



POUDRE SCHOOL DISTRICT

**Poudre School District
Licensed/ Teacher Salary Schedule (T)
2025-2026 School Year**

*	Years Exp	Step	LANE/Pay Grade							
			Bachelors	Bachelors +18	Bachelors +36	Masters	Masters +18	Masters +36	Masters + 54 / EDS	PhD
	0	1	58,000	59,490	60,981	62,472	64,920	66,614	68,354	70,777
	1	2	59,592	61,236	62,773	64,317	66,827	68,559	70,347	72,867
	2	3	60,510	62,280	63,834	65,403	67,926	69,665	71,464	74,037
	3	4	61,400	63,295	64,866	66,458	68,994	70,738	72,548	75,170
	4	5	62,298	64,318	65,905	67,521	70,069	71,817	73,642	76,315
	5	6	63,204	65,349	66,953	68,592	71,154	72,909	74,744	77,468
	6	7	64,117	66,388	68,008	69,672	72,249	74,009	75,857	78,631
	7	8	65,357	67,762	69,411	71,107	73,351	75,118	76,978	79,804
	8	9	66,628	69,170	70,846	72,577	74,829	76,236	78,108	80,987
	9	10	68,753	71,281	73,005	74,791	76,342	77,747	79,250	82,180
	10	11	68,815	73,480	75,252	77,096	78,645	79,362	80,800	83,385
	11	12	68,815	75,993	77,782	79,690	81,045	81,725	82,503	85,020
	12	13	68,815	78,605	80,452	82,382	83,750	84,418	85,166	86,695
**	13	14	68,815	78,680	83,219	85,217	86,560	87,215	87,956	89,278
	14	15	68,815	78,680	84,148	88,155	89,520	90,162	90,897	91,969
	15	16	68,815	78,680	85,017	89,126	92,591	93,221	93,949	95,013
	16	17	68,815	78,680	85,035	90,032	93,578	96,070	96,790	98,189
	17	18	68,815	78,680	85,035	90,943	94,496	97,055	99,739	101,512
***	18	19	68,815	78,680	85,035	91,855	95,417	97,982	100,743	104,974
		20	68,815	78,680	85,035	91,874	96,343	98,912	101,683	106,043
		21	68,815	78,680	85,035	91,874	97,272	99,845	102,627	107,037
		22	68,815	78,680	85,035	91,874	98,205	100,783	103,576	108,034
		23	68,815	78,680	85,035	91,874	98,226	101,724	104,528	109,034
		24	68,815	78,680	85,035	91,874	98,226	102,670	105,485	110,038
		25	68,815	78,680	85,035	91,874	98,226	103,618	106,446	111,047
		26	68,815	78,680	85,035	91,874	98,226	103,639	107,409	112,061
		27	68,815	78,680	85,035	91,874	98,226	103,639	108,377	113,077
		28	68,815	78,680	85,035	91,874	98,226	103,639	109,349	114,099

- 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 13 years of verified experience credit (step 14**). High-need areas will be awarded up to 18 years (step 19***). 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 the step awarded for high needs areas unless SVEI was received in 2010 or 2011, subject to the current education lane requirements on the current salary schedule.

Poudre School District Licensed Position Listing 2025-2026 School Year

School/Site Job Codes	
Job Code	Position Description
21505	ACE COORDINATOR
21100	COUNSELOR
21150	COUNSELOR BULLY PREVENTION PROGRAM
22510	CTE INSTRUCTOR
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
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
33000	CHILD FIND COORDINATOR
21120	COUNSELOR LEAD
22515	CTE SPECIALIST CAREER TECH CENTER
21217	CURRICULUM & INSTRUCTION FACILITATOR
21531	EARLY CHILDHOOD DISABILITIES SPECIALIST
21808	EARLY CHILDHOOD ELD INSTRUC COACH
21122	EARLY CHILDHOOD MENTAL HEALTH SPECIALIST
21819	EDUCATOR EFFECTIVENESS COACH CONSULT 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
22101	INTEGRATED SERVICES AUTISM COACH
21511	INTEGRATED SERVICES COACH
21512	INTEGRATED SERVICES ILS COACH
33608	INTEGRATED SERVICES PARENT FAMILY COMUN SPEC
21602	MEDIA FACILITATOR
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
21814	PROFESSIONAL LEARNING FACILITATOR
23610	PSYCHOLOGIST LEAD
23710	SOCIAL WORKER LEAD
23810	SPEECH LANGUAGE SPECIALIST LEAD
37101	SWAAAC COORDINATOR
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

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

Travel Time	
99990	TEACHER TRAVELING TIME

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



Poudre School District
Classified Hourly Salary Schedule (H)
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Job Code	Job Description	Grade	Min	Max
CHILD NUTRITION SERVICES				
60725	CHILD NUTRITION TEAM MEMBER	CN10H	17.77	24.86
60735	CHILD NUTRITION TEAM RELIEF	CN15H	20.69	28.96
61620	CHILD NUTRITION WAREHOUSE WORKER/DRIVER I	CN20H	21.87	30.61
60710	CHILD NUTRITION ASSISTANT MANAGER	CN25H	22.64	31.70
61621	CHILD NUTRITION WAREHOUSE WORKER/DRIVER II	CN30H	22.93	32.09
62311	CHILD NUTRITION APPLIANCE MASTER	CN40H	23.45	32.83
50125	CHILD NUTRITION SUPPLY COORDINATOR	CN45H	24.24	33.93
60740	CHILD NUTRITION MANAGER ELEMENTARY	CN47H	24.49	34.29
60737	CHILD NUTRITION MANAGER SPECIAL PROGRAMS	CN47H	24.49	34.29
61602	CHILD NUTRITION WAREHOUSE SUPERVISOR	CN48H	24.88	34.84
60750	CHILD NUTRITION MANAGER SECONDARY/SPLIT CAMPUS	CN49H	25.46	35.65
38230	CHILD NUTRITION TECHNICIAN	CN50H	25.89	36.26
60780	CHILD NUTRITION TEAM TRAINER & SUPPORT	CN55H	26.54	37.15
33101	NUTRITION COORDINATOR	CN60H	27.58	38.61
CUSTODIAL				
60800	CUSTODIAN	CS05H	17.77	24.86
60811	CUSTODIAN NIGHT ELEMENTARY/SMALL SCHOOL	CS10H	21.75	30.46
60831	CUSTODIAN HEAD ELEMENTARY/SMALL SCHOOL	CS20H	22.90	32.06
60832	CUSTODIAN HEAD RELIEF	CS20H	22.90	32.06
60821	CUSTODIAN NIGHT LEAD MIDDLE SCHOOL	CS20H	22.90	32.06
60834	CUSTODIAN NIGHT LEAD HIGH SCHOOL	CS25H	24.07	33.70
60840	CUSTODIAN HEAD MIDDLE SCHOOL	CS27H	24.62	34.46
60855	CUSTODIAL EQUIPMENT TECH/FLOORING PROJECT COORD	CS40H	25.12	35.16
60851	CUSTODIAN HEAD HIGH SCHOOL	CS42H	25.40	35.56
60865	CUSTODIAL NIGHT TRAINER/SUPERVISOR	CS50H	28.86	40.41
FINANCE				
50103	BOOKKEEPER INTEGRATED SERVICES	FN10H	22.06	30.89
50104	FINANCE SPECIALIST	FN15H	24.34	34.07
50106	PAYROLL SPECIALIST	FN20H	30.75	43.05
INFORMATION TECHNOLOGY				
38242	IT SUPPORT CENTER SPECIALIST	IT15H	20.21	28.30
38219	APPLICATIONS SUPPORT ANALYST I	IT45H	28.30	39.62
38246	IT FIELD SPECIALIST	IT45H	28.30	39.62
38227	TECHNICAL SUPPORT SPECIALIST I	IT45H	28.30	39.62
38232	APPLICATIONS SUPPORT ANALYST II	IT55H	33.00	46.21
38229	TECHNICAL SUPPORT SPECIALIST II	IT55H	33.00	46.21
INSTRUCTIONAL SUPPORT				
41403	CROSSING GUARD	PT05H	16.55	23.18
41701	PARAPROFESSIONAL NON INSTRUCTIONAL	PT05H	16.55	23.18
41503	PARAPROFESSIONAL EARLY CHILDHOOD	PT07H	18.20	25.48
41509	PARAPROFESSIONAL INSTRUCTIONAL K-12	PT07H	18.20	25.48
41901	PARAPROFESSIONAL TITLE I	PT07H	18.20	25.48
41540	PARAPROFESSIONAL MUSIC	PT10H	19.03	26.65
41407	STUDENT MONITOR	PT10H	19.03	26.65
41606	PARAPROFESSIONAL INTEGRATED SERVICES I	PT12H	19.49	27.29
41640	PARAPROFESSIONAL INTEGRATED SERVICES I - SBB	PT12H	19.49	27.29
41402	CAMPUS MONITOR	PT15H	19.86	27.80
41570	PARAPROFESSIONAL 504	PT15H	19.86	27.80



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INSTRUCTIONAL SUPPORT (continued)				
41413	PARAPROFESSIONAL BEHAVIOR SUPPORT	PT15H	19.86	27.80
41603	PARAPROFESSIONAL EARLY CHILDHOOD INTEGRATED SERVICES	PT15H	19.86	27.80
41630	PARAPROFESSIONAL INTEGRATED SERVICES MEDICAL	PT15H	19.86	27.80
41608	PARAPROFESSIONAL VOCATIONAL	PT15H	19.86	27.80
41800	TUTOR	PT15H	19.86	27.80
41625	PARAPROFESSIONAL INTEGRATED SERVICES II	PT17H	20.26	28.36
41645	PARAPROFESSIONAL INTEGRATED SERVICES II - SBB	PT17H	20.26	28.36
41607	PARAPROFESSIONAL INTEG SVCS II TRANSITION PATHWAYS (18-21)	PT17H	20.26	28.36
41425	BEHAVIOR INTERVENTION TECHNICIAN STUDENT SERVICES	PT20H	21.24	29.74
40201	CAREER CENTER COORDINATOR	PT20H	21.24	29.74
40705	COORDINATOR ENRICHMENT	PT20H	21.24	29.74
41811	IN-BUILDING FLOATING SUPPORT	PT20H	21.24	29.74
41690	IN-BUILDING FLOATING SUPPORT INTEGRATED SERVICES	PT20H	21.24	29.74
41691	IN-BUILDING FLOATING SUPPORT SPECIAL EDUCATION SBB	PT20H	21.24	29.74
41513	PARAPROFESSIONAL ENGLISH LANGUAGE DEVELOPMENT (ELA)	PT20H	21.24	29.74
41580	PARAPROFESSIONAL NEWCOMER MENTAL HEALTH	PT20H	21.24	29.74
41635	REGISTERED BEHAVIORAL TECHNICIAN	PT20H	21.24	29.74
41420	STUDENT SAFETY SPECIALIST	PT20H	21.24	29.74
42401	AUDIOLOGY ASSISTANT	PT25H	24.08	33.72
40901	LICENSED PRACTICAL NURSE-MEDICALLY COMPLEX	PT25H	24.08	33.72
41660	VISION AND ACCESSIBILITY ASSISTANT	PT25H	24.08	33.72
42001	BRAILLIST	PT26H	24.32	34.05
41655	PARAPROFESSIONAL TRAINER & SUPPORT COACH	PT27H	25.53	35.75
42100	CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	PT30H	28.60	40.03
24101	SPEECH LANGUAGE PATHOLOGY ASSISTANT	PT30H	28.60	40.03
41001	SIGN LANGUAGE INTERPRETER TUTOR	PT35H	28.98	40.56
MAINTENANCE				
63001	UTILITY DRIVER	MT18H	22.12	30.96
62404	PAINTING TECHNICIAN I	MT20H	23.56	32.98
62605	PLUMBER APPRENTICE	MT20H	23.56	32.98
62205	LOCKSMITH TECHNICIAN	MT20H	23.56	32.98
61205	UTILITY LOCATOR & FACILITIES SUPPORT	MT20H	23.56	32.98
61625	WAREHOUSE & DELIVERY SERVICES LEAD WORKER	MT22H	24.38	34.13
62001	HVAC TECHNICIAN	MT25H	24.95	34.93
62402	PAINTING TECHNICIAN II	MT25H	24.95	34.93
62607	PLUMBER TECHNICIAN	MT25H	24.95	34.93
33305	ENERGY & SUSTAINABILITY TECHNICIAN	MT25H	24.95	34.93
60302	CARPENTER JOURNEYMAN	MT30H	26.32	36.84
62200	LOCKSMITH JOURNEYMAN	MT30H	26.32	36.84
33306	FACILITIES TECHNICIAN	MT32H	27.14	38.00
60301	CARPENTER MASTER	MT35H	30.62	42.87
61201	DISTRICT THEATER TECHNICIAN	MT35H	30.62	42.87
61102	ELECTRICIAN JOURNEYMAN	MT35H	30.62	42.87
62003	HVAC TECHNICIAN JOURNEYMAN	MT35H	30.62	42.87
62203	LOCKSMITH MASTER	MT35H	30.62	42.87
36401	CAD/GIS SPECIALIST	MT37H	31.72	44.41
62602	PLUMBER JOURNEYMAN	MT37H	31.72	44.41
62007	CONTROLS SPECIALIST	MT40H	34.27	47.98
61101	ELECTRICIAN MASTER	MT40H	34.27	47.98
62004	HVAC TECHNICIAN MASTER	MT40H	34.27	47.98
62603	PLUMBER MASTER	MT40H	34.27	47.98



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Job Code	Job Description	Grade	Min	Max
MAINTENANCE (continued)				
62005	CONTROLS DEPARTMENT HEAD	MT45H	36.12	50.57
61103	ELECTRICIAN DEPARTMENT HEAD	MT45H	36.12	50.57
62002	HVAC DEPARTMENT HEAD	MT45H	36.12	50.57
62601	PLUMBER DEPARTMENT HEAD	MT45H	36.12	50.57
60315	STRUCTURAL DEPARTMENT HEAD	MT45H	36.12	50.57
OUTDOOR SERVICES				
61913	OUTDOOR SERVICES TECHNICIAN	OS15H	23.16	32.42
61910	OUTDOOR SERVICES MECHANIC	OS20H	23.89	33.44
61306	OUTDOOR SERVICES LEAD TECHNICIAN	OS25H	27.54	38.55
61303	OUTDOOR SERVICES LEAD MECHANIC	OS26H	28.11	39.35
61325	IRRIGATION & LANDSCAPE SPECIALIST	OS27H	28.53	39.94
PROGRAM SPECIALIST				
40601	MENTAL HEALTH SPECIALIST INTERN	PS10H	17.36	17.36
51512	EARLY CHILDHOOD HEALTH RECORDS TECHNICIAN	PS12H	20.69	28.96
40504	EARLY CHILDHOOD FAMILY MENTOR	PS15H	22.20	31.09
40710	EXTENDED LEARNING OPPORTUNITY AREA SPECIALIST	PS15H	22.20	31.09
40203	COLLEGE & CAREER SPECIALIST	PS17H	22.64	31.71
40202	CONCURRENT ENROLLMENT SPECIALIST	PS17H	22.64	31.71
40521	EARLY CHILDHOOD ENROLLMENT TECHNICIAN	PS20H	22.99	32.19
40536	GRADUATION ADVOCATE	PS22H	23.91	33.48
40527	EARLY CHILDHOOD DENTAL PROGRAM LIAISON	PS25H	24.16	33.83
40526	EARLY CHILDHOOD FAMILY SPECIALIST	PS25H	24.16	33.83
40520	LCE FAMILY LIAISON	PS25H	24.16	33.83
40535	LCE MCKINNEY-VENTO FAMILY ADVOCATE	PS25H	24.16	33.83
33516	PROGRAM SPECIALIST SART	PS25H	24.16	33.83
42303	SWAP SPECIALIST	PS25H	24.16	33.83
40550	LCE DIGITAL EQUITY LIAISON	PS27H	24.65	34.50
40523	EARLY CHILDHOOD FAMILY MENTOR COACH	PS30H	25.53	35.75
40548	LCE FAMILY, SCHOOL, COMMUNITY PARTNERSHIP ADVOCATE	PS30H	25.53	35.75
40537	LCE MCKINNEY-VENTO DISTRICT FAMILY ADVOCATE	PS30H	25.53	35.75
42305	SWAP ENHANCED SERVICES PROVIDER	PS30H	25.53	35.75
40516	EARLY CHILDHOOD PARENT EDUCATION SPECIALIST	PS33H	25.96	36.34
50641	LCE LOGISTICS & DATA SPECIALIST	PS35H	28.28	39.60
50640	LANGUAGE, CULTURE, EQUITY SPECIALIST	PS40H	29.56	41.39
SCHOOL CLERICAL				
506H8	SCHOOL OFFICE ASSISTANT	SC13H	19.88	27.84
40900	HEALTH TECHNICIAN	SC14H	20.20	28.28
506H7	SCHOOL SECRETARY	SC15H	21.10	29.55
506L7	ATHLETICS SECRETARY	SC25H	22.19	31.06
51601	REGISTRAR	SC25H	22.19	31.06
50123	SCHOOL BOOKKEEPER	SC25H	22.19	31.06
40910	HEALTH TECHNICIAN SUPPORT COACH	SC27H	23.40	32.76
50910	SCHOOL OFFICE MANAGER	SC30H	26.55	37.18
SCHOOL MEDIA & INSTRUCTIONAL TECHNOLOGY				
41114	COMPUTER LAB TECHNICIAN	SM15H	18.20	25.48
41139	MEDIA TECH ASSISTANT I	SM15H	18.20	25.48
41142	MEDIA TECH ASSISTANT II	SM20H	20.21	28.30
41149	TECHNOLOGY SITE ASSISTANT	SM27H	24.73	34.63
41169	MEDIA TECH CENTER SITE MANAGER	SM29H	27.33	38.26
38205	TECHNOLOGY SYSTEMS SITE MANAGER I	SM30H	31.60	44.24
38206	TECHNOLOGY SYSTEMS SITE MANAGER II	SM50H	35.13	49.19



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Job Code	Job Description	Grade	Min	Max
SECURITY				
63601	CAMPUS SECURITY OFFICER	SY20H	23.05	32.28
62308	ELECTRONICS SPECIALIST I	SY27H	24.52	34.33
63602	CAMPUS SECURITY OFFICER LEAD	SY28H	27.79	38.91
62309	ELECTRONICS SPECIALIST II	SY30H	30.22	45.04
62310	ELECTRONICS SPECIALIST HEAD	SY35H	34.77	48.68
SUPPORT SERVICES ADMINISTRATIVE				
506Q9	ADMINISTRATIVE OFFICE ASSISTANT	SS25H	18.54	25.97
506D2	DEPARTMENT SECRETARY	SS35H	20.69	28.96
50603	DEPARTMENT TECHNICIAN I	SS35H	20.69	28.96
506B6	INSTRUCTIONAL MATERIALS RESOURCE TECHNICIAN	SS36H	20.83	29.16
51509	RECORDS COMPLIANCE SPECIALIST	SS39H	21.95	30.72
506R5	OPERATIONS SUPPORT SPECIALIST	SS40H	23.56	32.98
50601	OFFICE MANAGER SUPPORT SERVICES	SS43H	25.08	35.12
506B7	TEXTBOOK PROGRAM MANAGER	SS43H	25.08	35.12
50605	DEPARTMENT TECHNICIAN II	SS45H	25.89	36.26
35801	DISTRICT TRANSLATOR	SS45H	25.89	36.26
35802	LCE IEP INTERPRETER/TRANSLATOR	SS45H	25.89	36.26
506R4	OPERATIONS SUPPORT SPECIALIST LEAD	SS45H	25.89	36.26
50690	MEDICAID PROGRAM ASSISTANT	SS45H	25.89	36.26
50611	PROFESSIONAL LEARNING SYSTEMS SPECIALIST	SS45H	25.89	36.26
50685	ATHLETIC MARKETING SPECIALIST	SS55H	27.58	38.61
32908	BENEFITS COORDINATOR I	SS55H	27.58	38.61
50686	DISTRICT ATHLETICS/ACTIVITIES COORDINATOR	SS55H	27.58	38.61
33902	RISK MANAGEMENT INSURANCE & COI ADMINISTRATOR	SS57H	27.65	38.71
506Q2	ADMINISTRATIVE ASSISTANT	SS60H	28.28	39.60
50610	EMPLOYEE ASSISTANCE SERVICES (EAS) SPECIALIST	SS64H	28.76	40.25
50210	HUMAN RESOURCES SPECIALIST	SS65H	28.96	40.55
506D3	ADMINISTRATIVE ASSISTANT-LEGAL COUNSEL & BOE SECRETARY	SS66H	29.06	40.69
506G6	ADMINISTRATIVE ASSISTANT-ASST SUPERINTENDENTS OFFICE	SS67H	30.30	42.43
32906	BENEFITS COORDINATOR II	SS67H	30.30	42.43
32907	WELLNESS SPECIALIST	SS67H	30.30	42.43
38214	DISTRICT MEDIA SERVICES MANAGER	SS68H	31.34	43.88
34105	PARALEGAL	SS70H	33.03	46.25
TRANSPORTATION				
41405	PARAPROFESSIONAL BUS ATTENDANT I	TP12H	17.77	24.86
41414	PARAPROFESSIONAL BUS ATTENDANT II	TP15H	19.86	27.80
63002	NON CDL OPERATOR	TP15H	19.86	27.80
60200	BUS OPERATOR	TP20H	23.39	32.74
60205	BUS OPERATOR LEAD	TP45H	25.14	35.21
60202	BUS OPERATOR TRAINER	TP45H	25.14	35.21
50401	DISPATCHER	TP45H	25.14	35.21
50616	PARTS COORDINATOR	TP45H	25.14	35.21
50402	ROUTE PLANNER	TP46H	26.13	36.59
50404	ROUTE PLANNER LEAD	TP47H	27.11	37.95
62901	VEHICLE TECHNICIAN I	TP47H	27.11	37.95
50405	ACTIVITIES SCHEDULER	TP48H	27.38	38.32
62902	VEHICLE TECHNICIAN II	TP50H	29.19	40.87
62903	VEHICLE TECHNICIAN III	TP55H	30.44	42.62
62904	VEHICLE MAINTENANCE SHOP FOREMAN	TP60H	31.74	44.44



Poudre School District
Classified Exempt Salary Schedule (Y)
2025-2026 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	69,415	97,179
51007	SOURCING ANALYST	FN75Y	69,415	97,179
32010	SENIOR ACCOUNTANT	FN82Y	77,430	108,401
51009	SENIOR SOURCING & CONTRACTING ANALYST	FN82Y	77,430	108,401
38016	FINANCE PLATFORM ADMINISTRATOR	FN90Y	82,687	115,760
INFORMATION TECHNOLOGY				
38107	IT TRAINER	IT80Y	68,256	95,555
38011	IT DATA ANALYST I	IT83Y	69,861	97,804
38015	IT DATA ANALYST II	IT85Y	75,272	105,380
38271	TECHNICAL SUPPORT SERVICES LEAD	IT88Y	81,261	113,764
38248	LEARNING SYSTEMS INTEGRATION SPECIALIST	IT90Y	82,687	115,760
38001	NETWORK ENGINEER I	IT90Y	82,687	115,760
38007	SYSTEMS ADMINISTRATOR I	IT90Y	82,687	115,760
38220	DATA COMMUNICATIONS SPECIALIST	IT91Y	85,860	120,201
38002	DATABASE ADMINISTRATOR I	IT92Y	88,070	123,296
38108	IT PROJECT COORDINATOR	IT92Y	88,070	123,296
38101	SOFTWARE ENGINEER I	IT93Y	89,154	124,812
38008	NETWORK ENGINEER II	IT96Y	95,512	133,714
38013	DATABASE ADMINISTRATOR II	IT97Y	98,489	137,882
38005	SYSTEMS ADMINISTRATOR II	IT98Y	102,322	143,250
38103	SOFTWARE ENGINEER II	IT99Y	109,117	152,761
OPERATIONS				
62915	SUPPORT FLEET MANAGER	OP40Y	76,312	106,834
62104	OPERATIONS PROJECT COORDINATOR	OP45Y	79,737	111,630
62103	CONSTRUCTION PROJECT COORDINATOR	OP50Y	82,172	115,039
35710	CONSTRUCTION PROJECT MANAGER	OP70Y	102,770	143,877
SUPPORT SERVICES				
36602	BRANDING COORDINATOR & GRAPHIC DESIGNER	SS25Y	57,932	81,105
35312	DIGITAL CONTENT & SOCIAL MEDIA MANAGER	SS30Y	62,830	87,961
34505	PUBLIC RELATIONS & MEDIA COORDINATOR	SS30Y	62,830	87,961
33406	TALENT SPECIALIST	SS30Y	62,830	87,961
34416	ADA SPECIALIST	SS35Y	64,071	89,698
34407	HUMAN RESOURCES GENERALIST I	SS35Y	64,071	89,698
35313	INTERNAL COMMUNICATIONS SPECIALIST	SS35Y	64,071	89,698
40555	OUTREACH & ENROLLMENT SPECIALIST	SS35Y	64,071	89,698
50204	SUBSTITUTE COORDINATOR	SS35Y	64,071	89,698
34419	TALENT EVENTS & ONBOARDING COORDINATOR	SS35Y	64,071	89,698
34705	PROFESSIONAL DEVELOPMENT COORDINATOR	SS40Y	66,617	93,262
32006	INTEGRATED SERVICES ANALYST	SS42Y	67,724	94,812
33903	RISK MGMT INFO SYSTEM ADMIN & WORKERS' COMP COORD	SS42Y	67,724	94,812
33708	GRANT SPECIALIST	SS50Y	69,231	96,923
33705	GRANT WRITER	SS50Y	69,231	96,923
34417	HUMAN RESOURCES GENERALIST II	SS50Y	69,231	96,923
32201	EXECUTIVE ASSISTANT TO THE SUPERINTENDENT	SS55Y	69,924	97,892
36901	MULTIMEDIA MANAGER	SS80Y	76,117	106,563
50906	ACE PRESIDENT *	SS85Y	81,001	113,400
35314	DIGITAL MARKETING MANAGER	SS90Y	86,782	121,495

* Pay for the position of ACE PRESIDENT-50906 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
Administrator and Professional Salary Schedule
2025-2026 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
A	no positions			162,900	224,802	260
B	no positions			155,142	214,096	260
C	Senior Executive Director Student Services	A*	10224	149,174	205,861	260
D	Executive Director Communications	A	10350	143,438	197,945	260
	Executive Director Finance	A	10302	143,438	197,945	260
E	Senior Director Human Resources	A	10316	137,917	190,325	260
	Senior Director Operations	A	10330	137,917	190,325	260
	Senior Director Talent Acquisition & Retention	A	10319	137,917	190,325	260
F	Director Integrated Services	A*	10222	132,609	183,001	260
	Director Professional Learning & Educator Effectiveness	A*	10421	132,609	183,001	260
	Principal High School	A*	10504	132,609	183,001	230
	Principal Middle/High School	A*	10512	132,609	183,001	230
G	no positions			127,508	175,961	260
H	Assistant Legal Counsel	A	34103	122,600	169,188	260
	Director Curriculum & Instruction	A*	10401	122,600	169,188	260
	Director IT Infrastructure	A	10326	122,600	169,188	260
	Director IT Software Development & Support	A	10321	122,600	169,188	260
	Director IT Technical Supp Svcs & User Security	A	10328	122,600	169,188	260
	Director Records & Risk Management	A	33901	122,600	169,188	260
	Principal Alternative High School	A*	10505	118,868	164,038	223
	Principal Alternative & Secondary Summer School	A*	10505	118,868	164,038	223
	Principal K-12	A*	10510	118,868	164,038	223
	Principal Middle School	A*	10502	118,868	164,038	223
I	Director Budget	A	10312	117,885	162,682	260
	Director Early Childhood	A*	10407	117,885	162,682	260
	Principal Elementary	A*	10501	111,735	154,193	218
J	Director Athletics & Activities	A*	10320	113,349	156,421	260
	Director Career & Innovation	A*	10413	113,349	156,421	260
	Director Child Nutrition	A	10303	113,349	156,421	260
	Director Custodial & Delivery Services	A	10339	113,349	156,421	260
	Director Human Resources-Employee Relations	A	10353	113,349	156,421	260
	Director Language, Culture & Equity	A*	10418	113,349	156,421	260
	Director Student Safety & Emergency Management	A*	10341	113,349	156,421	260
	Director Transportation	A	10307	113,349	156,421	260
	Manager Applications Support & Data	P	38026	113,349	156,421	260
	Principal Assistant High School	A*	10604	104,972	144,858	213
	Principal Assistant Middle/High School	A*	10609	104,972	144,858	213
K	Architect IT Enterprise	P	38019	110,047	151,865	260
	Architect Software & Data Solutions	P	38030	110,047	151,865	260
	Coordinator Medicaid	P	37010	110,047	151,865	260
	Manager Employee Assistance Services	A	33401	110,047	151,865	260
L	Principal Assistant K-12	A*	10606	98,944	136,541	213
	Principal Assistant Middle School	A*	10603	98,944	136,541	213
	Principal Assistant Poudre Community Academy	A*	10612	98,944	136,541	213
	Senior Planner	P	32503	106,841	147,439	260
M	Assistant Director Benefits	A	32910	103,726	143,142	260
	Assistant Director Budget	A	34223	103,726	143,142	260
	Assistant Director Early Childhood Learning	A*	10425	100,569	138,787	223
	Assistant Director Facilities	A	35746	103,726	143,142	260
	Assistant Director Finance	A	34224	103,726	143,142	260
	Assistant Director Human Resources	A	10314	103,726	143,142	260
	Assistant Director Integrated Services	A*	33595	103,726	143,142	260
	Assistant Director Integrated Services	A*	33605	103,726	143,142	260
	Assistant Director Integrated Svcs-Teaching/Learning	A*	33607	103,726	143,142	260
	Assistant Director Language, Culture & Equity	A*	33587	93,805	129,452	208
	Assistant Director Safety	A*	34241	103,726	143,142	260
	Assistant Director Security	A	34240	103,726	143,142	260
	Assistant Director Student Services	A*	33576	103,726	143,142	260
	Coordinator Mentoring & Educator Effectiveness	P*	34410	103,726	143,142	260



**Poudre School District
Administrator and Professional Salary Schedule
2025-2026 School Year**

Grade	Position	Type	Job Code	Min	Max	Days
	Principal Assistant Elementary	A*	10607	93,805	129,452	208
	Site Director Career Tech Center	A*	10616	100,569	138,787	223
	Site Director Early Childhood	A*	10426	93,805	129,452	208
N	Analyst Business Systems	P	32416	100,706	138,974	260
	Coordinator Career & Technical Education	P	33604	95,451	131,724	218
	Coordinator Community & Business Development	P	33568	100,706	138,974	260
	Coordinator Project AWARE	P*	33571	95,451	131,724	218
	Executive Director PSD Foundation	P	35154	100,706	138,974	260
	Manager Grants Administration	P	34227	100,706	138,974	260
	Manager Transportation Operations	P	61322	100,706	138,974	260
O	Coordinator Compliance Prevention & Response	A	33583	97,771	134,924	260
	Coordinator Counselor	P*	33577	97,771	134,924	230
	Coordinator Mental Health & Prevention	A	33570	97,771	134,924	230
	Manager Planning & Construction	P	35751	97,771	134,924	260
P	Coordinator Family, School & Community Partnership	P	33582	85,838	118,457	208
	Coordinator Language, Culture & Equity	P	33574	94,917	130,985	260
	Manager Accounting	P	32015	94,917	130,986	260
	Manager Payroll	P	33543	94,917	130,986	260
	Manager Purchasing & Contract	P	34226	94,917	130,986	260
Q	Business Partner Human Resources	P	34420	92,153	127,171	260
	Coordinator Assessment & Analytics	P	32432	92,153	127,171	260
	Coordinator Concurrent Enrollment	P*	33606	92,153	127,171	260
	Coordinator Elementary Literacy	P*	21220	87,345	120,536	218
	Coordinator Gifted & Talented	P*	21232	83,338	115,009	208
	Coordinator Student Services	P*	33573	92,153	127,171	230
	Counselor/Consultant EAS	P	33540	92,153	127,171	260
	Educational Audiologist	P*	23105	76,127	105,055	190
	Manager Records	P	32421	92,153	127,171	260
	Manager Vehicle Maintenance	P	62911	92,153	127,171	260
	Recruiter III Talent	P	34415	92,153	127,171	260
R	Coordinator Assessment & School Support	A	32430	89,469	123,467	260
	Coordinator Health Services	A*	33575	89,469	123,467	230
	Coordinator Media & Learning Digital Ecosystems	P*	21601	89,469	123,467	260
	Manager Early Childhood Operations	P	33580	86,746	119,709	223
	Manager Technical Support Services	P	38272	89,469	123,467	260
	Manager Security Systems	P	34242	89,469	123,467	260
S	Coordinator Mental Health Intern and Fellowship	P*	33523	86,852	119,857	230
	Manager IT Asset	P	38250	86,852	119,856	260
	Manager Outdoor Services	P	35726	86,852	119,856	260
	Manager Transportation Safety	P	62106	86,852	119,856	260
T	Coordinator Research & Evaluation	P	32433	81,261	113,764	260
	Coordinator Transportation Integrated Services (IS)	P	35720	81,261	113,764	260
	Supervisor Child Nutrition Services	P	35723	81,261	113,764	260
	Supervisor Transportation	P	61323	81,261	113,764	260
	Therapist School-Based	P	31300	67,128	93,979	190
U	Supervisor Custodial Area	P	61321	79,238	110,933	260
	Supervisor Outdoor Services	P	61304	79,238	110,933	260
	Recruiter II Talent	P	34414	79,238	110,933	260
V	Coordinator Extended Learning Opportunity	P	33534	77,293	108,210	260
W	Coordinator Early Childhood Enrollment	P	40528	73,704	103,185	260
	Coordinator EC Family & Community Engagement	P	40529	72,102	100,942	225
	Coordinator SWAP (School to Work Alliance Program)	P	35403	73,704	103,185	230
X	Coordinator Accessibility and ADA	P	34211	70,887	99,241	260
	Supervisor IT Support Services	P	34221	70,887	99,241	260
	Supervisor Operations Administrative	P	34231	70,887	99,241	260
Y	Recruiter I Talent	P	34413	68,278	94,224	260
	Supervisor Operations Support	P	34229	68,278	94,224	260



**Poudre School District
Cabinet Salary Schedule (F)
2025-2026 School Year**

Grade	Position	Job Code	Min	Max	Days
A	Lead Assistant Superintendent	10220	191,099	263,716	260
	Chief of Staff	10218	191,099	263,716	260
	Chief Finance Officer	10216	191,099	263,716	260
B	Assistant Superintendent of Schools	10201	166,173	229,318	260
	Chief Institutional Effectiveness Officer	10219	166,173	229,318	260
	Chief Technology Officer	10221	166,173	229,318	260
	General Counsel	34104	166,173	229,318	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 2025-2026 school year, this rate is based on the gross annual amount of \$27,288.00 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 2025-2026 school year, paid in monthly installments.



**Poudre School District
Extra Duty Stipend Schedule (E)
2025-2026 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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610

Base Salary \$58,000

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	E
21102	Counselor Responsibility Stipend (MS)	1 per Counselor	E
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 (district)	1 per IS SSP Professional Department Lead	I
77785	MTSS Coordinator	1 per level (K-5,6-8,9-12), 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	E
77784	Early Childhood Health Services Department Lead	1 district wide	G
77710	Head Teacher Mountain Schools	1 per Mountain School	D
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)
2025-2026 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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary \$58,000

High School Activities/Performing Arts

Job Code	Position	Grade
77752	Band Pep Director	H
77761	Band Competitive Marching Director	K
77762	Band Competitive Marching Assistant	H
40D02	DECA Head	I
40D10	DECA Assistant	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
40D56	Knowledge Bowl 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
40785	Musical Director	G
40787	Musical Pit Director	G
40788	Musical Technical Director	G
40794	Musical Vocal Director	G
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
40786	Play Director	G
40789	Play Technical Director	G
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) *
(1 per vocal music teacher) *

* Middle/High Teachers (Band/Choir/Orchestra)
Award two stipends if middle and high performances are separate AND teacher teaches both levels.
Award one stipend if middle and high performances are combined AND/OR only teach one level.



**Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2025-2026 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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary \$58,000

Middle School Activities/Performing Arts

Job Code	Position	Grade
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
40B16	Math Counts Head	E
77713	Music Teacher Instrumental	F
77714	Music Teacher Vocal	F
40775	Musical Director	D
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)
(1 per vocal music teacher)

Schedule G stipends are paid for work taking place outside of contract time. If the club/activity meets during ELO, stipend is not paid unless justified and approved by the building principal, ensuring time/work is during off-contract hours.

Elementary School Activities/Performing Arts

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

District Activities/Performing Arts

District Stipends are submitted by Director Athletics & Activities or appropriate district Curriculum Facilitator.
District Stipends WILL NOT be approved if submitted by individual school sites.

Job Code	Position	Grade
77719	Elementary Honor Choir Director	D
77717	Elementary Honor Choir Assistant	C
77735	Elementary Track Meet Coordinator	B
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
77723	Modern Band Festival Director	D
77733	Modern Band Festival Assistant	C



**Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2025-2026 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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary \$58,000

Additional stipends and incentives must be confirmed with building Activity Director

ACTIVITY	COMMENTS	ADD'T'L QUOTAS
HS Competitive Marching Band	Compete in minimum of one showcase, plus CBA regional competition.	Assistant (50,100,150,200...)
HS DECA		Assistant (25,75,125,175...)
HS Esports	Stipend paid per season. Maximum of two seasons per school year.	Assistant (10,50,100,150...)
HS FBLA		Assistant (25,75,125,175...)
HS FCCLA		Assistant (25,75,125,175...)
HS FFA		Assistant (25,75,125,175...)
HS FIRST Robotics		Assistant (10,50,100,150...)
HS HOSA		Assistant (25,75,125,175...)
HS Leadership	One stipend per school plus enrollment quotas (max 5 per school).	400, 800, 1200, 1600
HS Pep Band	Requires 16 total events during the fall & winter seasons. One stipend. Two co-directors max.	Additional Head (25)
HS SC ²		Assistant (25,75,125,175...)
HS Science Olympiad		Assistant (10,50,100,150...)
HS Skills USA		Assistant (25,75,125,175...)
HS Speech & Debate		Assistant (10,50,100,150...)
HS TSA		Assistant (25,75,125,175...)
MS Esports	Stipend paid per season. Maximum of two seasons per school year.	Assistant (10,50,100,150...)
MS FCCLA		Assistant (25,75,125,175...)
MS FIRST Robotics		Assistant (10,50,100,150...)
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 (10,50,100,150...)
MS Speech & Debate		Assistant (10,50,100,150...)
MS TSA		Assistant (25,75,125,175...)

Additional stipends and incentives must be confirmed with building Activity Director

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 Event Host	0.5% for hosting a specific event listed below:**	
	** Regional CTSSO Adviser - approved by building AD with confirmation from district CTE Coordinator	
	** Regional Science Olympiad Host - approved by building AD with confirmation from district Science Curriculum Coordinator	
	** District Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator	
	** CHSAA, CBA, ASTA Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator	
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 or equivalent conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three yrs	
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 or equivalent conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three yrs	
	***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 Pep Band	1.0% for summer band camp; must be 5 day minimum and completed in summer prior to 1st staff contract day	
HS Science Bowl	0.5% for competing at Nationals (April)	
	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 Science Olympiad		
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)	



**Poudre School District
Activities/Performing Arts Stipend Schedule (G)
2025-2026 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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441

Base Salary \$58,000

INCENTIVES (cont'd)		(will be paid after competition - either Dec/Jan or June/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 Event Host	0.5% for hosting a specific event listed below:**	
	** District Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator	
	** CHSAA, CBA, ASTA Festival Host - approved by building AD with confirmation from district Music Curriculum Facilitator	
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 or equivalent conference-max one teacher for each conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three years	
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 or equivalent conference-max one teacher for each conference (approved by building AD with confirmation from district Music Curriculum Facilitator)-CMEA eligibility limited to once every three years	
	***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
2025-2026 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 25-26 School Year	LANE/Pay Grade							
	Bachelors	Bachelors +18	Bachelors +36	Masters	Masters +18	Masters +36	Masters + 54 / EDS	PhD
1	1,542.55	1,582.18	1,621.84	1,661.49	1,726.60	1,771.65	1,817.93	1,882.37
2	1,584.89	1,628.62	1,669.49	1,710.56	1,777.31	1,823.38	1,870.93	1,937.95
3	1,609.31	1,656.38	1,697.71	1,739.44	1,806.54	1,852.79	1,900.64	1,969.07
4	1,632.98	1,683.38	1,725.16	1,767.50	1,834.95	1,881.33	1,929.47	1,999.20
5	1,656.86	1,710.59	1,752.79	1,795.77	1,863.54	1,910.03	1,958.56	2,029.65
6	1,680.96	1,738.01	1,780.66	1,824.26	1,892.39	1,939.07	1,987.87	2,060.32
7	1,705.24	1,765.64	1,808.72	1,852.98	1,921.52	1,968.32	2,017.47	2,091.25
8	1,738.22	1,802.18	1,846.04	1,891.14	1,950.82	1,997.82	2,047.29	2,122.45
9	1,772.02	1,839.63	1,884.20	1,930.24	1,990.13	2,027.55	2,077.34	2,153.91
10	1,830.00	1,895.77	1,941.62	1,989.12	2,030.37	2,067.74	2,107.71	2,185.64
11	1,830.19	1,954.26	2,001.38	2,050.43	2,091.62	2,110.69	2,148.94	2,217.69
12	1,830.19	2,021.09	2,068.67	2,119.41	2,155.45	2,173.54	2,194.23	2,261.17
13	1,830.19	2,090.55	2,139.68	2,191.01	2,227.39	2,245.16	2,265.05	2,305.72
14	1,830.19	2,092.55	2,213.27	2,266.41	2,302.13	2,319.55	2,339.26	2,374.41
15	1,830.19	2,092.55	2,237.98	2,344.55	2,380.85	2,397.93	2,417.47	2,445.98
16	1,830.19	2,092.55	2,262.00	2,370.37	2,462.53	2,479.28	2,498.64	2,526.94
17	1,830.19	2,092.55	2,261.57	2,394.47	2,488.78	2,555.05	2,574.20	2,611.41
18	1,830.19	2,092.55	2,261.57	2,418.70	2,513.19	2,581.25	2,652.63	2,699.79
19	1,830.19	2,092.55	2,261.57	2,442.95	2,537.69	2,605.90	2,679.34	2,791.86
20	1,830.19	2,092.55	2,261.57	2,443.46	2,562.31	2,630.64	2,704.34	2,820.29
21	1,830.19	2,092.55	2,261.57	2,443.46	2,587.02	2,655.45	2,729.44	2,846.73
22	1,830.19	2,092.55	2,261.57	2,443.46	2,611.84	2,680.40	2,754.68	2,873.24
23	1,830.19	2,092.55	2,261.57	2,443.46	2,612.39	2,705.43	2,780.00	2,899.84
24	1,830.19	2,092.55	2,261.57	2,443.46	2,612.39	2,730.59	2,805.45	2,926.54
25	1,830.19	2,092.55	2,261.57	2,443.46	2,612.39	2,755.80	2,831.01	2,953.38
26	1,830.19	2,092.55	2,261.57	2,443.46	2,612.39	2,756.36	2,856.62	2,980.35
27	1,830.19	2,092.55	2,261.57	2,443.46	2,612.39	2,756.36	2,882.37	3,007.37
28	1,830.19	2,092.55	2,261.57	2,443.46	2,612.39	2,756.36	2,908.22	3,034.55



**Poudre School District
Special Pay Schedule (S)
2025-2026 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	
			Full Day (8 hours)	Half Day (4 hours or less)
T4/01	20400	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
		<u>NOTE:</u> Substitutes that work in the Mountain Schools (Stove Prairie, Livermore and Red Feather) will be compensated for mileage. Maximum roundtrip mileage allowance applies.	Stove Prairie	35.2 miles
			Livermore	37.8 miles
			Red Feather	86.8 miles

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	
N/A	60700*	Substitute Child Nutrition Team Member I	\$15.50/hour	
N/A	60702*	Substitute Child Nutrition Team Member II	\$17.77/hour	
N/A	51401*	Substitute School Office Assistant	\$19.88/hour	
N/A	51401*	Substitute Health Technician	\$20.20/hour	
N/A	51401*	Substitute Para Non Instructional, Crossing Guard	\$16.55/hour	
N/A	51401*	Substitute Para Instructional & Media Tech Assistant I	\$18.20/hour	
N/A	51401*	Substitute Para I Integrated Services	\$19.49/hour	
N/A	51401*	Substitute Paras 504, Voc, ECIS	\$19.86/hour	
N/A	51401*	Substitute Para II Integrated Services	\$20.26/hour	
		*classified sub job codes managed by ESS (educational staffing agency)		

AFTER HOURS				
Grade	Job Code	Position	Minimum	Maximum
AH05	41508	Paraprofessional Instructional After Hours Program	\$18.20	\$25.48
AH15	41802	Tutor After Hours Program	\$19.86	\$27.80
AH15	40702	Odyssey of the Mind Coordinator	\$19.86	\$27.80
AH15	40701	Site Facilitator	\$19.86	\$27.80
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)
2025-2026 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	\$18.20/hour	
M6/01	60203	Bus Operator Trainee	\$23.39/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	\$25.89/hour	\$36.26/hour
M10	99992	Temporary Administrative Assignment	\$40.00/hour	\$60.00/hour
M11	99994	Temporary Classified Assignment	\$15.00/hour	\$35.00/hour
M15	41650	Temporary Integrated Services Para II	\$20.26/hour	\$28.36/hour
M16	99970	JROTC MIP Adjustment (annual)	\$1.00	\$10,000.00

2026 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	\$18.20	\$25.48
SU06	41410	Paraprofessional Bus Attendant I Summer School	\$17.77	\$24.86
SU09	41411	Paraprofessional Bus Attendant II Summer School	\$19.86	\$27.80
SU07	41610	Special Education Paraprofessional I Summer School	\$19.49	\$27.29
SU09	41617	Special Education Paraprofessional II Summer School	\$20.26	\$28.36
SU09	50406	Dispatch Assistant Summer	\$19.86	\$27.80
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	\$23.39	\$32.74
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	
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)
2025-2026 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	\$24.86
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	\$24.49	\$34.29

STUDENT WORKERS				
Grade	Job Code	Position	Minimum	Maximum
P4/MN	43415	Student Worker (pay will be set at minimum of Student Worker's position)	\$15.16/hour	\$30.00/hour
P1/01	60705	Student Worker - Child Nutrition	\$15.16/hour	
P1/01	60805	Student Worker - Custodial	\$15.16/hour	
P1/01	43425	Student Worker - Early Childhood	\$15.16/hour	
P1/01	43420	Student Worker - Summer	\$15.16/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	
P3/01	63201	Apprentice (to complete apprenticeship program after graduation)	\$15.50/hour	

STIPENDS				
Grade	Job Code	Position	Minimum	Maximum
Summer Athletic 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)
2025-2026 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
Semester One-Time Pay Rates	
GT Site Coordinator (Elementary)	\$250/semester
GT Site Coordinator (Secondary)	\$400/semester
McKinney-Vento Site Contact Stipend	\$150, \$275 or \$400/semester
(for staff designated by LCE as site contacts for McKinney-Vento - stipend not available to positions whose job descriptions include McKinney-Vento support)	
MHSP (Mental Health Svc Provider) Language Support Stipend	\$250/semester
CTE Lead Teacher/Counselor	\$700/semester
Calendar Committee Facilitation	\$1,000/semester
PASE President	\$10,701/semester
PASE Chair	\$2,378/semester
PASE President Elect	\$2,378/semester
PASE Representative	\$1,421/semester
Annual One-Time Pay Rates	
Administrative Mentor	\$1,000/year
BCA & STEM Academy Summer Internship	\$1,500/year
Educator Externship Stipend	\$1,000/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
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*

2025-2026 GAME WORKER RATES -- revised 5/5/2026

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
Field Hockey	\$10/\$40/\$40	n/a	n/a	n/a	\$10/\$35/\$35	\$40 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
Girls Flag Football	\$30/\$60/\$60	n/a	n/a	n/a	\$10/\$45/\$45	\$50 VAR ONLY	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 (Security)	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
SOCCER	n/a	\$65.00	n/a	n/a	n/a	\$75.00
SOFTBALL	\$40.00	n/a	n/a	n/a	n/a	\$45.00
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.



**Poudre School District
Athletic Coaching Stipend Schedule (C)
2025-2026 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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060	4,350	4,640	4,930	5,220	5,510	5,800	6,090	6,380
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263	4,568	4,872	5,177	5,481	5,786	6,090	6,395	6,699
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476	4,796	5,116	5,435	5,755	6,075	6,395	6,714	7,034
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700	5,036	5,371	5,707	6,043	6,379	6,714	7,050	7,386
5	352	705	1,057	1,410	1,762	2,115	2,467	2,820	3,172	3,525	3,877	4,230	4,582	4,935	5,287	5,640	5,992	6,345	6,697	7,050	7,402	7,755
6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182	5,552	5,922	6,292	6,662	7,032	7,402	7,773	8,143
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441	5,829	6,218	6,607	6,995	7,384	7,773	8,161	8,550

Base \$58,000

HIGH SCHOOL ATHLETICS			
Job Code	Position	External Grade	*Internal Grade
40CBG	Baseball Head	Q	T
40CBR	Baseball Assistant	L	N
40CKG	Basketball Head Boys	Q	T
40CKR	Basketball Assistant Boys	L	N
40CKJ	Basketball Head Girls	Q	T
40CKT	Basketball Assistant Girls	L	N
40D42	Cheer Head	M	P
40D43	Cheer Assistant	I	K
40CCA	Competitive Cheer Head ***	Q	T
40CCB	Competitive Cheer Assistant ***	M	O
40CXH	Cross Country Head	O	R
40CXS	Cross Country Assistant	J	L
40CDA	Dance Head	M	P
40CBA	Dance Assistant	I	K
40CDC	Competitive Dance Head ***	Q	T
40CDD	Competitive Dance Assistant ***	M	O
40CDL	Dive Head Boys	O	R
40CDM	Dive Assistant Boys	J	L
40CDP	Dive Head Girls	O	R
40CDQ	Dive Assistant Girls	J	L
40CHB	Field Hockey Head	O	R
40CHL	Field Hockey Assistant	J	L
40CFG	Football Head	S	V
40CFR	Football Assistant	M	O
40CFH	Football Flag Head Girls	M	P
40CFS	Football Flag Assistant Girls	I	K
40CJG	Golf Head Boys	K	N
40CJN	Golf Assistant Boys	H	J
40CJJ	Golf Head Girls	K	N
40CJQ	Golf Assistant Girls	H	J
40CGJ	Gymnastics Head	O	R
40CGT	Gymnastics Assistant	J	L
40CIH	Ice Hockey Head	Q	T
40CIA	Ice Hockey Assistant	L	N
40CLH	Lacrosse Head Boys	O	R
40CLS	Lacrosse Assistant Boys	J	L

Job Code	Position	External Grade	*Internal Grade
40CLG	Lacrosse Head Girls	O	R
40CLJ	Lacrosse Assistant Girls	J	L
40CNS	Nordic Ski Head	L	O
40CNQ	Nordic Ski Assistant	G	I
40CCG	Soccer Head Boys	O	R
40CCR	Soccer Assistant Boys	J	L
40CCJ	Soccer Head Girls	O	R
40CCT	Soccer Assistant Girls	J	L
40CSJ	Softball Head	M	P
40CST	Softball Assistant	I	K
40CRH	Strength **	H	H
40CDG	Swimming Head Boys	O	R
40CDR	Swimming Assistant Boys	J	L
40CDJ	Swimming Head Girls	O	R
40CDT	Swimming Assistant Girls	J	L
40CNG	Tennis Head Boys	K	N
40CNR	Tennis Assistant Boys	H	J
40CNJ	Tennis Head Girls	K	N
40CNT	Tennis Assistant Girls	H	J
40CTH	Track Head	S	V
40CTS	Track Assistant	M	O
40CUB	Unified Basketball Head	E	G
40CBB	Unified Basketball Assistant	D	F
40CUC	Unified Cheer Head	E	G
40CCC	Unified Cheer Assistant	D	F
40CUF	Unified Flag Football Head	E	G
40CFF	Unified Flag Football Assistant	D	F
40CUS	Unified Soccer Head	E	G
40CSS	Unified Soccer Assistant	D	F
40CVH	Volleyball Head Boys	Q	T
40CVA	Volleyball Assistant Boys	L	N
40CVJ	Volleyball Head Girls	Q	T
40CVT	Volleyball Assistant Girls	L	N
40CWG	Wrestling Head Boys	S	V
40CWR	Wrestling Assistant Boys	M	O
40CWH	Wrestling Head Girls	S	V
40CWA	Wrestling Assistant Girls	M	O

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	290	580	870	1,160	1,450	1,740	2,030	2,320	2,610	2,900	3,190	3,480	3,770	4,060	4,350	4,640	4,930	5,220	5,510	5,800	6,090	6,380
2	305	609	914	1,218	1,523	1,827	2,132	2,436	2,741	3,045	3,350	3,654	3,959	4,263	4,568	4,872	5,177	5,481	5,786	6,090	6,395	6,699
3	320	639	959	1,279	1,599	1,918	2,238	2,558	2,878	3,197	3,517	3,837	4,156	4,476	4,796	5,116	5,435	5,755	6,075	6,395	6,714	7,034
4	336	671	1,007	1,343	1,679	2,014	2,350	2,686	3,021	3,357	3,693	4,029	4,364	4,700	5,036	5,371	5,707	6,043	6,379	6,714	7,050	7,386
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6	370	740	1,110	1,480	1,851	2,221	2,591	2,961	3,331	3,701	4,071	4,441	4,812	5,182	5,552	5,922	6,292	6,662	7,032	7,402	7,773	8,143
7	389	777	1,166	1,555	1,943	2,332	2,720	3,109	3,498	3,886	4,275	4,664	5,052	5,441	5,829	6,218	6,607	6,995	7,384	7,773	8,161	8,550

Base \$58,000

MIDDLE SCHOOL ATHLETICS

Job Code	Position	External Grade	*Internal Grade
40AKD	Basketball Head Boys	H	J
40AKB	Basketball Assistant Boys	F	G
40AKF	Basketball Head Girls	H	J
40AKG	Basketball Assistant Girls	F	G
40ACH	Cross Country Head	G	I
40ACA	Cross Country Assistant	E	F
40AFD	Football Head	I	K
40AFN	Football Assistant	G	H
40B72	Golf Boys	G	I
40B82	Golf Girls	G	I
40ADC	Soccer Head Girls	H	J
40ADE	Soccer Assistant Girls	F	G
40ASF	Softball Head	G	I
40ASN	Softball Assistant	E	F

Job Code	Position	External Grade	*Internal Grade
40B74	Tennis Head Boys	G	I
40B75	Tennis Assistant Boys	E	F
40B84	Tennis Head Girls	G	I
40B85	Tennis Assistant Girls	E	F
40ATE	Track Head	H	J
40ATP	Track Assistant	F	G
40AUH	Unified Basketball Head	D	E
40AUA	Unified Basketball Assistant	C	D
40AVD	Volleyball Head	H	J
40AVB	Volleyball Assistant	F	G
40AWD	Wrestling Head	I	K
40AWP	Wrestling Assistant	G	H

NOTES FOR "C" SCHEDULE

*** 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 addtl .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. Coaches who have retired from PSD will receive Internal eligibility which must be confirmed by the school's Athletic Director.

**** 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).