

# Mesa County Valley School District 51

## Hourly Support Staff Salary Schedule

2023-24

Grade		Steps															
	Position Title	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	no positions																
2	no positions																
3	no positions																
4	no positions																
5	Non Instructional Paraprofessional (School-Based, Instructional Support Team)	15.68	16.09	16.50	16.93	17.37	17.82	18.29	18.77	19.24	19.75	20.26	20.80	21.33	21.89	22.46	23.04
	Paraprofessional: Classroom, Cultural/Linguistic Diverse (CLD), Physical Education, Preschool, Kindergarten, Vocal/Instrumental Music, ISS, RTI, READ Act																
	Parent Liaison																
6	Clerk, Pupil Svcs	16.42	16.84	17.28	17.73	18.20	18.66	19.15	19.64	20.16	20.68	21.22	21.78	22.33	22.92	23.52	24.12
	Custodian - Day/Night																
	Paralibrarian																
	Nutrition Services: Associate																
	Paraprofessional: 504 Program, Behavior, DYS, ECE, RE-Engage, Technology, Vocational, Young Parent Program Secretary: Library/Media, Sped																
7	Migrant Recruiter, Migrant Graduation Advocate	17.24	17.47	17.74	18.23	18.71	19.22	19.80	20.34	20.89	21.49	22.05	22.72	23.33	23.99	24.64	25.27
	District Receptionist, Dept Receptionist																
	Health Assistant																
	Liaison, STEAM																
	Nutrition Services: Assistant (Relief) Manager																
	Paraprofessional: Special Ed (SSN, SNB), Summit Program Department Secretary: Custodial																
8	Campus Liaison	18.12	18.35	18.62	19.13	19.68	20.22	20.80	21.37	21.96	22.54	23.18	23.85	24.51	25.23	25.92	26.59
	Groundskeeper (no CDL)																
	Nutrition Services: Food Truck Manager																
	Paraprofessional: Special Ed Autism																
	Preschool Lead Teacher/Director (no college/university degree)																
	Therapist Assistant: Motor																
	Warehouse Person (no CDL)																
9	Custodian, Roving	19.08	19.32	19.54	20.07	20.61	21.22	21.80	22.39	23.00	23.69	24.35	25.00	25.68	26.43	27.16	27.88
	Lead Custodian, Elementary																
	School Secretary: School (Elementary, Middle, High), Attendance, Counseling																
10	Attendant, Medically Fragile	19.91	20.15	20.40	21.00	21.58	22.21	22.81	23.43	24.08	24.76	25.46	26.15	26.90	27.65	28.41	29.15
	Custodian, Utility Day																
	Facilities Generalist (OWL)																
	Lead Custodian, Middle School																
	Nutrition Services Kitchen Manager																
	School Secretary: DYS																
	Secretary, Department/Director																
11	Technician: ECE Program Support, Health Svcs, Registered Behavior (SPED)																
	Lead Custodian, High School	20.79	21.06	21.32	21.92	22.52	23.14	23.83	24.45	25.17	25.85	26.60	27.32	28.08	28.89	29.67	30.44
	Groundskeeper (with CDL), Irrigation Specialist, Playground Inspector School Secretary: Athletics/Activities, Registrars																
	Tech, Sped Assistive Technology																
	Technician: Medicaid, Registered Behavior & QBS Trainer (Sped)																
	Warehouse Person (with CDL)																
12	Administrative Assistant	21.67	21.94	22.23	22.85	23.49	24.10	24.83	25.52	26.23	26.96	27.71	28.46	29.26	30.08	30.92	31.73
	Attendance Advocate																
	Groundskeeper: Athletic Field Painter, Pesticide Applicator																
	Printer																
	School Secretary: Finance/SBA																
	Specialist: Records																
	Tech, Special Ed Computer																

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13	Administrative Specialist: Assessment, OWL	22.55	22.82	23.10	23.78	24.43	25.12	25.79	26.54	27.26	28.03	28.81	29.63	30.45	31.29	32.15	32.99
	Carpenter, Furniture Repairman																
	Custodial Equipment Repair/Gym Floor Specialist																
	School Secretary: Principal																
	Specialist: Cataloging and Technical Service, Regional Migrant Data, Sped SIS Support																
	Technician: HR																
14	Advocate, Reach	23.41	23.70	24.00	24.66	25.37	26.06	26.78	27.58	28.30	29.11	29.92	30.78	31.62	32.49	33.40	34.27
	Heavy Equipment Operator																
	Liaison, Migrant Svcs Community & Parental																
	Locksmith																
	Preschool Lead Teacher/Director (holding an Associates Degree or greater)																
	Small Equipment Service & Repair																
	Specialist: District Athletics, HRIS, Nutrition Svcs, Sped Administrative, Federal Program, Sped Software																
	Technician: Account Payable, Curriculum-Based Assessment, Electronic Systems, Finance Cashier, Payroll, Purchasing Accounts Payable																
	Warehouse Lead: Textbook, Nutrition Svcs																
15	Accounting Support Specialist/Trainer	24.27	24.61	24.92	25.60	26.32	27.07	27.82	28.58	29.39	30.20	31.05	31.91	32.79	33.72	34.66	35.56
	Chief Printer																
	Executive Assistant																
	Painter																
	Specialist: CTE Support, Pathways, SWAP Program, Prevention/Child Welfare																
	Translator, District Translator																
	Welder																
16	Brailist	25.15	25.46	25.79	26.54	27.25	28.03	28.81	29.62	30.45	31.29	32.15	33.06	33.96	34.95	35.88	36.81
	Lead Migrant Recruiter and Advocate																
	Roofer																
17	Analyst, School Health Finance	26.02	26.38	26.71	27.43	28.21	29.01	29.80	30.62	31.49	32.36	33.30	34.21	35.18	36.15	37.14	38.11
	Coordinator, Volunteer																
18	Auto Mechanic	26.96	27.29	27.63	28.37	29.19	30.00	30.84	31.69	32.55	33.46	34.42	35.35	36.35	37.39	38.41	39.40
	Family Coordinator (Field Based)																
	HVAC Preventive Maintenance Tech																
	PC Support Specialist/Trainer																
	Plumber (Journey)																
	Tech, Technology Support 1																
	Working Supervisor: Custodial, Garage, Painter																
19	Analyst, Nutrition Services Finance	27.79	28.14	28.49	29.30	30.10	30.96	31.84	32.72	33.65	34.58	35.51	36.49	37.54	38.57	39.61	40.64
	Dietician (Registered)																
	Electrician (Journey)																
	Nutrition Services District Manager																
	SSP Assistants: Occupational Therapy, Psychology, Speech Language Pathology (SLPA)																
	School Security Officer																
20	Videographer																
	Data Analyst, Reporting	28.70	29.05	29.41	30.25	31.07	31.92	32.82	33.75	34.68	35.66	36.67	37.66	38.74	39.80	40.92	41.98
	Financial Analyst, Curriculum																
	HVAC Certified Technician																
	Senior Specialist/Trainer, PC Support																
	Student Information System Specialist																
21	Electrician (Master)	29.56	29.94	30.30	31.13	32.02	32.91	33.81	34.77	35.74	36.73	37.76	38.81	39.90	41.00	42.16	43.25
	Educational Interpreter (Deaf Ed)																
	Plumber (Master)																
	Sr Technician, Electronic Systems																
	Tech, Technology Support 2																
22	Coordinator: SWAP	30.45	30.84	31.22	32.06	32.97	33.85	34.82	35.80	36.78	37.82	38.87	39.97	41.09	42.22	43.41	44.54
	Family Center Coordinator																
	Working Supervisor: Electric/Mechanical, Carpentry, Grounds																
23	no positions	31.33	31.71	32.09	33.01	33.90	34.84	35.83	36.83	37.86	38.91	40.02	41.12	42.26	43.44	44.66	45.81
24	Client System Administrator (Tech Mobile Device)	32.24	32.61	33.02	33.90	34.84	35.83	36.83	37.86	38.91	39.99	41.13	42.24	43.44	44.66	45.89	47.08
	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 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 1<sup>st</sup> 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.