Mesa County Valley School District 51

2115 Grand Avenue
Grand Junction, Colorado 81501

Exempt Support Staff Employee Salary Schedule

January 1, 2023- June 30, 2023
260 days/year

CLASSIFIED EXEMPT (CXN)

Grade	Steps 0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1					50,649	52,061	53,515	55,003	56,537	58,112	59,729	61,393	63,105	64,862	66,668	68,402
2				51,054	52,476	53,938	55,442	56,984	58,571	60,205	61,885	63,607	65,378	67,200	69,071	70,867
3	50,244	50,752	51,400	52,830	54,303	55,816	57,370	58,970	60,613	62,301	64,037	65,820	67,656	69,539	71,477	73,335
4	51,953	52,478	53,125	54,608	56,128	57,692	59,299	60,949	62,648	64,392	66,189	68,031	69,926	71,877	73,879	75,800
5	53,663	54,205	54,853	56,382	57,952	59,568	61,228	62,934	64,686	66,487	68,341	70,246	72,203	74,215	76,281	78,265
6	55,376	55,935	56,582	58,159	59,779	61,444	63,155	64,916	66,725	68,583	70,493	72,461	74,478	76,550	78,685	80,731
7	57,088	57,664	58,310	59,935	61,605	63,321	65,085	66,900	68,762	70,680	72,649	74,671	76,750	78,890	81,088	83,197
8	58,800	59,393	60,040	61,714	63,434	65,198	67,017	68,883	70,801	72,775	74,802	76,886	79,027	81,229	83,492	85,663
9	60,512	61,123	61,769	63,487	65,259	67,075	68,943	70,866	72,843	74,870	76,955	79,099	81,304	83,569	85,896	88,130
10	62,222	62,850	63,497	65,266	67,084	68,954	70,875	72,850	74,878	76,965	79,109	81,313	83,581	85,907	88,299	90,595
11	63,931	64,577	65,225	67,041	68,907	70,830	72,805	74,829	76,915	79,059	81,260	83,526	85,853	88,244	90,701	93,059
12	65,643	66,306	66,952	68,819	70,736	72,707	74,732	76,814	78,956	81,153	83,415	85,739	88,129	90,582	93,105	95,526
13	67,354	68,034	68,681	70,594	72,561	74,583	76,661	78,795	80,992	83,248	85,568	87,951	90,401	92,919	95,509	97,992
14	69,065	69,762	70,409	72,373	74,387	76,460	78,591	80,781	83,029	85,344	87,721	90,164	92,678	95,259	97,913	100,458
15	70,777	71,492	72,139	74,146	76,215	78,338	80,519	82,764	85,069	87,439	89,876	92,378	94,951	97,598	100,319	102,926
16	72,488	73,221	73,869	75,925	78,041	80,214	82,450	84,748	87,109	89,533	92,029	94,595	97,230	99,938	102,722	105,393
17	74,229	74,979	76,028	78,005	80,033	82,114	84,249	86,440	88,686	90,992	93,358	95,786	98,276	100,831	103,453	106,143
18	75,936	76,703	77,777	79,799	81,874	84,002	86,186	88,428	90,726	93,085	95,506	97,988	100,536	103,150	105,832	108,584
19	77,454	78,237	79,332	81,395	83,511	85,682	87,910	90,196	92,541	94,947	97,415	99,948	102,547	105,213	107,949	110,755
20	79,004	79,801	80,919	83,023	85,181	87,396	89,668	92,000	94,392	96,846	99,364	101,947	104,598	107,317	110,108	112,970
21	80,584	81,398	82,537	84,683	86,885	89,144	91,462	93,840	96,279	98,783	101,351	103,986	106,690	109,464	112,310	115,230
22	82,195	83,025	84,188	86,377	88,623	90,927	93,291	95,716	98,205	100,758	103,378	106,066	108,824	111,653	114,556	117,534
23	83,839	84,686	85,872	88,104	90,395	92,745	95,157	97,631	100,169	102,773	105,446	108,187	111,000	113,886	116,847	119,885
24	85,516	86,380	87,589	89,866	92,203	94,600	97,060	99,583	102,172	104,829	107,554	110,351	113,220	116,164	119,184	122,283

Position Titles and Salary Placement

Grade Range 1 - Substitute Coordinator Specialist
Grade Range 2 - Attendance Case Manager, Environmental Compliance Technician
Grade Range 3 - Work-Based Learning Liaison, Migrant Community Student/Family Case Worker
Grade Range 5 - Assessment Data Technician (BA Degree), Assessment Data Specialist, Benefits Specialist, Communications Specialist, Licensed Applicant and Recruiting Specialist, Compensation Specialist, Employee Relations Specialist, Support Staff Applicant and Recruiting Specialist,
Grade Range 6 - Exec Asst to the Superintendent/Assistant Superintendent, Exec Asst to the BOE/General Council, Medicaid Coordinator, Senior Buyer
Grade Range 7 - Student Information System Analyst, Transportation Coordinator, Community/Parent Relations Specialist, Technology Procurement & Finance Analyst
Grade Range 10 - Accountant/Grant Accountant
Grade Range 11 - Systems Administrator
Grade Range 12 - Assessment Data Analyst, HRIS Analyst, Data Integration Developer, Risk/Work Comp Manager
Grade Range 13 - Programmer Analyst/Software Developer
Grade Range 14 - Payroll Supervisor
Grade Range 15 - Senior Network Engineer
Grade Range 16 - Tech Training/Support Manager, Senior Programmer/Analyst
Grade Range 18 - Senior Systems Admin, Senior Developer/Database Admin
Grade Range 21 - Benefits Manager
Grade Range 24 - Accounting Supervisor/Internal Auditor

ADDENDUM TO SUPPORT STAFF SALARY SCHEDULE

PLACEMENT – Employees new to the district will be placed into the appropriate grade/range for their position based upon prior relative experience. A maximum of five (5) years' experience within the last ten (10) will be granted to newly hired employees. Only the Human Resources Department may quote starting salary for hires.

SICK LEAVE – Full time support staff accumulate sick leave at the rate of 10 hours for each full month of employment. Sick leave for employees who work less than full-time accumulates at a lesser rate based upon the amount of time actually worked. Sick leave begins to accumulate the 1st month of employment.

PERSONAL LEAVE – Personal leave is limited to 3 days per fiscal year for 12-month employees, and 6 days per fiscal year for less than 12-month employees. Personal leave may not be used before or after vacation days or holidays and may not be used for the purpose of a job interview, recreation, or entertainment. Employees must submit an online Leave Request form for any personal leave used. Personal leave is charged against accrued sick leave and does not accumulate from year to year.

BENEFITS – Depending on their position, employees may be eligible for one or all of the following benefits: PERA, medical insurance, dental insurance, life insurance, vision insurance, worker's compensation, and various leaves. Employees will be informed of specific benefits by the Human Resource office when they are employed.

INCREMENTS - Step increments on each salary schedule will occur July 1 of each year providing:
   (1)   New hires must work the last semester of the school year or equivalent number of days for employees working an extended calendar. Paid leaves, holidays, and/or vacations are included in the accumulation of this time.
   (2)   An additional step is available and approved by the Board of Education.

WORK SHIFT – A straight work shift shall mean an employee's assigned hours up to eight (8) consecutive hours of work, exclusive of lunch periods. Split shifts shall mean eight (8) hours of work within a period not to exceed eleven (11) hours of time. All employees shall be scheduled to work on a regular work shift, and each work shift shall have a regular scheduled starting and quitting time. A regular work shift shall be interpreted as either a straight work shift or split work shift assignment.

NIGHT SHIFT– shall mean any regular work shift scheduled to start anytime from 3:00 p.m. to 3:00 a.m. and extend for a period of a regular work shift.

NIGHT SHIFT DIFFERENTIAL –
      Work shift – regular hourly rate only
      Night shift – 50 cents per hour "premium" for the entire shift
Part-Time Custodians are not eligible for shift differential pay.

LUNCH LIZARD PREP KITCHEN – Managers responsible for Lunch Lizard prep sites will receive a 50 cents per hour "premium" for the entire shift.