

Mesa County School District 51

Hourly Support Staff Salary Schedule

July 1, 2018 - June 30, 2019

Grade	Position Title	Steps															
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	no positions																
2	no positions																
3	Custodian Trainee, Technology Services Helper		11.20	11.40	11.70	12.05	12.37	12.70	13.06	13.43	13.81	14.20	14.59	14.98	15.41	15.81	16.23
4	Campus Liaison	12.22	12.37	12.55	12.93	13.29	13.65	14.04	14.41	14.85	15.24	15.66	16.09	16.57	17.02	17.49	17.94
	Clerk, Pupil Services																
	Custodian - Day/Night																
	Non Instructional Paraprofessional (School-Based, Instructional Support Team)																
	Nutrition Services Associate																
	Paraprofessional: Classroom, DYC, ELL/ESL, Physical Education, Preschool, Kindergarten, Vocal/Instrumental Music, ISS, RTI, Early Assessment																
	Parent Liaison																
5	Advocate, Attendance (Truancy)	12.99	13.15	13.34	13.70	14.10	14.46	14.88	15.28	15.74	16.15	16.61	17.07	17.56	18.03	18.56	19.04
	Paraprofessional: Behavior, Vocational, ECE, Technology, Young Parent Program, 504 Program, SOLE																
6	Advocate, Transitional	13.74	13.91	14.10	14.46	14.88	15.28	15.74	16.15	16.61	17.07	17.56	18.03	18.57	19.07	19.60	20.11
	Elementary Paraprofessional																
	Health Assistant																
	Lead Custodian, Elementary																
	Nutrition Services: Assistant (Relief) Manager																
	Paraprofessional: Special Ed, Sped Tech, Summit Program																
	Secretary, Library/Media																
7	Groundskeeper (no CDL)	14.42	14.60	14.84	15.24	15.65	16.08	16.56	17.01	17.48	17.98	18.45	19.01	19.51	20.06	20.60	21.14
	Migrant Recruiter																
	District Receptionist, Dept Receptionist																
	Dept Secretary, Transportation																
	Nutrition Services: Food Truck Manager																
	School Secretary: Elementary, Middle, High School																
	School Secretary: Academic Progress, Athletics/Activities, Attendance, Counseling																
	Secretary: ChildFind, Transportation																
	Technician: ECE Program Support, Textbooks																
8	Advocate, Reach	15.16	15.35	15.58	16.00	16.46	16.91	17.39	17.87	18.37	18.86	19.39	19.95	20.50	21.11	21.68	22.25
	Attendant, Medically Fragile																
	Brailler																
	Custodian, Utility Day																
	Lead Custodian - Middle School																
	Preschool Lead Teacher/Director																
	School Secretary: GMYSC, Registrar																
	Therapist Assistant: Motor																
9	Lead Custodian: High School	15.96	16.16	16.34	16.79	17.24	17.74	18.24	18.73	19.24	19.81	20.37	20.91	21.48	22.11	22.72	23.31
	School Secretary: Finance/SBA																
	Secretary, Department/Director																
	Secretary, Principal, Finance/SBA																
	Technician: Purchasing, Registered Behavior (Sped)																
10	Administrative Assistant	16.64	16.86	17.07	17.56	18.05	18.58	19.08	19.60	20.14	20.71	21.29	21.87	22.50	23.13	23.77	24.39
	Community Liaison, Migrant																
	Dept Secretary, Attendance																
	Groundskeeper: (CDL), Irrigation Specialist																
	Liaison, Child Welfare																
	Nutrition Services Kitchen Manager																
	Recruiting Assistant, HR																
	Technician: Finance, Health Svcs, Pupil Records																
11	Warehouse Person																
	Custodial Equipment Repair/Gym Floor Specialist	17.39	17.61	17.83	18.34	18.84	19.36	19.93	20.45	21.06	21.63	22.24	22.85	23.49	24.17	24.82	25.46
	Maintenance: Carpenter, Furniture Repairman, HVAC Preventive Maintenance Tech, Locksmith, Painter, Roofer, Welder																

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		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
12	Communications, Multi-Media	18.13	18.35	18.59	19.12	19.65	20.16	20.77	21.35	21.94	22.55	23.18	23.81	24.48	25.16	25.87	26.54
	Custodial Training & Assessment																
	Printer																
	Specialist: Nutrition Svcs, Records																
	Tech, Special Ed Computer																
	Technician: Payroll																
	Translator, District Translator																
13	Administrative Specialist: Alternative Programs, Assessment, ELL, Reporting	18.86	19.09	19.32	19.89	20.43	21.01	21.56	22.20	22.81	23.44	24.09	24.79	25.47	26.18	26.90	27.60
	Auto Mechanic																
	Educational Interpreter (Deaf Ed)																
	Heavy Equipment Operator																
	Shop Equipment Repair																
	Specialist: Cataloging and Technical Service, Regional Migrant Data, Sped SIS Support																
14	Electrician (Journey)	19.57	19.83	20.08	20.63	21.22	21.80	22.40	23.07	23.68	24.35	25.03	25.75	26.45	27.18	27.94	28.66
	Plumber (Journey)																
	Specialist: HRIS, HR Support Staff, Sped Administrative, Federal Program, Sped Software																
	Tech: Electronic Systems																
	Warehouse Lead, Nutrition Svcs																
15	Accounting Support Specialist/Trainer	20.30	20.58	20.84	21.42	22.01	22.63	23.27	23.91	24.58	25.26	25.98	26.69	27.43	28.21	28.99	29.75
	Business Support/Analyst - Technology																
	Chief Printer																
	Executive Assistant																
	Specialist, Pathways																
	SWAP Program Specialist, CTE Support Specialist																
	Sr Tech, Electronic Systems																
16	HVAC Technician (Certified)	21.04	21.29	21.56	22.20	22.80	23.44	24.09	24.78	25.47	26.18	26.90	27.65	28.41	29.24	30.01	30.79
	Working Foreman: Custodian, Painter, Carpenter																
17	Analyst, Medicaid, Nutrition Services Finance	21.77	22.07	22.34	22.94	23.59	24.27	24.93	25.61	26.34	27.07	27.85	28.61	29.43	30.24	31.07	31.88
	Electrician (Master)																
	Nutrition Services District Manager																
	Plumber (Master)																
	Trainer, Athletic and Health																
18	Field Service Computer Technician	22.55	22.83	23.11	23.74	24.41	25.09	25.79	26.51	27.23	27.99	28.79	29.57	30.41	31.28	32.12	32.96
	PC Support Specialist/Trainer																
	Working Foreman: Mechanical Systems, Garage, Grounds																
19	Psychology Assistant	23.25	23.54	23.84	24.51	25.18	25.90	26.64	27.37	28.14	28.92	29.71	30.53	31.40	32.27	33.14	34.00
	Occupational Therapy Assistant																
	School Security Officer																
	Speech Language Pathology Assistant (SLPA)																
20	Data Analyst, Reporting	24.00	24.30	24.60	25.30	25.99	26.70	27.45	28.23	29.01	29.83	30.67	31.50	32.40	33.29	34.23	35.12
	Senior Specialist/Trainer, PC Support																
	Student Information System Specialist																
	Tech, LAN																
21	Jr Network Administrator	24.72	25.04	25.35	26.04	26.79	27.53	28.28	29.08	29.90	30.72	31.58	32.46	33.38	34.30	35.26	36.18
22	Coordinator, SWAP	25.47	25.79	26.10	26.81	27.57	28.32	29.13	29.94	30.77	31.64	32.52	33.43	34.37	35.32	36.32	37.26
	Family Center Coordinator																
	Senior Field Services LAN Technician																
23	no positions	26.21	26.52	26.85	27.61	28.36	29.15	29.97	30.81	31.67	32.55	33.47	34.40	35.35	36.34	37.35	38.32
24	Client System Administrator (Tech Mobile Device)	26.97	27.27	27.62	28.36	29.15	29.97	30.81	31.67	32.55	33.45	34.41	35.34	36.34	37.35	38.39	39.38
	Network Engineer																
	System Administrator																
	Technical Training and Support Analyst																

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 outside 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 –

1st shift – regular hourly rate only

2nd shift – 20 cents per hour “premium” for the entire shift

Part-Time Custodians are not eligible for shift differential pay.