPPORT SPECIALIST	SS40H	22.87	32.02
50601	OFFICE MANAGER SUPPORT SERVICES	SS43H	24.35	34.10
506B7	TEXTBOOK PROGRAM MANAGER	SS43H	24.35	34.10
50605	DEPARTMENT TECHNICIAN II	SS45H	25.14	35.20
35801	DISTRICT TRANSLATOR	SS45H	25.14	35.20
35802	LCE IEP INTERPRETER/TRANSLATOR	SS45H	25.14	35.20
506R4	LEAD OPERATIONS SUPPORT SPECIALIST	SS45H	25.14	35.20
50690	MEDICAID PROGRAM ASSISTANT	SS45H	25.14	35.20
50685	ATHLETIC MARKETING SPECIALIST	SS55H	26.78	37.49
50686	DISTRICT ATHLETICS/ACTIVITIES COORDINATOR	SS55H	26.78	37.49
50210	HUMAN RESOURCES SPECIALIST	SS55H	26.78	37.49
506Q2	ADMINISTRATIVE ASSISTANT	SS60H	27.46	38.45
50203	SUBSTITUTE COORDINATOR	SS60H	27.46	38.45
50610	EMPLOYEE ASSISTANCE SERVICES (EAS) SPECIALIST	SS65H	27.92	39.08
506D3	ADMINISTRATIVE ASSISTANT-LEGAL COUNSEL & BOE SECRETARY	SS66H	28.21	39.50
506G6	ADMINISTRATIVE ASSISTANT-ASST SUPERINTENDENTS OFFICE	SS67H	29.42	41.19
32906	BENEFITS COORDINATOR	SS67H	29.42	41.19
38214	DISTRICT MEDIA SERVICES MANAGER	SS68H	30.43	42.60
34105	PARALEGAL	SS70H	32.07	44.90
TRANSPORTATION				
41405	PARAPROFESSIONAL BUS ATTENDANT I	TP12H	17.25	24.14
41414	PARAPROFESSIONAL BUS ATTENDANT II	TP15H	19.28	26.99
63002	NON CDL DRIVER	TP15H	19.28	26.99
60200	BUS OPERATOR	TP20H	22.71	31.79
60205	BUS OPERATOR LEAD	TP45H	24.41	34.18
60202	BUS OPERATOR TRAINER	TP45H	24.41	34.18
50401	DISPATCHER	TP45H	24.41	34.18
50616	PARTS COORDINATOR	TP45H	24.41	34.18
50402	ROUTE PLANNER	TP46H	24.63	34.49
50405	ACTIVITIES SCHEDULER	TP47H	26.32	36.84
50404	ROUTE PLANNER LEAD	TP47H	26.32	36.84
62901	VEHICLE TECHNICIAN I	TP47H	26.32	36.84
62902	VEHICLE TECHNICIAN II	TP50H	28.34	39.68
62903	VEHICLE TECHNICIAN III	TP55H	29.55	41.38



Poudre School District
Classified Exempt Salary Schedule (Y)
2024-2025 School Year

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

Job Code	Job Description	Grade	Min	Max
FINANCE				
32002	ACCOUNTANT	FN75Y	67,393	94,349
51007	SOURCING ANALYST	FN75Y	67,393	94,349
32010	SENIOR ACCOUNTANT	FN82Y	75,175	105,244
38016	FINANCE PLATFORM ADMINISTRATOR	FN90Y	80,279	112,388
INFORMATION TECHNOLOGY				
38107	IT TRAINER	IT80Y	66,268	92,772
38011	IT DATA ANALYST I	IT83Y	67,826	94,955
38015	IT DATA ANALYST II	IT85Y	73,080	102,311
38248	LEARNING SYSTEMS INTEGRATION SPECIALIST	IT90Y	80,279	112,388
38001	NETWORK ENGINEER I	IT90Y	80,279	112,388
38007	SYSTEMS ADMINISTRATOR I	IT90Y	80,279	112,388
38220	DATA COMMUNICATIONS SPECIALIST	IT91Y	81,725	114,412
38002	DATABASE ADMINISTRATOR I	IT92Y	85,505	119,705
38108	IT PROJECT COORDINATOR	IT92Y	85,505	119,705
38101	SOFTWARE ENGINEER I	IT93Y	86,557	121,177
38008	NETWORK ENGINEER II	IT96Y	92,730	129,819
38013	DATABASE ADMINISTRATOR II	IT97Y	94,674	132,541
38005	SYSTEMS ADMINISTRATOR II	IT98Y	99,342	139,078
38103	SOFTWARE ENGINEER II	IT99Y	105,939	148,312
OPERATIONS				
62915	SUPPORT FLEET MANAGER	OP40Y	74,089	103,722
62104	OPERATIONS PROJECT COORDINATOR	OP45Y	77,415	108,379
62103	CONSTRUCTION PROJECT COORDINATOR	OP50Y	79,779	111,688
35710	CONSTRUCTION PROJECT MANAGER	OP70Y	99,777	139,686
SUPPORT SERVICES				
36602	BRANDING COORDINATOR & GRAPHIC DESIGNER	SS25Y	56,245	78,743
35312	DIGITAL CONTENT & SOCIAL MEDIA MANAGER	SS30Y	61,000	85,399
34505	PUBLIC RELATIONS & MEDIA COORDINATOR	SS30Y	61,000	85,399
34407	HUMAN RESOURCES GENERALIST I	SS35Y	62,205	87,085
40555	OUTREACH & ENROLLMENT SPECIALIST	SS35Y	62,205	87,085
33900	RISK MANAGEMENT SPECIALIST	SS35Y	62,205	87,085
50204	SUBSTITUTE COORDINATOR	SS35Y	62,205	87,085
35313	INTERNAL COMMUNICATIONS SPECIALIST	SS35Y	62,205	87,085
34412	TALENT ACQUISITION & RETENTION SPECIALIST	SS37Y	63,745	89,242
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	SS40Y	64,677	90,546
32006	INTEGRATED SERVICES ANALYST	SS42Y	65,751	92,050
50906	ACE PRESIDENT *	SS50Y	67,215	94,100
32201	EXECUTIVE ASSISTANT TO THE SUPERINTENDENT	SS50Y	67,215	94,100
33708	GRANT SPECIALIST	SS50Y	67,215	94,100
33705	GRANT WRITER	SS50Y	67,215	94,100
34417	HUMAN RESOURCES GENERALIST II	SS50Y	67,215	94,100
36901	MULTIMEDIA MANAGER	SS80Y	73,900	103,459
35314	DIGITAL MARKETING MANAGER	SS90Y	84,254	117,956

* Pay for the position of ACE PRESIDENT will be the employee's current salary or calculated at the listed paygrade, whichever is greater.
Incumbents will receive annual increases as determined by the annual negotiation process.



**Poudre School District
Cabinet Salary Schedule (F)
2024-2025 School Year**

Grade	Position	Job Code	Min	Max	Days
A	Lead Assistant Superintendent	10220	182,346	251,637	260
	Chief of Staff	10218	182,346	251,637	260
	Chief Finance Officer	10216	182,346	251,637	260
B	Assistant Superintendent of Schools	10201	158,562	218,815	260
	Chief Institutional Effectiveness Officer	10219	158,562	218,815	260
	Chief Technology Officer	10221	158,562	218,815	260
	General Counsel	34104	158,562	218,815	260

PERQUISITES FOR CABINET EMPLOYEES:

In addition to their base salary, all job codes on this salary schedule will receive the following:

Flexible compensation equivalent to the total annual cost of the District's family medical and dental benefits. For the 2024-2025 school year, this rate is based on the gross annual amount of \$26,088.00, paid in monthly installments.

Additional compensation equivalent to the required member contributions on the employee's salary paid to the Public Employee Retirement Association fund, approximately 11% of employee's salary, paid in monthly installments.

Mileage compensation for in-District mileage expenses incurred in employees' personal vehicle as a result of the professional responsibilities related to their position, at a rate based on the gross annual amount of \$5,520.00 for the 2024-2025 school year, paid in monthly installments.



Poudre School District
Athletic Coaching Stipend Schedule (C)
2024 - 2025 School Year

Grade																						
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
%	0.5%	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
1	272	543	815	1,087	1,358	1,630	1,902	2,173	2,445	2,716	2,988	3,260	3,531	3,803	4,075	4,346	4,618	4,890	5,161	5,433	5,705	5,976
2	285	570	856	1,141	1,426	1,711	1,997	2,282	2,567	2,852	3,137	3,423	3,708	3,993	4,278	4,564	4,849	5,134	5,419	5,705	5,990	6,275
3	299	598	896	1,195	1,494	1,793	2,092	2,390	2,689	2,988	3,287	3,586	3,885	4,183	4,482	4,781	5,080	5,379	5,677	5,976	6,275	6,574
4	312	625	937	1,250	1,562	1,874	2,187	2,499	2,812	3,124	3,436	3,749	4,061	4,373	4,686	4,998	5,311	5,623	5,935	6,248	6,560	6,873
5	326	652	978	1,304	1,630	1,956	2,282	2,608	2,934	3,260	3,586	3,912	4,238	4,564	4,890	5,216	5,542	5,868	6,194	6,519	6,845	7,171
6	340	679	1,019	1,358	1,698	2,037	2,377	2,716	3,056	3,396	3,735	4,075	4,414	4,754	5,093	5,433	5,772	6,112	6,452	6,791	7,131	7,470

Base \$54,329

HIGH SCHOOL ATHLETICS

Job Code	Position	External Grade	*Internal Grade	Job Code	Position	External Grade	*Internal Grade
40CBG	Baseball Head	Q	T	40CNS	Nordic Ski Head	L	O
40CBR	Baseball Assistant	L	N	40CNQ	Nordic Ski Assistant	G	I
40CKG	Basketball Head Boys	Q	T	40CCG	Soccer Head Boys	O	R
40CKR	Basketball Assistant Boys	L	N	40CCR	Soccer Assistant Boys	J	L
40CKJ	Basketball Head Girls	Q	T	40CCJ	Soccer Head Girls	O	R
40CKT	Basketball Assistant Girls	L	N	40CCT	Soccer Assistant Girls	J	L
40D42	Cheer Head	M	P	40CSJ	Softball Head	M	P
40D43	Cheer Assistant	I	K	40CST	Softball Assistant	I	K
40CCA	Competitive Cheer Head ***	Q	T	40CRH	Strength **	H	H
40CCB	Competitive Cheer Assistant ***	M	O	40CDG	Swimming Head Boys	O	R
40CXH	Cross Country Head	O	R	40CDR	Swimming Assistant Boys	J	L
40CXS	Cross Country Assistant	J	L	40CDJ	Swimming Head Girls	O	R
40CDA	Dance Head	M	P	40CDT	Swimming Assistant Girls	J	L
40CBA	Dance Assistant	I	K	40CNG	Tennis Head Boys	K	N
40CDC	Competitive Dance Head ***	Q	T	40CNR	Tennis Assistant Boys	H	J
40CDD	Competitive Dance Assistant ***	M	O	40CNJ	Tennis Head Girls	K	N
40CDL	Dive Head Boys	O	R	40CNT	Tennis Assistant Girls	H	J
40CDM	Dive Assistant Boys	J	L	40CTH	Track Head	S	V
40CDP	Dive Head Girls	O	R	40CTS	Track Assistant	M	O
40CDQ	Dive Assistant Girls	J	L	40CUB	Unified Basketball Head	E	G
40CHB	Field Hockey Head	O	R	40CBB	Unified Basketball Assistant	D	F
40CHL	Field Hockey Assistant	J	L	40CUC	Unified Cheer Head	E	G
40CIH	Ice Hockey Head	Q	T	40CCC	Unified Cheer Assistant	D	F
40CIA	Ice Hockey Assistant	L	N	40CUF	Unified Flag Football Head	E	G
40CFG	Football Head	S	V	40CFF	Unified Flag Football Assistant	D	F
40CFR	Football Assistant	M	O	40CUS	Unified Soccer Head	E	G
40CJG	Golf Head Boys	K	N	40CSS	Unified Soccer Assistant	D	F
40CJN	Golf Assistant Boys	H	J	40CVH	Volleyball Head Boys	Q	T
40CJJ	Golf Head Girls	K	N	40CVA	Volleyball Assistant Boys	L	N
40CJQ	Golf Assistant Girls	H	J	40CVJ	Volleyball Head Girls	Q	T
40CGJ	Gymnastics Head	O	R	40CVT	Volleyball Assistant Girls	L	N
40CGT	Gymnastics Assistant	J	L	40CWG	Wrestling Head Boys	S	V
40CLH	Lacrosse Head Boys	O	R	40CWR	Wrestling Assistant Boys	M	O
40CLS	Lacrosse Assistant Boys	J	L	40CWH	Wrestling Head Girls	S	V
40CLG	Lacrosse Head Girls	O	R	40CWA	Wrestling Assistant Girls	M	O
40CLJ	Lacrosse Assistant Girls	J	L				

Grade																						
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
%	0.5%	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%	7.5%	8.0%	8.5%	9.0%	9.5%	10.0%	10.5%	11.0%
1	272	543	815	1,087	1,358	1,630	1,902	2,173	2,445	2,716	2,988	3,260	3,531	3,803	4,075	4,346	4,618	4,890	5,161	5,433	5,705	5,976
2	285	570	856	1,141	1,426	1,711	1,997	2,282	2,567	2,852	3,137	3,423	3,708	3,993	4,278	4,564	4,849	5,134	5,419	5,705	5,990	6,275
3	299	598	896	1,195	1,494	1,793	2,092	2,390	2,689	2,988	3,287	3,586	3,885	4,183	4,482	4,781	5,080	5,379	5,677	5,976	6,275	6,574
4	312	625	937	1,250	1,562	1,874	2,187	2,499	2,812	3,124	3,436	3,749	4,061	4,373	4,686	4,998	5,311	5,623	5,935	6,248	6,560	6,873
5	326	652	978	1,304	1,630	1,956	2,382	2,608	2,934	3,260	3,586	3,912	4,238	4,564	4,890	5,216	5,542	5,868	6,194	6,519	6,845	7,171
6	340	679	1,019	1,358	1,698	2,037	2,377	2,716	3,056	3,396	3,735	4,075	4,414	4,754	5,093	5,433	5,772	6,112	6,452	6,791	7,131	7,470

Base \$54,329

MIDDLE SCHOOL ATHLETICS

Job Code	Position	External Grade	*Internal Grade	Job Code	Position	External Grade	*Internal Grade
40AKD	Basketball Head Boys	H	J	40B74	Tennis Head Boys	G	I
40AKB	Basketball Assistant Boys	F	G	40B75	Tennis Assistant Boys	E	F
40AKF	Basketball Head Girls	H	J	40B84	Tennis Head Girls	G	I
40AKG	Basketball Assistant Girls	F	G	40B85	Tennis Assistant Girls	E	F
40ACH	Cross Country Head	G	I	40ATE	Track Head	H	J
40ACA	Cross Country Assistant	E	F	40ATP	Track Assistant	F	G
40AFD	Football Head	H	J	40AUH	Unified Basketball Head	D	E
40AFN	Football Assistant	F	G	40AUA	Unified Basketball Assistant	C	D
40B72	Golf Boys	G	I	40AVD	Volleyball Head	H	J
40B82	Golf Girls	G	I	40AVB	Volleyball Assistant	F	G
40ASF	Softball Head	G	I	40AWD	Wrestling Head	H	J
40ASN	Softball Assistant	E	F	40AWP	Wrestling Assistant	F	G

* Athletic Coaches who also work in PSD as an internal employee (see definition below) will receive an increase from the base lane of the position:

High School CHSAA Head Coaches will receive an additional 1.5% increase (three lanes).
High School Assistant Coaches will receive an additional 1% increase (two lanes).
High School Unified Coaches (Head & Asst) will receive an additional 1% increase (two lanes).
Middle School Head Coaches will receive an additional 1% increase (two lanes).
Middle School Assistant Coaches will receive an additional .5% increase (one lane).
Middle School Unified Coaches (Head & Asst) will receive an additional .5% increase (one lane).

* NOTE: PSD INTERNAL EMPLOYEE DEFINITION

PSD defines an internal employee as an employee with a scheduled contract percentage or hourly assignment for the current school year. Internal eligibility will be determined when the assignment is set-up at the start of the season. Internal assignments do not include substitute, seasonal, and varied hour assignments.

** High School Strength Coaches:

Each comprehensive high school will be allocated four (4) strength coach stipends, one (1) per season: Spring, Summer, Fall, Winter. All strength stipends will be paid at Grade H (4%), step 1. There will be no vertical steps for experience and no percentage increase for PSD employees.

*** High School Competitive Cheer/Dance Coaches:

If supporting sidelines AND compete in a minimum of 5 competitions (which MUST include League and State), head coaches will be placed in Grade Q (8.5%) and assistant coaches in Grade M (6.5%). May also receive the additional increase if work in PSD (as an internal employee).



**Poudre School District
Extra Duty Stipend Schedule (E)
2024 - 2025 School Year**

Grade									
Step	A	B	C	D	E	F	G	H	I
%	0.50%	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%
1	272	543	815	1,087	1,358	1,630	1,902	2,173	2,445

Base Salary \$54,329

Secondary Extra Duty Stipends

Job Code	Position	# of Stipends per Position	Grade
77755	Chemical Safety Coordinator (HS)	1 per school	D
77750	Chemical Safety Coordinator (MS)	1 per school	C
21103	Counselor Responsibility Stipend (HS)	1 per Counselor	D
21102	Counselor Responsibility Stipend (MS)	1 per Counselor	D
77790	Department Lead 0.1 - 1.0 FTE	1 per dept based on total FTE of dept	C
77791	Department Lead 1.1 - 4.0 FTE	1 per dept based on total FTE of dept	E
77792	Department Lead 4.1 - 10.0 FTE	1 per dept based on total FTE of dept	G
77793	Department Lead 10.1+ FTE	1 per dept based on total FTE of dept	I
77794	Department Lead IS School-Based	2 per HS, 1 per MS based on total FTE of dept	G
77766	Gradebook Liaison (MS)	2 per MS	B
77783	IS Special Service Professional Department Lead	1 per IS SSP Professional Department Lead	G
77785	MTSS Coordinator	1 per school if stipend not part of job description	C
77798	Team Lead 0 - 6.0 FTE MS)	4 per MS based on total FTE of team	E
77799	Team Lead 6+ FTE (MS)	4 per MS based on total FTE of team	G

Elementary Extra Duty Stipends*

Job Code	Position	# of Stipends per Position	Grade
21101	Counselor Responsibility Stipend	1 per Counselor	C
77735	District Track Meet Coordinator	2 district wide	B
77784	Early Childhood Health Services Department Lead	1 district wide	G
77710	Head Teacher Mountain Schools	1 per Mountain School	D
77719	Honor Choir Director	1 district wide	D
77717	Honor Choir Assistant Director	1 district wide	C
77785	MTSS Coordinator	1 per school if stipend not part of job description	C

* Additional Elementary Extra Duty - refer to page 4 - 12.2.1 Elementary Extra Duty Schedule



**Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2024-2025 School Year**

Grade														
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N
%	0.5%	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%
1	272	543	815	1,087	1,358	1,630	1,902	2,173	2,445	2,716	2,988	3,260	3,531	3,803
2	285	570	856	1,141	1,426	1,711	1,997	2,282	2,567	2,852	3,137	3,423	3,708	3,993
3	299	598	896	1,195	1,494	1,793	2,092	2,390	2,689	2,988	3,287	3,586	3,885	4,183
4	312	625	937	1,250	1,562	1,874	2,187	2,499	2,812	3,124	3,436	3,749	4,061	4,373
5	326	652	978	1,304	1,630	1,956	2,282	2,608	2,934	3,260	3,586	3,912	4,238	4,564
6	340	679	1,019	1,358	1,698	2,037	2,377	2,716	3,056	3,396	3,735	4,075	4,414	4,754

Base Salary \$54,329

High School Activities/Performing Arts

Job Code	Position	Grade
77751	Band Marching Director	D
77752	Band Pep Director	D
77761	Competitive Marching Band Director	K
77762	Competitive Marching Band Assistant	H
40D02	DECA Head	I
40D10	DECA Assistant	G
40785	Director Musical	G
40794	Director Musical Vocal	G
40786	Director Play	G
40787	Director Pit Musical	G
40788	Director Technical Musical	G
40789	Director Technical Play	G
40D85	Esports Head	E
40D89	Esports Assistant	D
40D03	FBLA Head	I
40D11	FBLA Assistant	G
40D07	FCCLA Head	I
40D15	FCCLA Assistant	G
40D12	FFA Head	I
40D13	FFA Assistant	G
40D30	FIRST Robotics Head	K
40D31	FIRST Robotics Assistant	H
40D40	GSA Head	D
40D20	HOSA Head	I
40D22	HOSA Assistant	G
40784	International Thespian Society Head	I
40D84	Key Club Head	E
40D60	Leadership Head	K
40D45	Literary Magazine Head	E
40D95	Mock Trial Head	E
40D76	Model UN Head	E
77711	Music Teacher Instrumental Annual Performance	F
77712	Music Teacher Vocal Annual Performance	F
40D79	National Art Honor Society Head	D
40D70	National English Honor Society Head	D
40D46	National Honor Society Head	D
40D71	National Math Honor Society Head	D
40D73	National Science Honor Society Head	D
40D74	National Social Studies Honor Society Head	D
40D75	National Technology Honor Society Head	D
40D72	National Music (Tri-M) Society Head	D
40D06	Newspaper Head	H
40D25	SC ² Head	I
40D26	SC ² Assistant	G
40D54	Science Bowl Head	E
40D49	Science Olympiad Head	I
40D39	Science Olympiad Assistant	G
40D21	Skills USA Head	I
40D23	Skills USA Assistant	G
40D35	Speech and Debate Head	K
40D36	Speech and Debate Assistant	H
40D27	TSA Head	I
40D28	TSA Assistant	G
40D52	Yearbook Head	H

(1 per instr music teacher)



**Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2024-2025 School Year**

Grade														
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N
%	0.5%	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%
1	272	543	815	1,087	1,358	1,630	1,902	2,173	2,445	2,716	2,988	3,260	3,531	3,803
2	285	570	856	1,141	1,426	1,711	1,997	2,282	2,567	2,852	3,137	3,423	3,708	3,993
3	299	598	896	1,195	1,494	1,793	2,092	2,390	2,689	2,988	3,287	3,586	3,885	4,183
4	312	625	937	1,250	1,562	1,874	2,187	2,499	2,812	3,124	3,436	3,749	4,061	4,373
5	326	652	978	1,304	1,630	1,956	2,282	2,608	2,934	3,260	3,586	3,912	4,238	4,564
6	340	679	1,019	1,358	1,698	2,037	2,377	2,716	3,056	3,396	3,735	4,075	4,414	4,754

Base Salary \$54,329

Middle School Activities/Performing Arts

Job Code	Position	Grade
77713	Music Teacher Instrumental	F
77714	Music Teacher Vocal	F
40B71	Drama Club Head	D
40B10	Esports Head	E
40B11	Esports Assistant	D
40B13	FCCLA Head	I
40B14	FCCLA Assistant	G
40B91	FIRST Robotics Head	I
40B93	FIRST Robotics Assistant	G
40B02	GSA Head	D
77716	Honor Band Director	D
77715	Honor Band Assistant	C
77720	Honor Choir Director	D
77718	Honor Choir Assistant	C
77722	Honor Orchestra Director	D
77721	Honor Orchestra Assistant	C
40B16	Math Counts Head	E
77723	Modern Band Festival Director	D
77733	Modern Band Festival Assistant	C
40B54	National Junior Honor Society Head	D
40B70	Science Bowl Head	E
40B73	Science Olympiad Head	I
40B77	Science Olympiad Assistant	G
40B65	Speech and Debate Head	I
40B66	Speech and Debate Assistant	G
40B69	Student Leadership/WEB Head	E
40B18	TSA Head	I
40B20	TSA Assistant	G
40B76	Yearbook Head	D

(1 per instr music teacher)

Elementary School Activities/Performing Arts*

* Elementary Activity/Performing Arts - refer to page 4 - 12.2.1 Elementary Extra Duty Schedule



**Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2024-2025 School Year**

Grade														
Step	A	B	C	D	E	F	G	H	I	J	K	L	M	N
%	0.5%	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	4.5%	5.0%	5.5%	6.0%	6.5%	7.0%
1	272	543	815	1,087	1,358	1,630	1,902	2,173	2,445	2,716	2,988	3,260	3,531	3,803
2	285	570	856	1,141	1,426	1,711	1,997	2,282	2,567	2,852	3,137	3,423	3,708	3,993
3	299	598	896	1,195	1,494	1,793	2,092	2,390	2,689	2,988	3,287	3,586	3,885	4,183
4	312	625	937	1,250	1,562	1,874	2,187	2,499	2,812	3,124	3,436	3,749	4,061	4,373
5	326	652	978	1,304	1,630	1,956	2,282	2,608	2,934	3,260	3,586	3,912	4,238	4,564
6	340	679	1,019	1,358	1,698	2,037	2,377	2,716	3,056	3,396	3,735	4,075	4,414	4,754

Base Salary \$54,329

ACTIVITY	COMMENTS	ADD'T'L QUOTAS
HS Competitive Marching Band	Compete in minimum of one showcase, plus CBA regional competition.	Assistant (50)
HS DECA		Assistant (25)
HS Esports	Stipend paid per season. Maximum of two seasons per school year.	Assistant (10)
HS FBLA		Assistant (25)
HS FCCLA		Assistant (25)
HS FFA		Assistant (25)
HS FIRST Robotics		Assistant (10)
HS HOSA		Assistant (25)
HS Leadership	One stipend per school plus enrollment quotas (max 5 per school).	400, 800, 1200, 1600
HS Marching Band	One field performance, plus two community events.	N/A
HS Pep Band	Ten athletic events per season (fall/winter). Stipend paid per season (fall/winter). Max two seasons.	Additional Head (25)
HS SC ²		Assistant (25)
HS Science Olympiad		Assistant (10)
HS Skills USA		Assistant (25)
HS Speech & Debate		Assistant (10)
HS TSA		Assistant (25)
MS Esports	Stipend paid per season. Maximum of two seasons per school year.	Assistant (10)
MS FCCLA		Assistant (25)
MS FIRST Robotics		Assistant (10)
MS Honor Band Director & Assistant	1 each district wide	N/A
MS Honor Choir Director & Assistant	1 each district wide	N/A
MS Honor Orchestra Director & Assistant	1 each district wide	N/A
MS Leadership/WEB	One stipend per school plus enrollment quotas (max 3 per school).	300, 600
MS Modern Band Festival Director & Asst	1 each district wide	N/A
MS Science Olympiad		Assistant (10)
MS Speech & Debate		Assistant (10)
MS TSA		Assistant (25)

INCENTIVES (will be paid after competition - either Dec/Jan or June/July)	
HS Competitive Marching Band	0.5% for competing at State (October)
HS DECA	0.5% for competing at State (Feb); additional 0.5% for competing at Nationals (April/May)
HS Esports	0.5% for competing at State (Dec/May)
HS FBLA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (July)
HS FCCLA	0.5% for competing at State (April); additional 1.0% for competing at Nationals (July)
HS FFA	0.5% for competing at State (June); additional 0.5% for competing at Nationals (October)
HS FIRST Robotics	0.5% for competing at Worlds (April)
HS HOSA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (June)
HS International Thespian Soc	0.5% for competing at State (Dec); additional 1.0% for competing at Internationals (June)
HS Music Teacher Instrumental *	1.5% for performing in external Honor or All-State; additional 1.5% for adjudicated Festival; additional 0.5% for selected group at CMEA
HS Music Teacher Vocal *	1.5% for performing in external Honor or All-State; additional 1.5% for adjudicated Festival; additional 0.5% for selected group at CMEA
	*All incentives for Music Teacher Instrumental and Music Teacher Vocal occur throughout the year. Each incentive is payable once, but work may vary by date.
HS Science Bowl	0.5% for competing at Nationals (April)
HS Science Olympiad	0.5% for competing at State (March); additional 0.5% for competing at Nationals; additional 0.5% if Nationals begins after last contract day (May/June)
HS Skills USA	0.5% for competing at State (April); additional 1.0% for competing at Nationals (June)
HS Speech & Debate	0.5% for competing at State (March); additional 1.0% for competing at Nationals (June)
HS TSA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (July)
MS Drama Club	0.5% for play or musical; maximum one (date varies)
MS FCCLA	0.5% for competing at State (April); additional 1.0% for competing at Nationals (July)
MS FIRST Robotics	0.5% for competing at Worlds (April)
MS Music Teacher Instrumental *	1.0% for performing in PSD and/or external Honor or All-State; addtl 1.0% for Festival; 0.5% for selected group at CMEA-max one for each
MS Music Teacher Vocal *	1.0% for performing in PSD and/or external Honor or All-State; addtl 1.0% for Festival; 0.5% for selected group at CMEA-max one for each
	*All incentives for Music Teacher Instrumental and Music Teacher Vocal occur throughout the year. Each incentive is payable once, but work may vary by date.
MS Science Bowl	0.5% for competing at Nationals (April)
MS Science Olympiad	0.5% for competing at State (March); additional 0.5% for competing at Nationals; additional 0.5% if Nationals begins after last contract day
MS Speech & Debate	0.5% for competing at State (March); additional 1.0% for competing at Nationals (June)
MS TSA	0.5% for competing at State (Feb); additional 1.0% for competing at Nationals (July)



Poudre School District

Integrated Services Stipend for Licensed Staff

2024-2025 School Year

POUDRE SCHOOL DISTRICT

Amounts are based on the standard licensed calendar of 188 days and a 100% assignment (1.0 FTE). Assignments less than 188 days per year or less than 100% will be prorated.

STEP 24-25 School Year	LANE/Pay Grade							
	Bachelors	Bachelors +18	Bachelors +36	Masters	Masters +18	Masters +36	Masters + 54 / EDS	PhD
1	1,444.92	1,483.40	1,521.89	1,560.40	1,623.62	1,667.34	1,712.29	1,774.84
2	1,498.56	1,539.49	1,579.44	1,619.49	1,685.03	1,730.29	1,776.91	1,842.07
3	1,520.27	1,562.74	1,603.22	1,643.88	1,710.16	1,755.93	1,803.09	1,869.39
4	1,541.04	1,585.05	1,626.04	1,667.29	1,734.31	1,780.53	1,828.22	1,895.53
5	1,562.10	1,607.61	1,649.10	1,690.96	1,758.67	1,805.35	1,853.64	1,922.05
6	1,583.40	1,630.45	1,672.45	1,714.87	1,783.38	1,830.53	1,879.34	1,948.83
7	1,604.92	1,653.51	1,696.04	1,739.07	1,808.38	1,856.01	1,905.37	1,975.93
8	1,636.99	1,687.42	1,730.82	1,774.76	1,833.62	1,881.76	1,931.68	2,003.35
9	1,670.08	1,722.39	1,766.65	1,811.54	1,870.98	1,907.82	1,958.27	2,031.12
10	1,730.74	1,780.11	1,825.88	1,872.34	1,909.52	1,946.54	1,985.27	2,059.20
11	1,732.74	1,840.61	1,887.90	1,936.09	1,973.51	1,988.62	2,025.43	2,087.63
12	1,732.74	1,911.28	1,959.10	2,009.18	2,040.64	2,054.87	2,070.51	2,129.97
13	1,732.74	1,985.13	2,034.79	2,085.40	2,117.63	2,131.76	2,146.60	2,173.62
14	1,732.74	1,987.55	2,113.62	2,166.25	2,197.98	2,211.97	2,226.76	2,246.54
15	1,732.74	1,987.55	2,133.11	2,250.45	2,283.19	2,297.07	2,311.81	2,322.98
16	1,732.74	1,987.55	2,150.69	2,271.12	2,371.99	2,385.77	2,400.43	2,410.80
17	1,732.74	1,987.55	2,151.28	2,289.71	2,393.51	2,467.66	2,482.26	2,502.87
18	1,732.74	1,987.55	2,151.28	2,308.46	2,412.82	2,489.44	2,567.55	2,599.68
19	1,732.74	1,987.55	2,151.28	2,327.26	2,432.21	2,509.31	2,590.08	2,700.98
20	1,732.74	1,987.55	2,151.28	2,327.87	2,451.78	2,529.28	2,610.56	2,725.08
21	1,732.74	1,987.55	2,151.28	2,327.87	2,471.44	2,549.36	2,631.14	2,746.70
22	1,732.74	1,987.55	2,151.28	2,327.87	2,491.22	2,569.60	2,651.91	2,768.46
23	1,732.74	1,987.55	2,151.28	2,327.87	2,491.89	2,589.95	2,672.77	2,790.32
24	1,732.74	1,987.55	2,151.28	2,327.87	2,491.89	2,610.43	2,693.78	2,812.29
25	1,732.74	1,987.55	2,151.28	2,327.87	2,491.89	2,630.98	2,714.89	2,834.41
26	1,732.74	1,987.55	2,151.28	2,327.87	2,491.89	2,631.68	2,736.12	2,856.70
27	1,732.74	1,987.55	2,151.28	2,327.87	2,491.89	2,631.68	2,757.47	2,879.07
28	1,732.74	1,987.55	2,151.28	2,327.87	2,491.89	2,631.68	2,778.96	2,901.62



**Poudre School District
Special Pay Schedule (S)
2024-2025 School Year**

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

LICENSED (educator license required)				
Grade	Job Code	Position	Pay Rate	
T1/01	20113	Licensed Hourly	\$35.00/hour	
T1/01	20212	Homebound Instructor	\$35.00/hour	
T9/01	20170	High Dosage Tutor (licensed instructor)	\$30.00/hour	
T4/01	20400		Full Day (8 hours)	Half Day (4 hours or less)
		Substitute Teacher	\$145 - \$165/day	\$72.50 - \$82.50/day
		Substitute SSP (Special Service Provider)	\$200.00/day	\$100.00/day
		Substitute Teacher PERA Retiree	\$165.00/day	\$82.50/day
		Substitute Teacher Long Term (15 days or more)	\$185.00/day	\$92.50/day
		Substitute SSP Long Term (15 days or more)	\$250.00/day	\$125.00/day
		Licensed In-House Substitute	\$35.00/hour	
			Mountain School	Maximum Mileage
		NOTE: Substitutes that work in the Mountain Schools (Stove Prairie, Livermore and Red Feather) will be compensated for mileage.	Stove Prairie	35.2 miles
		Maximum roundtrip mileage allowance applies.	Livermore	37.8 miles
	Red Feather	86.8 miles		

NOTE: Substitutes that work in the Mountain Schools (Stove Prairie, Livermore and Red Feather) will be compensated for mileage. Maximum roundtrip mileage allowance applies.

ADMINISTRATOR SUBSTITUTE (principal/administrator license required)			
Grade	Job Code	Position	Pay Rate
A1/01	99996	Substitute Administrator	\$50.00/hour
		Substitute Administrator PERA Retiree	\$60.00/hour
		Substitute Administrator Long Term (15 days or more)	\$65.00/hour
		Substitute Administrator PERA Retiree Long Term (15 days or more)	\$75.00/hour

CLASSIFIED SUBSTITUTE			
Grade	Job Code	Position	Pay Rate
C2/01	60700	Substitute Child Nutrition Team Member I	\$15.50/hour
C3/01	60702	Substitute Child Nutrition Team Member II	\$17.25/hour
C4/01	51401*	Substitute Para Non Instructional, Crossing Guard	\$16.07/hour
C4/02	51401*	Substitute Para Instructional, Health Tech, School Office Assistant, Media Technician	\$17.67/hour
C4/03	51401*	Substitute Integrated Services Para I	\$18.48/hour
C4/04	51401*	Substitute Integrated Services Paras II, 504, Voc, ECIS	\$19.28/hour
* 51401 job code managed by ESS (educational staffing agency)			

AFTER HOURS				
Grade	Job Code	Position	Minimum	Maximum
AH05	41508	Paraprofessional Instructional After Hours Program	\$17.67	\$24.74
AH15	41802	Tutor After Hours Program	\$19.28	\$26.99
AH15	40702	Odyssey of the Mind Coordinator	\$19.28	\$26.99
AH15	40701	Site Facilitator	\$19.28	\$26.99
AH30	40714	Support Instructor - After 3 Program	\$22.00	\$22.00
AH31	40713	Lead Instructor I - After 3 Program	\$30.00	\$30.00
AH32	40712	Lead Instructor II - After 3 Program	\$35.00	\$35.00
AH32	40711	Site Manager - After 3 Program	\$35.00	\$35.00



**Poudre School District
Special Pay Schedule (S)
2024-2025 School Year**

OTHER/MISCELLANEOUS				
Grade	Job Code	Position	Pay Rate	
M3/01	41705	Grader	\$15.50/hour	
M4/01	40301	Childcare Provider	\$15.50/hour	
M5/01	41704	Non-Licensed Proctor	\$17.67/hour	
M6/01	60203	Bus Operator Trainee	\$22.71/hour	
M7/01	38231	Video Assistant Hourly	\$22.66/hour	
M8/01	63210	Athletics Stadium/Event Manager	\$25.75/hour	
M8/01	63234	Athletic Events Concession Manager	\$25.75/hour	
M8/01	77760	Music Coach	\$25.75/hour	
M9/01	77768	Theater Technician	\$31.93/hour	
M13	35805	Hourly Interpretation/Translation	\$25.14/hour	\$35.20/hour
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$15.00/hour	\$35.07/hour
M15	41650	Temporary Integrated Services Para II	\$19.28/hour	\$26.99/hour
M16	99970	JROTC MIP Adjustment (annual)	\$1.00	\$5,000.00

2025 SUMMER SCHOOL RATES				
Grade	Job Code	Position	Pay Rate	
Licensed (educator license required)				
T1/01	20105	Teacher Summer School	\$35.00/hour	
T1/01	20119	Teacher Elementary Camp Sol	\$35.00/hour	
T1/01	20205	Teacher Summer School Integrated Services (ESY) (external hire)	\$35.00/hour	
T1/01	21803	Intervention Specialist Summer School (ESY)	\$35.00/hour	
T1/01	23401	Occupational Therapist Summer School	\$35.00/hour	
T1/01	23501	Physical Therapist Summer School	\$35.00/hour	
T1/01	23801	Speech Language Therapist Summer School	\$35.00/hour	
T1/01	23602	Psychologist Summer School	\$35.00/hour	
T1/01	23702	Social Worker Summer School	\$35.00/hour	
T1/01	22402	Board Certified Behavior Analyst Summer School	\$35.00/hour	
T3/01	23301	Nurse Summer School	\$45.00/hour	
T7/01	20118	Genius Week Summer School Teacher	\$1,000/session	
T6/01	20116	Teacher STEM Summer School	\$1,500/session (full-day session)	
T5/01	20106	Teacher Summer School Secondary	\$2,400/session (max of 2 sessions per year)	
T5/01	21113	Counselor Summer School	\$2,400/session	
T8/01	20112	Teacher Summer Musical	\$4,000/summer	
Classified			Minimum	Maximum
SU05	41504	Instructional Paraprofessional Summer School	\$17.67	\$24.74
SU06	41410	Paraprofessional Bus Attendant I Summer School	\$17.25	\$24.14
SU09	41411	Paraprofessional Bus Attendant II Summer School	\$19.28	\$26.99
SU07	41610	Special Education Paraprofessional I Summer School	\$18.48	\$25.87
SU09	41617	Special Education Paraprofessional II Summer School	\$19.28	\$26.99
SU09	50406	Dispatch Assistant Summer	\$19.28	\$26.99
SU10/01	41801	Tutor Camp Sol	\$22.00	n/a
SU11/01	50671	Site Facilitator Camp Sol	\$26.00	n/a
SU13	60210	Bus Driver Summer School	\$22.71	\$31.79
Administrative				
SU35	90028	Camp Sol Coordinator/Summer School Coordinator	\$45.00/hour	
SU45	90033	Extended School Year Coordinator	\$3,500/session	
SU45	90040	Secondary Summer School Coordinator	\$3,500/session	
SU45	90039	STEM Coordinator	\$3,500/session	
SU45	21105	Summer School Music Coordinator	\$3,500/session (max of 2 sessions per year)	
Miscellaneous				
SU40	90011	Summer Musical Production Assistant	\$2,000/summer	
SU40	90012	Summer Musical Technical Assistant	\$2,000/summer	
SU40	90013	Summer Musical Coordinator	\$2,000/summer	



**Poudre School District
Special Pay Schedule (S)
2024-2025 School Year**

SEASONAL WORKERS				
Grade	Job Code	Position	Pay Rate	
S1/01	63226	Seasonal Worker (open)	\$15.50/hour	First Summer
S1/01	63221	Seasonal Custodial Worker	\$16.00/hour	Returning Rate
S1/01	63224	Seasonal Maintenance Worker I		
S1/01	63223	Seasonal Outdoor Services Worker I (3 month)		
S1/01	51406	Seasonal Media Worker (Textbooks)		
S11/01	63230	Seasonal Information Technology Worker II	\$22.00/hour	
			Minimum	Maximum
S6/MN	63228	Seasonal Child Nutrition Worker	\$15.50	\$24.14
S9/MN	61914	Seasonal Outdoor Services Worker II (6 month)	\$17.50	\$23.40
S9/MN	63227	Seasonal Maintenance Worker II	\$17.50	\$23.40
S9/MN	61703	Seasonal Transportation Worker/Mechanic Helper	\$17.50	\$23.40
S10/MN	63229	Seasonal Child Nutrition Kitchen Manager	\$23.78	\$33.29

STUDENT WORKERS				
Grade	Job Code	Position	Minimum	Maximum
P4/MN	43415	Student Worker (pay will be set at minimum of Student Worker's position)	\$15.00/hour	\$30.00/hour
P1/01	60705	Student Worker - Child Nutrition	\$15.00/hour	
P1/01	60805	Student Worker - Custodial	\$15.00/hour	
P1/01	43425	Student Worker - Early Childhood	\$15.00/hour	
P1/01	43420	Student Worker - Summer	\$15.00/hour	
P2/01	62302	Student Worker - Theater Technician	\$15.50/hour	
P3/01	62301	Student Apprentice - Maintenance Technician	\$15.50 hour	
P3/01	38249	Student Apprentice - Information Technology	\$15.50/hour	
P3/01	61705	Student Apprentice - Automotive Technician	\$15.50/hour	

STIPENDS				
Grade	Job Code	Position	Minimum	Maximum
Summer Coaches				
SC1/MN	77795	Summer Coach Head Stipend is calculated based on daily rate of \$39.00/day*	\$312	\$1,248
SC2/MN	77796	Summer Coach Assistant Stipend is calculated based on daily rate of \$28.50/day* *refer to Summer Coach Guidelines	\$228	\$912
Licensed (educator license required)				
L1/01	77763	Early Childhood Lead Teacher Stipend (per semester)	\$750	\$750
L2/01	77786	Technology Learning Lead Stipend	\$700	\$700
L4/01	21104	District Guidance Coordinator Stipend	\$1,000	\$1,000
L4/01	21121	Mental Health Specialist Team Lead Stipend	\$1,000	\$1,000
L4/01	77739	Secondary Lead Dean Stipend	\$1,000	\$1,000
L4/01	77769	Secondary MTSS Lead Stipend	\$1,000	\$1,000
L5/01	88814	Licensed Career Incentive/Longevity Plan	\$1,500	\$3,000
L8/01	88821	Designated Licensed Employee Bilingual Stipend	\$2,400	\$2,400
L3/01	77788	High Dosage Tutoring Site Facilitator	\$3,500	\$3,500
L6/01	77737	Secondary School Dean Stipend	\$5,000	\$5,000
Administrative				
A2/01	77740	Administrative Doctorate Stipend	\$600	\$600
A3/01	88811	Administrative Career Incentive/Longevity Plan	\$1,000	\$8,000
Miscellaneous				
M50/01	88805	Athletic Game Worker (payroll use only)	\$0	\$0
M50/01	88808	Leave of Absence Unpaid (payroll use only)	\$0	\$0
M80/01	88820	Bilingual Stipend	\$1,200	\$1,200
M60/01	77706	On Call 24/7 Pay Stipend	\$2,500	\$2,500
M70/01	77777	In District Mileage Allowance	\$1,000	\$8,000



**Poudre School District
Special Pay Schedule (S)
2024-2025 School Year**

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
Student Apprentice Support	\$500 per quarter
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

	Pay Rate
Curriculum Development Writing Team	\$35.00/hour
Staff Development Class Attendance Licensed (not taken for credit)	\$35.00/hour
Staff Development Instructor Licensed & Classified*	\$50.00/hour
*if two teachers team-teach	\$40.00/hour
*if training is provided during regular working hours	\$25.00/hour
*non-exempt classified employees will receive one and one half times regular hourly rate of pay or \$40, which ever is greater	
*must be an approved Professional Development course	

Per Student One-Time Pay Rates

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

Quarterly One-Time Pay Rates

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

GT Site Coordinator (Elementary)	\$250/semester
GT Site Coordinator (Secondary)	\$400/semester
MHSP (Mental Health Svc Provider) Language Support Stipend	\$250/semester
CTE Lead Teacher/Counselor	\$700/semester
Calendar Committee Facilitation	\$1,000/semester
PASE President	\$9,000/semester

Annual One-Time Pay Rates

Administrative Mentor	\$1,000/year
BCA & STEM Academy Summer Internship	\$1,500/year
Educator Externship Stipend	\$814/year
Employee Wellness Team Leader Tier 1	\$150.00/year
Employee Wellness Team Leader Tier 2	\$225.00/year
Employee Wellness Team Leader Tier 3	\$325.00/year
Graduation Video Support	\$1,420/year
Graduation Video Support Lead	\$1,560/year
Licensed Guide	\$500/year
Licensed Mentor	\$1,000/year
National Board Certification Renewal	\$500/renewal
National Board of Professional Teaching Standards Certification	\$1,500/year
PASE Chair	\$4,650/year
PASE President	paid by the semester (see above)
PASE Representative	\$2,700/year
PASE President Elect	\$3,749/year
READ Lead Teacher	\$300/year

Extended Pay for High School Coaches (for playoff/state competition)*

Head Coach	\$150/week
Assistant Coach	\$100/week

*refer to guidelines

Game Worker Pay Rates: Refer to S Schedule Addendum - *Athletic Game-Tournament Worker Pay Rates*

2024-2025 GAME WORKER RATES

HIGH SCHOOL	GAME MANAGER	TICKET MANAGER	TICKET SELLER	GAME WORKER	SCORER/TIMER	ANNOUNCER	CHAIN CREW/SPOTTER	GATE ATTENDANT	LINE JUDGE
Baseball	\$25/\$65V/\$45	n/a	n/a	n/a	\$15/\$50V/\$35	\$65 VAR ONLY	n/a	n/a	n/a
Basketball	\$25/\$55/\$55/\$55	\$25/\$40/\$40/\$40	\$15/\$30/\$30/ \$30	\$15/\$30/\$30/\$30	\$10/\$40/\$40/\$40	\$50 VAR ONLY	n/a	n/a	n/a
Football- VARSITY at Stadium	n/a	n/a	Dist Athletics	n/a	Dist Athletics	\$75 VAR ONLY	\$65 VAR ONLY	\$50 VAR ONLY	n/a
Football- JV/C at School Site	\$15/\$60/\$60	n/a	n/a	n/a	\$10/\$45/\$45	n/a	n/a	n/a	n/a
Soccer at Stadium/School site	\$30/\$60/\$60	n/a	n/a	n/a	\$10/\$45/\$45	\$50 VAR ONLY	n/a	n/a	n/a
Lacrosse	\$30/\$60/\$60	n/a	n/a		\$10/\$45/\$45	\$50 VAR ONLY	n/a	n/a	n/a
Softball	\$15/\$45/\$45	n/a	n/a	n/a	\$10/\$40/\$40	\$40 VAR ONLY	n/a	n/a	n/a
Track & Field at Stadium/School Site	n/a	n/a	n/a	n/a	\$300 or \$500	n/a	n/a	n/a	n/a
Unified Sports	\$10/\$25/\$25	\$10/\$25/\$25	\$10/\$20/\$20	\$10/\$20/\$20	\$10/\$20/\$20	\$10/\$20/\$20	n/a	n/a	n/a
Volleyball	\$30/\$35/\$35/\$50V	\$30/\$45/\$45V	\$20/\$35/\$35	n/a	\$15/\$30/\$30/\$40V	\$50 VAR ONLY	n/a	n/a	\$50 VAR ONLY
Wrestling (stack/dual)	\$30/\$40/\$50V	\$25/\$35/45V	\$15/\$30/\$30	n/a	\$10/\$40/\$40	\$50 VAR ONLY	n/a	n/a	n/a

Set Up/Game1/Game2...

V= Varsity

Example: Ticket Manager works 3 Basketball games (6-pack); pay \$25 (set up) + \$40 Game1 + \$40 Game2 = \$40 Game3= \$145

Example: Ticket Manager works 1 Basketball game; pay \$25 (set up) + \$40 Game1= \$65

Example: Scorer works 3 Volleyball games; pay is \$15 (set up) + \$30 Game1 + \$30 Game2 + \$40 VGame = \$115

Example: Scorer works 1 Volleyball game; pay is \$15 (set up) + \$30 Game1= \$45

DISTRICT ATHLETICS	TICKET SELLER	SCORER/TIMER	GATE MONITOR <small>(Security)</small>	CONCESSION ASST.
Football - Varsity at Stadium	\$75.00	\$75.00	\$75.00	\$25.00/hour

MIDDLE SCHOOL ATHLETICS	SCORER (1)	TIMER/SCOREBOARD OPERATOR (1)	CHAIN CREW (3)	TRACK EVENT WORKER (16)	CROSS COUNTRY WORKER (5)	ADMIN/DESIGNEE
BASKETBALL	\$65.00	\$65.00	n/a	n/a	n/a	\$75.00
CROSS COUNTRY	n/a	n/a	n/a	n/a	\$50.00	\$60.00
FOOTBALL	\$75.00	n/a	\$75.00	n/a	n/a	\$90.00
SOFTBALL	\$25.00	\$25.00	n/a	n/a	n/a	\$60.00
TRACK/FIELD	n/a	n/a	n/a	\$75.00	n/a	\$90.00
UNIFIED BASKETBALL	\$25.00	\$25.00	n/a	n/a	n/a	\$30.00
VOLLEYBALL	\$50.00	\$50.00	n/a	n/a	n/a	\$60.00
WRESTLING	\$75.00	\$75.00	n/a	n/a	n/a	\$90.00

Tournament/Scheduling Director (high school/middle school)

The school/District athletic director will determine the Tournament/Scheduling Director's pay averaging \$25/hour. Total will be dependent upon prep work and event duration and will not exceed \$500/event or season.