



POUDRE SCHOOL DISTRICT

**Poudre School District  
Licensed/ Teacher Salary Schedule (T)  
2026-2027 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 a 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 2026-2027 School Year**

<b>School/Site Job Codes</b>	
<b>Job Code</b>	<b>Position Description</b>
21505	ACE COORDINATOR
33528	CAREER ADVOCATE
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
20161	INTERVENTIONIST TITLE I SBB
21600	MEDIA SPECIALIST
21812	MTSS COORDINATOR
23300	NURSE
23302	NURSE - MEDICALLY COMPLEX
23400	OCCUPATIONAL THERAPIST
23500	PHYSICAL THERAPIST
21259	PROGRAM COORDINATOR IB
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
20104	TEACHER PSD OPTIONS PROGRAM
20102	TEACHER SECONDARY
22510	TEACHER SECONDARY CAREER TECH CENTER
20202	TEACHER SECONDARY INTEGRATED SVCS
20600	TEACHER TITLE I
20160	TEACHER TITLE I SBB
20207	TEACHER VISUALLY IMPAIRED
20125	WORK-BASED LEARNING COORDINATOR

<b>District Job Codes</b>	
<b>Job Code</b>	<b>Position Description</b>
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
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
21501	INSTRUCTIONAL PROGRAM CONSULTANT MCAT
38245	INSTRUCTIONAL SYSTEMS SUPPORT COORD
21511	INTEGRATED SERVICES COACH
22101	INTEGRATED SERVICES COACH AUTISM
21512	INTEGRATED SERVICES COACH ILS
33608	INTEGRATED SERVICES PARENT FAMILY COMUN SPEC
21602	MEDIA FACILITATOR
21117	MENTAL HEALTH SVC PROVIDER CSU GRANT FELLOW
21106	MENTAL HEALTH SPECIALIST
21114	MENTAL HEALTH SPECIALIST MULTILINGUAL LEARNERS
21119	MENTAL HEALTH TEAM LEAD TOSA
22003	MTSS SOCIAL EMOTIONAL BEHAVIOR (SEB) COACH
24201	ORIENTATION & MOBILITY SPECIALIST
21801	PEA PRESIDENT
33564	PROFESSIONAL PRACTICE EXPERT - SSP LEAD
23710	SOCIAL WORKER LEAD
37101	SWAAC COORDINATOR
20220	TRANSITION PATHWAY SPECIALIST TOSA
33539	504 COMPLIANCE SPECIALIST TOSA
<b>Job Code</b>	<b>Intern Position</b>
23601	PSYCHOLOGIST INTERN

<b>Extended Contract (.5%/day)</b>			
99901	EXTENDED CONTRACT 1 DAY	99916	EXTENDED CONTRACT 16 DAYS
99902	EXTENDED CONTRACT 2 DAYS	99917	EXTENDED CONTRACT 17 DAYS
9990A	EXTENDED CONTRACT 2.5 DAYS	99918	EXTENDED CONTRACT 18 DAYS
99903	EXTENDED CONTRACT 3 DAYS	99919	EXTENDED CONTRACT 19 DAYS
99904	EXTENDED CONTRACT 4 DAYS	99920	EXTENDED CONTRACT 20 DAYS
99905	EXTENDED CONTRACT 5 DAYS	99922	EXTENDED CONTRACT 22 DAYS
99906	EXTENDED CONTRACT 6 DAYS	99925	EXTENDED CONTRACT 25 DAYS
99907	EXTENDED CONTRACT 7 DAYS	99926	EXTENDED CONTRACT 26 DAYS
99908	EXTENDED CONTRACT 8 DAYS	99927	EXTENDED CONTRACT 27 DAYS
99909	EXTENDED CONTRACT 9 DAYS	99928	EXTENDED CONTRACT 28 DAYS
99910	EXTENDED CONTRACT 10 DAYS	99930	EXTENDED CONTRACT 30 DAYS
9990D	EXTENDED CONTRACT 10.5 DAYS	99931	EXTENDED CONTRACT 31 DAYS
99911	EXTENDED CONTRACT 11 DAYS	99935	EXTENDED CONTRACT 35 DAYS
9990C	EXTENDED CONTRACT 11.5 DAYS	99937	EXTENDED CONTRACT 37 DAYS
99912	EXTENDED CONTRACT 12 DAYS	99938	EXTENDED CONTRACT 38 DAYS
9990B	EXTENDED CONTRACT 12.5 DAYS	99939	EXTENDED CONTRACT 39 DAYS
99913	EXTENDED CONTRACT 13 DAYS	99940	EXTENDED CONTRACT 40 DAYS
99914	EXTENDED CONTRACT 14 DAYS	99945	EXTENDED CONTRACT 45 DAYS
99915	EXTENDED CONTRACT 15 DAYS	99947	EXTENDED CONTRACT 47 DAYS

<b>Travel Time</b>	
99990	TEACHER TRAVELING TIME

<b>Stipend</b>	
99989	INTEGRATED SERVICES STIPEND (LICENSED) (paid on the I Schedule)