

Sargent School District
Instructional Staff Salary Schedule
 Revised November, 2010

Step for Bachelor's Degree

1	\$29,610
2	\$31,163
3	\$32,715
4	\$34,268
5	\$35,821
6	\$37,374
7	\$38,927
8	\$40,480
9	\$42,033
10	\$43,586
11	\$45,139
12	\$46,692

Amounts are anticipated to increase yearly as cost of living increases are available/awarded.

Step for Master's Degree

1	\$32,715
2	\$34,268
3	\$35,821
4	\$37,374
5	\$38,927
6	\$40,480
7	\$42,033
8	\$43,586
9	\$45,139
10	\$46,692
11	\$48,245
12	\$49,798

Amounts are anticipated to increase yearly as cost of living increases are available/awarded.

Notes for Implementing Sargent's Salary Schedule

- Initial placement of instructional staff members new to the Sargent School District will be determined by the superintendent based on levels of experience, education and additional skills. Teachers must inform the superintendent at the time of hiring of all education credits and experience applicable. No consideration will be given for requests for retroactive salary schedule advancement.
- A Master's Degree will be required for advancement on the Master's Salary Schedule. Staff members without Master's Degrees employed by Sargent School District will advance on the Bachelor's Salary Schedule.
- Teachers moving from the Bachelor's Salary Schedule to the Masters Salary Schedule move back one step. This maintains the same increase between steps and transfer between Bachelors and Masters Salary Schedules.
- Teachers who wish to appeal the committee's decision must submit a letter of appeal to the Board of Education within 10 days of the committee's final decision. The Board of Education is the final authority.
- Compensation for advancement will be retroactive to the September paycheck if timelines do not permit approval until after September.

Adopted: 8/28/06

Sargent School District RE-33J, Monte Vista, Colorado

Sargent School District
 Support Staff Salary Schedule
 November, 2010

<u>Bus</u>		
<u>Driver</u>		
Step	Per Hour	
1	\$14.70	
2	\$14.97	
3	\$15.23	
4	\$15.50	
5	\$15.76	
6	\$16.04	<u>Transportation Director:</u>
7	\$16.31	\$33,884
8	\$16.57	
9	\$16.85	*Based on 8 hours per day Year Round
10	\$17.11	
11	\$17.39	
12	\$17.65	
13	\$17.92	
14	\$18.18	
15	\$18.45	
16	\$18.72	
17	\$18.99	
18	\$19.25	
19	\$19.53	
20	\$19.79	

Per trip pay is roughly equivalent to 2.5 hours/day. Drivers will make up any shortened route time as per requirements of transportation director.

Activity pay \$14.50/hour for driving/preparation time and \$7.36/hour for down time. Substitute pay equals trip pay as per schedule placement.

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

If an activity driver could return because of the close proximity of the activity to Sargent to drive their regular route but chooses to remain at the activity to be an observer, that driver will not be paid for their regular route and will not be paid seat time while in attendance.

Special needs route drivers will not be paid for the day if the Special Needs child is absent for the entire day and the Special Needs route driver does not drive that day's route. However, if the child becomes sick during the day and the driver does not drive the afternoon route, the driver will be paid for the entire day. The Special Needs driver whose student attends summer school will be responsible for transportation.

If a Special Needs driver chooses to spend the day in the town of delivery instead of returning after the morning trip and driving the route again in the afternoon, that driver will only be paid for the trip into the delivery point and the return trip back in the afternoon from the delivery point.

If a substitute driver becomes a permanent route driver, that driver will be placed on the salary scale at the years of experience they have earned as a substitute.

Drivers will be paid \$14.00 for CDL license issuance or renewal. The district will pay for DOT physicals every two years and will also pay for CPR/First Aid training and drug and/or alcohol testing.

SARGENT SCHOOL DISTRICT
 Support Staff Salary Schedule
 Nov-10

Custodial/Maintenance

Step	Per Hour
1	9.54
2	9.76
3	9.98
4	10.20
5	10.40
6	10.63
7	10.84
8	11.04
9	11.27
10	11.48
11	11.69
12	11.91
13	12.12
14	12.34
15	12.55
16	12.77
17	12.98
18	13.21
19	13.41
20+	13.62

Custodial/Maintenance Supervisor:
 \$40,600

8 Hours per day, year-round
 Substitute Pay \$7.50/hour

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Sargent School District
 Support Staff Salary Schedule
 November, 2010

Step	<u>Cook</u> Per Hour	
1	8.59	
2	8.75	
3	8.90	
4	9.07	
5	9.23	
6	9.39	
7	9.54	
8	9.71	
9	9.87	
10	10.03	<u>Food Service Clerical</u>
11	10.19	\$2.00/hr more than cook's pay
12	10.35	6.0 hours per day
13	10.52	Student days plus five
14	10.68	
15	10.84	<u>Food Service Supervisor</u>
16	10.99	\$29,288
17	11.17	
18	11.32	
19	11.48	
20+	11.63	

7.0 hours per day
 Student days plus two
 Substitute pay \$7.36/hour

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SARGENT SCHOOL DISTRICT
 Support Staff Salary Schedule
 Nov-10

<u>School Secretary</u>		<u>District Secretary</u>	
<u>Step</u>	<u>Per Year</u>	<u>Step</u>	<u>Per Year</u>
1	15,985	1	20,169
2	16,307	2	20,491
3	16,629	3	20,813
4	16,949	4	21,134
5	17,272	5	21,457
6	17,594	6	21,778
7	17,916	7	22,100
8	18,238	8	22,421
9	18,560	9	22,743
10	18,882	10	23,066
11	19,204	11	23,388
12	19,525	12	23,709
13	19,846	13	24,031
14	20,169	14	24,352
15	20,491	15	24,675
16	20,813	16	24,996
17	21,134	17	25,318
18	21,457	18	25,640
19	21,778	19	25,963
20+	22,100	20+	26,284

8 hours per day
 Teacher days plus 15 days*
 Substitute pay \$65/day

8 hours per day
 Year-round, four days/week summer
 Substitute pay \$65/day

As per policy GDBA salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

*Days beyond will be compensated at employees daily rate

SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Nov-10

Teaching Paraprofessional

Step	Per Year
1	13,517
2	13,839
3	14,161
4	14,483
5	14,805
6	15,127
7	15,448
8	15,771
9	16,092
10	16,414
11	16,735
12	17,058
13	17,380
14	17,702
15	18,023
16	18,345
17	18,667
18	18,989
19	19,310
20+	19,632

Library Paraprofessional

Step	Per Year
1	16,414
2	16,735
3	17,058
4	17,380
5	17,702
6	18,023
7	18,345
8	18,667
9	18,989
10	19,310
11	19,632
12	19,863
13	20,277
14	20,598
15	20,919
16	21,241
17	21,564
18	21,885
19	22,207
20+	22,529

8.0 hours per day
Teacher work days*
Substitute pay \$60/day

8.0 hours per day
Teacher work days*
Substitute pay \$60/day

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*Days beyond will be compensated at employee's daily rate

SARGENT SCHOOL DISTRICT
 Support Staff Salary Schedule
 Nov-10

<u>District Bookkeeper</u>		<u>District Nurse</u>	
Step	Year	Step	Per Year
1	28,429	1	23.33
2	29,074	2	23.87
3	29,717	3	24.40
4	30,361	4	24.94
5	31,004	5	25.48
6	31,648	6	26.01
7	32,292	7	26.55
8	32,935	8	27.08
9	33,579	9	27.62
10	34,223	10	28.16
11	34,866	11	28.69
12	35,510	12	29.23
13	36,153	13	29.78
14	36,798	14	30.31
15	37,440	15	30.85
16	38,085	16	31.38
17	38,728	17	31.92
18	39,373	18	32.46
19	40,015	19	32.99
20+	40,659	20+	33.53

8.0 hours per day

Year-round, 4-days per week, summer

BSN and/or RN required

May include some health teaching

Substitute pay \$20/hour

8 Hrs/Day--Student Days + 2

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