



# SALARY SCHEDULES 2022-2023

**Adopted June 21, 2022**



**Montezuma-Cortez School District RE-1  
Teachers' Salary Schedule 163 Days**

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60/PhD
Step 0	\$ 36,000.00	\$ 37,000.00	\$ 38,000.00	\$ 39,000.00	\$ 40,000.00	\$ 41,500.00	\$ 43,000.00	\$ 44,500.00	\$ 46,000.00
Step 1	\$ 36,600.00	\$ 37,600.00	\$ 38,600.00	\$ 39,600.00	\$ 40,600.00	\$ 42,100.00	\$ 43,600.00	\$ 45,100.00	\$ 46,600.00
Step 2	\$ 37,200.00	\$ 38,200.00	\$ 39,200.00	\$ 40,200.00	\$ 41,200.00	\$ 42,700.00	\$ 44,200.00	\$ 45,700.00	\$ 47,200.00
Step 3	\$ 37,800.00	\$ 38,800.00	\$ 39,800.00	\$ 40,800.00	\$ 41,800.00	\$ 43,300.00	\$ 44,800.00	\$ 46,300.00	\$ 47,800.00
Step 4	\$ 38,400.00	\$ 39,400.00	\$ 40,400.00	\$ 41,400.00	\$ 42,400.00	\$ 43,900.00	\$ 45,400.00	\$ 46,900.00	\$ 48,400.00
Step 5	\$ 39,000.00	\$ 40,000.00	\$ 41,000.00	\$ 42,000.00	\$ 43,000.00	\$ 44,500.00	\$ 46,000.00	\$ 47,500.00	\$ 49,000.00
Step 6	\$ 39,600.00	\$ 40,600.00	\$ 41,600.00	\$ 42,600.00	\$ 43,600.00	\$ 45,100.00	\$ 46,600.00	\$ 48,100.00	\$ 49,600.00
Step 7	\$ 40,200.00	\$ 41,200.00	\$ 42,200.00	\$ 43,200.00	\$ 44,200.00	\$ 45,700.00	\$ 47,200.00	\$ 48,700.00	\$ 50,200.00
Step 8	\$ 40,800.00	\$ 41,800.00	\$ 42,800.00	\$ 43,800.00	\$ 44,800.00	\$ 46,300.00	\$ 47,800.00	\$ 49,300.00	\$ 50,800.00
Step 9	\$ 41,400.00	\$ 42,400.00	\$ 43,400.00	\$ 44,400.00	\$ 45,400.00	\$ 46,900.00	\$ 48,400.00	\$ 49,900.00	\$ 51,400.00
Step 10	\$ 42,000.00	\$ 43,000.00	\$ 44,000.00	\$ 45,000.00	\$ 46,000.00	\$ 47,500.00	\$ 49,000.00	\$ 50,500.00	\$ 52,000.00
Step 11	\$ -	\$ 43,600.00	\$ 44,600.00	\$ 45,600.00	\$ 46,600.00	\$ 48,100.00	\$ 49,600.00	\$ 51,100.00	\$ 52,600.00
Step 12	\$ -	\$ 44,200.00	\$ 45,200.00	\$ 46,200.00	\$ 47,200.00	\$ 48,700.00	\$ 50,200.00	\$ 51,700.00	\$ 53,200.00
Step 13	\$ -	\$ 44,800.00	\$ 45,800.00	\$ 46,800.00	\$ 47,800.00	\$ 49,300.00	\$ 50,800.00	\$ 52,300.00	\$ 53,800.00
Step 14	\$ -	\$ -	\$ 46,400.00	\$ 47,400.00	\$ 48,400.00	\$ 49,900.00	\$ 51,400.00	\$ 52,900.00	\$ 54,400.00
Step 15	\$ -	\$ -	\$ 47,000.00	\$ 48,000.00	\$ 49,000.00	\$ 50,500.00	\$ 52,000.00	\$ 53,500.00	\$ 55,000.00
Step 16	\$ -	\$ -	\$ 47,600.00	\$ 48,600.00	\$ 49,600.00	\$ 51,100.00	\$ 52,600.00	\$ 54,100.00	\$ 55,600.00
Step 17	\$ -	\$ -	\$ 48,200.00	\$ 49,200.00	\$ 50,200.00	\$ 51,700.00	\$ 53,200.00	\$ 54,700.00	\$ 56,200.00
Step 18	\$ -	\$ -	\$ -	\$ 49,800.00	\$ 50,800.00	\$ 52,300.00	\$ 53,800.00	\$ 55,300.00	\$ 56,800.00
Step 19	\$ -	\$ -	\$ -	\$ 50,400.00	\$ 51,400.00	\$ 52,900.00	\$ 54,400.00	\$ 55,900.00	\$ 57,400.00
Step 20	\$ -	\$ -	\$ -	\$ 51,000.00	\$ 52,000.00	\$ 53,500.00	\$ 55,000.00	\$ 56,500.00	\$ 58,000.00
Step 21	\$ -	\$ -	\$ -	\$ 51,600.00	\$ 52,600.00	\$ 54,100.00	\$ 55,600.00	\$ 57,100.00	\$ 58,600.00
Step 22	\$ -	\$ -	\$ -	\$ 52,200.00	\$ 53,200.00	\$ 54,700.00	\$ 56,200.00	\$ 57,700.00	\$ 59,200.00
Step 23	\$ -	\$ -	\$ -	\$ -	\$ 53,800.00	\$ 55,300.00	\$ 56,800.00	\$ 58,300.00	\$ 59,800.00
Step 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 55,900.00	\$ 57,400.00	\$ 58,900.00	\$ 60,400.00
Step 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 58,000.00	\$ 59,500.00	\$ 61,000.00
Step 26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 58,600.00	\$ 60,100.00	\$ 61,600.00
Step 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,200.00	\$ 60,700.00	\$ 62,200.00
Step 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,800.00	\$ 61,300.00	\$ 62,800.00
Step 29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 60,400.00	\$ 61,900.00	\$ 63,400.00
Step 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 61,000.00	\$ 62,500.00	\$ 64,000.00

M-CSD RE-1 will allow for up to eleven (11) years experience on the salary schedule for the position you have been hired to fill.  
If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Teachers - Additional Information**

**PLUS HOURS ON SALARY SCHEDULE** Hours are to be graduate hours if they pertain to the BA + 15 Sem. Hours; BA + 30 Sem. Hours or BA+45 unless written approval is granted by the Superintendent of Schools prior to enrollment in a particular undergraduate course. These hours need not necessarily be graduate hours if they pertain to the MA+15 Sem. Hours, MA+30 Sem. Hours, MA+45 Sem. Hours, MA+60 Sem. Hours. All plus hours for BA and MA must be earned after the date the BA or MA degree and a provisional or professional license has been granted. We will give credit for the hours past the MA if they were education credits and the degree was not in education.

Horizontal movement on the schedule will be allowed September 1<sup>st</sup> and the first day of the second semester.

A formal letter to the superintendent requesting the move and salary adjustment must be submitted. At this time, the teacher's file will be reviewed. If the move is approved, a contract addendum reflecting the adjustment will be sent to the teacher and a copy attached to the original teaching contract.

Evidence of completed work (official transcript copies) must be on file in the staff member's personnel file. For classes taken for which no official transcript is available, a letter from the college or professor indicating successful completion of the course, as well as all information about the course - number, hours, etc. must be submitted. **Salary adjustment will be made contingent upon receipt of an official transcript.**

If a teacher leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

**PROFESSIONAL STAFF REQUIRED TRAINING  
(INSERVICE REQUIREMENTS FOR INSTRUCTIONAL STAFF)**

All certificated/licensed staff are directed to take such continuing education classes or course work as may be required from time to time by the administration and approved by the Board of Education. Such classes or course work shall be reasonably related to the assigned work of certificated/licensed staff members.

Evaluators and immediate supervisors shall include such classes or course work in all improvement or professional growth plans and in all professional development plans for the recertification or relicensing of certified staff members.

The successful and timely completion of such classes or course work within the time frame established by the administration and Board shall be considered a condition of continued employment by the school district. The administration and Board may include the successful and timely completion of such classes or course work as an element in future salary schedules and/or policies.

The Montezuma-Cortez Induction Class has been found essential in providing skills and knowledge necessary to deliver the mission of the Montezuma-Cortez School District. That mission is to prepare and motivate all students to discover their abilities and become self-directed, responsible, thinking contributing members in a modern multi-cultural society. This class provides training in standards, assessment, curriculum development, mentoring, cooperative learning and cultural awareness unique to the Four Corners. All Montezuma-Cortez teachers must complete or demonstrate competency of the class. Probationary teachers must complete or demonstrate competency of the class before gaining non-probationary status.

Head Teachers and Team Leaders must have completed the Supervision/Mentoring portion of the class.

**PROFESSIONAL STAFF ADVANCED DEGREE AWARD**

See Instructional Staff Handbook, Employment and Benefit Information for Professional Staff Advanced Degree Award.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Elementary Counselors Salary Schedule 163 Day (9 Month)**

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
Step 0	\$ 36,000.00	\$ 37,000.00	\$ 38,000.00	\$ 39,000.00	\$ 41,000.00	\$ 42,500.00	\$ 44,000.00	\$ 46,500.00	\$ 47,000.00
Step 1	\$ 36,600.00	\$ 37,600.00	\$ 38,600.00	\$ 39,600.00	\$ 41,600.00	\$ 43,100.00	\$ 44,600.00	\$ 47,100.00	\$ 47,600.00
Step 2	\$ 37,200.00	\$ 38,200.00	\$ 39,200.00	\$ 40,200.00	\$ 42,200.00	\$ 43,700.00	\$ 45,200.00	\$ 47,700.00	\$ 48,200.00
Step 3	\$ 37,800.00	\$ 38,800.00	\$ 39,800.00	\$ 40,800.00	\$ 42,800.00	\$ 44,300.00	\$ 45,800.00	\$ 48,300.00	\$ 48,800.00
Step 4	\$ 38,400.00	\$ 39,400.00	\$ 40,400.00	\$ 41,400.00	\$ 43,400.00	\$ 44,900.00	\$ 46,400.00	\$ 48,900.00	\$ 49,400.00
Step 5	\$ 39,000.00	\$ 40,000.00	\$ 41,000.00	\$ 42,000.00	\$ 44,000.00	\$ 45,500.00	\$ 47,000.00	\$ 49,500.00	\$ 50,000.00
Step 6	\$ 39,600.00	\$ 40,600.00	\$ 41,600.00	\$ 42,600.00	\$ 44,600.00	\$ 46,100.00	\$ 47,600.00	\$ 50,100.00	\$ 50,600.00
Step 7	\$ 40,200.00	\$ 41,200.00	\$ 42,200.00	\$ 43,200.00	\$ 45,200.00	\$ 46,700.00	\$ 48,200.00	\$ 50,700.00	\$ 51,200.00
Step 8	\$ 40,800.00	\$ 41,800.00	\$ 42,800.00	\$ 43,800.00	\$ 45,800.00	\$ 47,300.00	\$ 48,800.00	\$ 51,300.00	\$ 51,800.00
Step 9	\$ 41,400.00	\$ 42,400.00	\$ 43,400.00	\$ 44,400.00	\$ 46,400.00	\$ 47,900.00	\$ 49,400.00	\$ 51,900.00	\$ 52,400.00
Step 10	\$ 42,000.00	\$ 43,000.00	\$ 44,000.00	\$ 45,000.00	\$ 47,000.00	\$ 48,500.00	\$ 50,000.00	\$ 52,500.00	\$ 53,000.00
Step 11	\$ 42,600.00	\$ 43,600.00	\$ 44,600.00	\$ 45,600.00	\$ 47,600.00	\$ 49,100.00	\$ 50,600.00	\$ 53,100.00	\$ 53,600.00
Step 12	\$ -	\$ 44,200.00	\$ 45,200.00	\$ 46,200.00	\$ 48,200.00	\$ 49,700.00	\$ 51,200.00	\$ 53,700.00	\$ 54,200.00
Step 13	\$ -	\$ 44,800.00	\$ 45,800.00	\$ 46,800.00	\$ 48,800.00	\$ 50,300.00	\$ 51,800.00	\$ 54,300.00	\$ 54,800.00
Step 14	\$ -	\$ 45,400.00	\$ 46,400.00	\$ 47,400.00	\$ 49,400.00	\$ 50,900.00	\$ 52,400.00	\$ 54,900.00	\$ 55,400.00
Step 15	\$ -	\$ -	\$ 47,000.00	\$ 48,000.00	\$ 50,000.00	\$ 51,500.00	\$ 53,000.00	\$ 55,500.00	\$ 56,000.00
Step 16	\$ -	\$ -	\$ 47,600.00	\$ 48,600.00	\$ 50,600.00	\$ 52,100.00	\$ 53,600.00	\$ 56,100.00	\$ 56,600.00
Step 17	\$ -	\$ -	\$ 48,200.00	\$ 49,200.00	\$ 51,200.00	\$ 52,700.00	\$ 54,200.00	\$ 56,700.00	\$ 57,200.00
Step 18	\$ -	\$ -	\$ 48,800.00	\$ 49,800.00	\$ 51,800.00	\$ 53,300.00	\$ 54,800.00	\$ 57,300.00	\$ 57,800.00
Step 19	\$ -	\$ -	\$ 49,400.00	\$ 50,400.00	\$ 52,400.00	\$ 53,900.00	\$ 55,400.00	\$ 57,900.00	\$ 58,400.00
Step 20	\$ -	\$ -	\$ 50,000.00	\$ 51,000.00	\$ 53,000.00	\$ 54,500.00	\$ 56,000.00	\$ 58,500.00	\$ 59,000.00
Step 21	\$ -	\$ -	\$ 50,600.00	\$ 51,600.00	\$ 53,600.00	\$ 55,100.00	\$ 56,600.00	\$ 59,100.00	\$ 59,600.00
Step 22	\$ -	\$ -	\$ -	\$ 52,200.00	\$ 54,200.00	\$ 55,700.00	\$ 57,200.00	\$ 59,700.00	\$ 60,200.00
Step 23	\$ -	\$ -	\$ -	\$ -	\$ 54,800.00	\$ 56,300.00	\$ 57,800.00	\$ 60,300.00	\$ 60,800.00
Step 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 56,900.00	\$ 58,400.00	\$ 60,900.00	\$ 61,400.00
Step 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,000.00	\$ 61,500.00	\$ 62,000.00
Step 26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,600.00	\$ 62,100.00	\$ 62,600.00
Step 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 60,200.00	\$ 62,700.00	\$ 63,200.00
Step 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 60,800.00	\$ 63,300.00	\$ 63,800.00
Step 29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 61,400.00	\$ 63,900.00	\$ 64,400.00
Step 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,000.00	\$ 64,500.00	\$ 65,000.00

M-CSD RE-1 will allow for up to eleven (11) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Secondary Counselors Salary Schedule 172 Day (9.5 Month)**

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
Step 0	\$ 38,000.00	\$ 39,000.00	\$ 40,000.00	\$ 41,000.00	\$ 43,000.00	\$ 44,500.00	\$ 46,000.00	\$ 48,500.00	\$ 49,000.00
Step 1	\$ 38,600.00	\$ 39,600.00	\$ 40,600.00	\$ 41,600.00	\$ 43,600.00	\$ 45,100.00	\$ 46,600.00	\$ 49,100.00	\$ 49,600.00
Step 2	\$ 39,200.00	\$ 40,200.00	\$ 41,200.00	\$ 42,200.00	\$ 44,200.00	\$ 45,700.00	\$ 47,200.00	\$ 49,700.00	\$ 50,200.00
Step 3	\$ 39,800.00	\$ 40,800.00	\$ 41,800.00	\$ 42,800.00	\$ 44,800.00	\$ 46,300.00	\$ 47,800.00	\$ 50,300.00	\$ 50,800.00
Step 4	\$ 40,400.00	\$ 41,400.00	\$ 42,400.00	\$ 43,400.00	\$ 45,400.00	\$ 46,900.00	\$ 48,400.00	\$ 50,900.00	\$ 51,400.00
Step 5	\$ 41,000.00	\$ 42,000.00	\$ 43,000.00	\$ 44,000.00	\$ 46,000.00	\$ 47,500.00	\$ 49,000.00	\$ 51,500.00	\$ 52,000.00
Step 6	\$ 41,600.00	\$ 42,600.00	\$ 43,600.00	\$ 44,600.00	\$ 46,600.00	\$ 48,100.00	\$ 49,600.00	\$ 52,100.00	\$ 52,600.00
Step 7	\$ 42,200.00	\$ 43,200.00	\$ 44,200.00	\$ 45,200.00	\$ 47,200.00	\$ 48,700.00	\$ 50,200.00	\$ 52,700.00	\$ 53,200.00
Step 8	\$ 42,800.00	\$ 43,800.00	\$ 44,800.00	\$ 45,800.00	\$ 47,800.00	\$ 49,300.00	\$ 50,800.00	\$ 53,300.00	\$ 53,800.00
Step 9	\$ 43,400.00	\$ 44,400.00	\$ 45,400.00	\$ 46,400.00	\$ 48,400.00	\$ 49,900.00	\$ 51,400.00	\$ 53,900.00	\$ 54,400.00
Step 10	\$ 44,000.00	\$ 45,000.00	\$ 46,000.00	\$ 47,000.00	\$ 49,000.00	\$ 50,500.00	\$ 52,000.00	\$ 54,500.00	\$ 55,000.00
Step 11	\$ 45,600.00	\$ 46,600.00	\$ 47,600.00	\$ 48,600.00	\$ 49,600.00	\$ 51,100.00	\$ 52,600.00	\$ 55,100.00	\$ 55,600.00
Step 12	\$ -	\$ 46,200.00	\$ 47,200.00	\$ 48,200.00	\$ 50,200.00	\$ 51,700.00	\$ 53,200.00	\$ 55,700.00	\$ 56,200.00
Step 13	\$ -	\$ 46,800.00	\$ 47,800.00	\$ 48,800.00	\$ 50,800.00	\$ 52,300.00	\$ 53,800.00	\$ 56,300.00	\$ 56,800.00
Step 14	\$ -	\$ 47,400.00	\$ 48,400.00	\$ 49,400.00	\$ 51,400.00	\$ 52,900.00	\$ 54,400.00	\$ 56,900.00	\$ 57,400.00
Step 15	\$ -	\$ -	\$ 49,000.00	\$ 50,000.00	\$ 52,000.00	\$ 53,500.00	\$ 55,000.00	\$ 57,500.00	\$ 58,000.00
Step 16	\$ -	\$ -	\$ 49,600.00	\$ 50,600.00	\$ 52,600.00	\$ 54,100.00	\$ 55,600.00	\$ 58,100.00	\$ 58,600.00
Step 17	\$ -	\$ -	\$ 50,200.00	\$ 51,200.00	\$ 53,200.00	\$ 54,700.00	\$ 56,200.00	\$ 58,700.00	\$ 59,200.00
Step 18	\$ -	\$ -	\$ 50,800.00	\$ 51,800.00	\$ 53,800.00	\$ 55,300.00	\$ 56,800.00	\$ 59,300.00	\$ 59,800.00
Step 19	\$ -	\$ -	\$ 51,400.00	\$ 52,400.00	\$ 54,400.00	\$ 55,900.00	\$ 57,400.00	\$ 59,900.00	\$ 60,400.00
Step 20	\$ -	\$ -	\$ 52,000.00	\$ 53,000.00	\$ 55,000.00	\$ 56,500.00	\$ 58,000.00	\$ 60,500.00	\$ 61,000.00
Step 21	\$ -	\$ -	\$ 52,600.00	\$ 53,600.00	\$ 55,600.00	\$ 57,100.00	\$ 58,600.00	\$ 61,100.00	\$ 61,600.00
Step 22	\$ -	\$ -	\$ -	\$ 54,200.00	\$ 56,200.00	\$ 57,700.00	\$ 59,200.00	\$ 61,700.00	\$ 62,200.00
Step 23	\$ -	\$ -	\$ -	\$ -	\$ 56,800.00	\$ 58,300.00	\$ 59,800.00	\$ 62,300.00	\$ 62,800.00
Step 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 58,900.00	\$ 60,400.00	\$ 62,900.00	\$ 63,400.00
Step 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 61,000.00	\$ 63,500.00	\$ 64,000.00
Step 26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 61,600.00	\$ 64,100.00	\$ 64,600.00
Step 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,200.00	\$ 64,700.00	\$ 65,200.00
Step 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,800.00	\$ 65,300.00	\$ 65,800.00
Step 29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,400.00	\$ 65,900.00	\$ 66,400.00
Step 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,000.00	\$ 66,500.00	\$ 67,000.00

M-CSD RE-1 will allow for up to eleven (11) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Principal Salary Schedule**

STEP	Pre-School Administrator		Elementary		Secondary Assistant Principal		Elementary Principal		Middle School Principal		High School Principal	
0 - 1 Years	\$ 57,000.00	\$ 59,000.00	\$ 59,000.00	\$ 63,000.00	\$ 63,000.00	\$ 66,000.00	\$ 66,000.00	\$ 72,000.00	\$ 72,000.00	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00
2 - 4 Years	\$ 59,800.00	\$ 62,833.00	\$ 62,833.00	\$ 66,833.00	\$ 66,833.00	\$ 69,833.00	\$ 69,833.00	\$ 75,833.00	\$ 75,833.00	\$ 78,833.00	\$ 78,833.00	\$ 78,833.00
5 - 7 Years	\$ 62,600.00	\$ 66,666.00	\$ 66,666.00	\$ 70,666.00	\$ 70,666.00	\$ 73,666.00	\$ 73,666.00	\$ 79,666.00	\$ 79,666.00	\$ 82,666.00	\$ 82,666.00	\$ 82,666.00
8 - 10 Years	\$ 65,400.00	\$ 70,499.00	\$ 70,499.00	\$ 74,499.00	\$ 74,499.00	\$ 77,499.00	\$ 77,499.00	\$ 83,499.00	\$ 83,499.00	\$ 86,499.00	\$ 86,499.00	\$ 86,499.00
11 - 14 Years	\$ 68,200.00	\$ 74,332.00	\$ 74,332.00	\$ 78,332.00	\$ 78,332.00	\$ 81,332.00	\$ 81,332.00	\$ 87,332.00	\$ 87,332.00	\$ 90,332.00	\$ 90,332.00	\$ 90,332.00
15 - 20 Years	\$ 71,000.00	\$ 78,165.00	\$ 78,165.00	\$ 82,165.00	\$ 82,165.00	\$ 85,165.00	\$ 85,165.00	\$ 91,165.00	\$ 91,165.00	\$ 94,165.00	\$ 94,165.00	\$ 94,165.00
20 + Years	\$ 73,800.00	\$ 81,998.00	\$ 81,998.00	\$ 85,998.00	\$ 85,998.00	\$ 88,998.00	\$ 88,998.00	\$ 94,998.00	\$ 94,998.00	\$ 97,998.00	\$ 97,998.00	\$ 97,998.00

9.5 Month      9.5 Month      10 Month      10 Month      11 Month      11 Month

M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Nurses' Salary Schedule 163 Days**

	LPN	RN (2 year Degree)	BA/BSN	BA +15	MA	MA + 15
Step 0	\$ 27,000.00	\$33,000.00	\$ 36,000.00	\$ 37,000.00	\$ 40,000.00	\$ 41,500.00
Step 1	\$ 27,600.00	\$33,600.00	\$ 36,600.00	\$ 37,600.00	\$ 40,600.00	\$ 42,100.00
Step 2	\$ 28,200.00	\$34,200.00	\$ 37,200.00	\$ 38,200.00	\$ 41,200.00	\$ 42,700.00
Step 3	\$ 28,800.00	\$34,800.00	\$ 37,800.00	\$ 38,800.00	\$ 41,800.00	\$ 43,300.00
Step 4	\$ 29,400.00	\$35,400.00	\$ 38,400.00	\$ 39,400.00	\$ 42,400.00	\$ 43,900.00
Step 5	\$ 30,000.00	\$36,000.00	\$ 39,000.00	\$ 40,000.00	\$ 43,000.00	\$ 44,500.00
Step 6	\$ 30,600.00	\$36,600.00	\$ 39,600.00	\$ 40,600.00	\$ 43,600.00	\$ 45,100.00
Step 7	\$ 31,200.00	\$37,200.00	\$ 40,200.00	\$ 41,200.00	\$ 44,200.00	\$ 45,700.00
Step 8	\$ 31,800.00	\$37,800.00	\$ 40,800.00	\$ 41,800.00	\$ 44,800.00	\$ 46,300.00
Step 9	\$ 32,400.00	\$38,400.00	\$ 41,400.00	\$ 42,400.00	\$ 45,400.00	\$ 46,900.00
Step 10	\$ 33,000.00	\$39,000.00	\$ 42,000.00	\$ 43,000.00	\$ 46,000.00	\$ 47,500.00
Step 11	\$ 33,600.00	\$39,600.00	\$ 42,600.00	\$ 43,600.00	\$ 46,600.00	\$ 48,100.00
Step 12	\$ 34,200.00	\$40,200.00	\$ 43,200.00	\$ 44,200.00	\$ 47,200.00	\$ 48,700.00
Step 13	\$ 34,800.00	\$40,800.00	\$ 43,800.00	\$ 44,800.00	\$ 47,800.00	\$ 49,300.00
Step 14			\$ 45,400.00	\$ 45,400.00	\$ 48,400.00	\$ 49,900.00
Step 15			\$ 46,000.00	\$ 46,000.00	\$ 49,000.00	\$ 50,500.00
Step 16			\$ 46,600.00	\$ 46,600.00	\$ 49,600.00	\$ 51,100.00
Step 17			\$ 47,200.00	\$ 47,200.00	\$ 50,200.00	\$ 51,700.00
Step 18			\$ 47,800.00	\$ 47,800.00	\$ 50,800.00	\$ 52,300.00
Step 19			\$ 48,400.00	\$ 48,400.00	\$ 51,400.00	\$ 52,900.00
Step 20			\$ 49,000.00	\$ 49,000.00	\$ 52,000.00	\$ 53,500.00
Step 21			\$ 49,600.00	\$ 49,600.00	\$ 52,600.00	\$ 54,100.00
Step 22			\$ 50,200.00	\$ 50,200.00	\$ 53,200.00	\$ 54,700.00
Step 23			\$ 50,800.00	\$ 50,800.00	\$ 53,800.00	\$ 55,300.00
Step 24			\$ 51,400.00	\$ 51,400.00	\$ 54,400.00	\$ 55,900.00
Step 25					\$ 55,000.00	\$ 56,500.00
Step 26					\$ 55,600.00	\$ 57,100.00
Step 27					\$ 56,200.00	\$ 57,700.00
Step 28					\$ 56,800.00	\$ 58,300.00
Step 29					\$ 57,400.00	\$ 58,900.00
Step 30					\$ 58,000.00	\$ 59,500.00

M-CSD RE-1 will allow for up to eleven (11) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement. Non BSN will remain on BA+0 until a Bachelors degree in nursing has been obtained.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Administrators**

Steps	Coordinator 10		Coordinator 11		Director 10		Director 12		Executive Director		Assistant Superintendent	
0 - 1 Years	\$ 39,000.00	\$ 41,500.00	\$ 43,500.00	\$ 52,000.00	\$ 80,000.00	\$ 90,000.00	\$ 84,000.00	\$ 94,000.00	\$ 80,000.00	\$ 90,000.00	\$ 84,000.00	\$ 94,000.00
2 - 4 Years	\$ 43,000.00	\$ 45,500.00	\$ 47,500.00	\$ 56,000.00	\$ 84,000.00	\$ 94,000.00	\$ 88,000.00	\$ 98,000.00	\$ 88,000.00	\$ 98,000.00	\$ 88,000.00	\$ 98,000.00
5 - 7 Years	\$ 47,000.00	\$ 49,500.00	\$ 51,500.00	\$ 60,000.00	\$ 92,000.00	\$ 102,000.00	\$ 92,000.00	\$ 102,000.00	\$ 92,000.00	\$ 102,000.00	\$ 92,000.00	\$ 102,000.00
8 - 10 Years	\$ 51,000.00	\$ 53,500.00	\$ 55,500.00	\$ 64,000.00	\$ 96,000.00	\$ 106,000.00	\$ 96,000.00	\$ 106,000.00	\$ 96,000.00	\$ 106,000.00	\$ 96,000.00	\$ 106,000.00
11 - 14 Years	\$ 55,000.00	\$ 57,500.00	\$ 59,500.00	\$ 68,000.00	\$ 100,000.00	\$ 110,000.00	\$ 100,000.00	\$ 110,000.00	\$ 100,000.00	\$ 110,000.00	\$ 100,000.00	\$ 110,000.00
15 - 20 Years	\$ 59,000.00	\$ 61,500.00	\$ 63,500.00	\$ 72,000.00	\$ 104,000.00	\$ 114,000.00	\$ 104,000.00	\$ 114,000.00	\$ 104,000.00	\$ 114,000.00	\$ 104,000.00	\$ 114,000.00
20 + Years	\$ 63,000.00	\$ 65,500.00	\$ 67,500.00	\$ 76,000.00	\$ 104,000.00	\$ 114,000.00	\$ 104,000.00	\$ 114,000.00	\$ 104,000.00	\$ 114,000.00	\$ 104,000.00	\$ 114,000.00

M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23





**Montezuma-Cortez School District RE-1  
Administrative Support**

	Clerical	School Secretary 9.5	School Secretary 10	Finance Secretary 9.5	Finance Secretary 10	Finance Secretary 11	Finance Secretary 12	Specialist	Executive Secretary / Specialist
Step 1	\$ 17,500.00	\$ 20,000.00	\$ 21,600.00	\$ 23,200.00	\$ 25,000.00	\$ 26,500.00	\$ 34,100.00	\$ 37,500.00	\$ 38,000.00
Step 2	\$ 17,920.00	\$ 20,440.00	\$ 22,040.00	\$ 23,640.00	\$ 25,440.00	\$ 26,940.00	\$ 34,540.00	\$ 38,090.00	\$ 38,590.00
Step 3	\$ 18,340.00	\$ 20,880.00	\$ 22,480.00	\$ 24,080.00	\$ 25,880.00	\$ 27,380.00	\$ 34,980.00	\$ 38,680.00	\$ 39,180.00
Step 4	\$ 18,760.00	\$ 21,320.00	\$ 22,920.00	\$ 24,520.00	\$ 26,320.00	\$ 27,820.00	\$ 35,420.00	\$ 39,270.00	\$ 39,770.00
Step 5	\$ 19,180.00	\$ 21,760.00	\$ 23,360.00	\$ 24,960.00	\$ 26,760.00	\$ 28,260.00	\$ 35,860.00	\$ 39,860.00	\$ 40,360.00
Step 6	\$ 19,600.00	\$ 22,200.00	\$ 23,800.00	\$ 25,400.00	\$ 27,200.00	\$ 28,700.00	\$ 36,300.00	\$ 40,450.00	\$ 40,950.00
Step 7	\$ 20,020.00	\$ 22,640.00	\$ 24,240.00	\$ 25,840.00	\$ 27,640.00	\$ 29,140.00	\$ 36,740.00	\$ 41,040.00	\$ 41,540.00
Step 8	\$ 20,440.00	\$ 23,080.00	\$ 24,680.00	\$ 26,280.00	\$ 28,080.00	\$ 29,580.00	\$ 37,180.00	\$ 41,630.00	\$ 42,130.00
Step 9	\$ 20,860.00	\$ 23,520.00	\$ 25,120.00	\$ 26,720.00	\$ 28,520.00	\$ 30,020.00	\$ 37,620.00	\$ 42,220.00	\$ 42,720.00
Step 10	\$ 21,280.00	\$ 23,960.00	\$ 25,560.00	\$ 27,160.00	\$ 28,960.00	\$ 30,460.00	\$ 38,060.00	\$ 42,810.00	\$ 43,310.00
Step 11	\$ 21,700.00	\$ 24,400.00	\$ 26,000.00	\$ 27,600.00	\$ 29,400.00	\$ 30,900.00	\$ 38,500.00	\$ 43,400.00	\$ 43,900.00
Step 12	\$ 22,120.00	\$ 24,840.00	\$ 26,440.00	\$ 28,040.00	\$ 29,840.00	\$ 31,340.00	\$ 38,940.00	\$ 43,990.00	\$ 44,490.00
Step 13	\$ 22,540.00	\$ 25,280.00	\$ 26,880.00	\$ 28,480.00	\$ 30,280.00	\$ 31,780.00	\$ 39,380.00	\$ 44,580.00	\$ 45,080.00
Step 14	\$ 22,960.00	\$ 25,720.00	\$ 27,320.00	\$ 28,920.00	\$ 30,720.00	\$ 32,220.00	\$ 39,820.00	\$ 45,170.00	\$ 45,670.00
Step 15	\$ 23,380.00	\$ 26,160.00	\$ 27,760.00	\$ 29,360.00	\$ 31,160.00	\$ 32,660.00	\$ 40,260.00	\$ 45,760.00	\$ 46,260.00
Step 16	\$ 23,800.00	\$ 26,600.00	\$ 28,200.00	\$ 29,800.00	\$ 31,600.00	\$ 33,100.00	\$ 40,700.00	\$ 46,350.00	\$ 46,850.00
Step 17	\$ 24,220.00	\$ 27,040.00	\$ 28,640.00	\$ 30,240.00	\$ 32,040.00	\$ 33,540.00	\$ 41,140.00	\$ 46,940.00	\$ 47,440.00
Step 18	\$ 24,640.00	\$ 27,480.00	\$ 29,080.00	\$ 30,680.00	\$ 32,480.00	\$ 33,980.00	\$ 41,580.00	\$ 47,530.00	\$ 48,030.00
Step 19	\$ 25,060.00	\$ 27,920.00	\$ 29,520.00	\$ 31,120.00	\$ 32,920.00	\$ 34,420.00	\$ 42,020.00	\$ 48,120.00	\$ 48,620.00
Step 20	\$ 25,480.00	\$ 28,360.00	\$ 29,960.00	\$ 31,560.00	\$ 33,360.00	\$ 34,860.00	\$ 42,460.00	\$ 48,710.00	\$ 49,210.00

9.5 month  
7.5 hr

9.5 month  
7.5 hr

10 Month  
7.5 hr

9.5 month  
7.5 hr

10 Month  
7.5 hr

11 Month  
7.5

12 Month  
7.5

12 Month  
7.5 Hr

12 Month  
8 Hr

M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement. Number of days worked per Approved School Calendar

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Hardware/Software Technician Salary Schedule**

STEP	Technician	Data Specialist / Network Manager
Step 1	\$ 38,400.00	\$42,800.00
Step 2	\$ 38,932.00	\$43,332.00
Step 3	\$ 39,464.00	\$43,864.00
Step 4	\$ 39,996.00	\$44,396.00
Step 5	\$ 40,528.00	\$44,928.00
Step 6	\$ 41,060.00	\$45,460.00
Step 7	\$ 41,592.00	\$45,992.00
Step 8	\$ 42,124.00	\$46,524.00
Step 9	\$ 42,656.00	\$47,056.00
Step 10	\$ 43,188.00	\$47,588.00
Step 11	\$ 43,720.00	\$48,120.00
Step 12	\$ 44,252.00	\$48,652.00
Step 13	\$ 44,784.00	\$49,184.00
Step 14	\$ 45,316.00	\$49,716.00
Step 15	\$ 45,848.00	\$50,248.00
Step 16	\$ 46,380.00	\$50,780.00
Step 17	\$ 46,912.00	\$51,312.00
Step 18	\$ 47,444.00	\$51,844.00
Step 19	\$ 47,976.00	\$52,376.00
Step 20	\$ 48,508.00	\$52,908.00

12 month  
40 Hrs/Wk

12 month  
40 Hrs/Wk

**Minimum Job qualifications:**  
 \* An AA degree from an accredited technical school or equivalent work-related experience.  
 \* A strong background with all Windows operating systems is necessary.  
 \* Network background is required.

Placement on column depend up certifications held and movement must be approved by Administration.  
 M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill.  
 If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted: 21-Jun-22  
 Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Custodial, Maintenance and Plumber/Electrician Salary Schedule**

	Maintenance		Plumber/ Electrician
	Custodial	Grade 2	
Step 1	\$ 29,150.00	\$ 31,000.00	\$ 35,000.00
Step 2	\$ 29,515.00	\$ 31,365.00	\$ 35,595.00
Step 3	\$ 29,880.00	\$ 31,730.00	\$ 36,190.00
Step 4	\$ 30,245.00	\$ 32,095.00	\$ 36,785.00
Step 5	\$ 30,610.00	\$ 32,460.00	\$ 37,380.00
Step 6	\$ 30,975.00	\$ 32,825.00	\$ 37,975.00
Step 7	\$ 31,340.00	\$ 33,190.00	\$ 38,570.00
Step 8	\$ 31,705.00	\$ 33,555.00	\$ 39,165.00
Step 9	\$ 32,070.00	\$ 33,920.00	\$ 39,760.00
Step 10	\$ 32,435.00	\$ 34,285.00	\$ 40,355.00
Step 11	\$ 32,800.00	\$ 34,650.00	\$ 40,950.00
Step 12	\$ 33,165.00	\$ 35,015.00	\$ 41,545.00
Step 13	\$ 33,530.00	\$ 35,380.00	\$ 42,140.00
Step 14	\$ 33,895.00	\$ 35,745.00	\$ 42,735.00
Step 15	\$ 34,260.00	\$ 36,110.00	\$ 43,330.00
Step 16	\$ 34,625.00	\$ 36,475.00	\$ 43,925.00
Step 17	\$ 34,990.00	\$ 36,840.00	\$ 44,520.00
Step 18	\$ 35,355.00	\$ 37,205.00	\$ 45,115.00
Step 19	\$ 35,720.00	\$ 37,570.00	\$ 45,710.00
Step 20	\$ 36,085.00	\$ 37,935.00	\$ 46,305.00

12 Month      12 Month      12 Month

M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Extra Assignments:

Custodial Evening Differential	\$10 per month for 9 months (\$90/year)
Welding	\$250
Backflow Prevention	\$500
Locksmith	\$500
Head Custodian - Small Elementary	\$200
Head Custodian - Small Secondary	\$1,000
Head Custodian - Large Secondary	\$1,200

Advancement on steps shall be by approved inservice, after taking and passing competency tests administered by either the AVTS or Physical Plant Director(s) recommendation with documentation to Central Office Administration. Competency must be demonstrated in the areas of need: locksmith, plumbing, advanced tradesman, carpentry, advanced tradesman masonry, small engine repair, HVAC/controls, boiler maintenance, roofing repair, lead maintenance and other skills as recognized and requested by employer.

Adopted: 21-Jun-22  
Effective f. School Year 2022-23



**Montezuma-Cortez School District RE-1  
Paraprofessional Salary Schedule 163 Days**

	Paraprofessional	Para + 48 Hours	ESS Paraprofessional
Step 1	\$ 17,500.00 \$ 14.31	\$ 18,500.00 \$ 15.13	\$ 19,000.00 \$ 15.54
Step 2	\$ 17,942.00 \$ 14.68	\$ 18,942.00 \$ 15.49	\$ 19,442.00 \$ 15.90
Step 3	\$ 18,384.00 \$ 15.04	\$ 19,384.00 \$ 15.86	\$ 19,884.00 \$ 16.27
Step 4	\$ 18,826.00 \$ 15.40	\$ 19,826.00 \$ 16.22	\$ 20,326.00 \$ 16.63
Step 5	\$ 19,268.00 \$ 15.76	\$ 20,268.00 \$ 16.58	\$ 20,768.00 \$ 16.99
Step 6	\$ 19,710.00 \$ 16.12	\$ 20,710.00 \$ 16.94	\$ 21,210.00 \$ 17.35
Step 7	\$ 20,152.00 \$ 16.48	\$ 21,152.00 \$ 17.30	\$ 21,652.00 \$ 17.71
Step 8	\$ 20,594.00 \$ 16.85	\$ 21,594.00 \$ 17.66	\$ 22,094.00 \$ 18.07
Step 9	\$ 21,036.00 \$ 17.21	\$ 22,036.00 \$ 18.03	\$ 22,536.00 \$ 18.43
Step 10	\$ 21,478.00 \$ 17.57	\$ 22,478.00 \$ 18.39	\$ 22,978.00 \$ 18.80
Step 11	\$ 21,920.00 \$ 17.93	\$ 22,920.00 \$ 18.75	\$ 23,420.00 \$ 19.16
Step 12	\$ 22,362.00 \$ 18.29	\$ 23,362.00 \$ 19.11	\$ 23,862.00 \$ 19.52
Step 13	\$ 22,804.00 \$ 18.65	\$ 23,804.00 \$ 19.47	\$ 24,304.00 \$ 19.88
Step 14	\$ 23,246.00 \$ 19.02	\$ 24,246.00 \$ 19.83	\$ 24,746.00 \$ 20.24
Step 15	\$ 23,688.00 \$ 19.38	\$ 24,688.00 \$ 20.19	\$ 25,188.00 \$ 20.60
Step 16	\$ 24,130.00 \$ 19.74	\$ 25,130.00 \$ 20.56	\$ 25,630.00 \$ 20.97
Step 17	\$ 24,572.00 \$ 20.10	\$ 25,572.00 \$ 20.92	\$ 26,072.00 \$ 21.33
Step 18	\$ 25,014.00 \$ 20.46	\$ 26,014.00 \$ 21.28	\$ 26,514.00 \$ 21.69
Step 19	\$ 25,456.00 \$ 20.82	\$ 26,456.00 \$ 21.64	\$ 26,956.00 \$ 22.05
Step 20	\$ 25,898.00 \$ 21.18	\$ 26,898.00 \$ 22.00	\$ 27,398.00 \$ 22.41

7.5 Hour

7.5 Hour

7.5 Hour

M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill.  
If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted:  
Effective for:

21-Jun-22  
School Year 2022-23



**Montezuma-Cortez School District RE-1  
Transportation Personnel Salary Schedule**

STEP	Mechanics	Bus Driver	Bus Aide
Step 1	\$ 36,000.00	\$ 17.00	\$ 13.97
Step 2	\$ 36,420.00	\$ 17.40	\$ 14.37
Step 3	\$ 36,840.00	\$ 17.80	\$ 14.77
Step 4	\$ 37,260.00	\$ 18.20	\$ 15.17
Step 5	\$ 37,680.00	\$ 18.60	\$ 15.57
Step 6	\$ 38,100.00	\$ 19.00	\$ 15.97
Step 7	\$ 38,520.00	\$ 19.40	\$ 16.37
Step 8	\$ 38,940.00	\$ 19.80	\$ 16.77
Step 9	\$ 39,360.00	\$ 20.20	\$ 17.17
Step 10	\$ 39,780.00	\$ 20.60	\$ 17.57
Step 11	\$ 40,200.00	\$ 21.00	\$ 17.97
Step 12	\$ 40,620.00	\$ 21.40	\$ 18.37
Step 13	\$ 41,040.00	\$ 21.80	\$ 18.77
Step 14	\$ 41,460.00	\$ 22.20	\$ 19.17
Step 15	\$ 41,880.00	\$ 22.60	\$ 19.57
Step 16	\$ 42,300.00	\$ 23.00	\$ 19.97
Step 17	\$ 42,720.00	\$ 23.40	\$ 20.37
Step 18	\$ 43,140.00	\$ 23.80	\$ 20.77
Step 19	\$ 43,560.00	\$ 24.20	\$ 21.17
Step 20	\$ 43,980.00	\$ 24.60	\$ 21.57

12 month	9 Month	9 Month
July-June Pay Cycle	Sept-August Pay Cycle	Sept-August Pay Cycle

M-CSD RE-1 will allow for up to six (6) years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Mechanic Tool Allowance	\$200 per year (on anniversary hire date)
Lead Mechanic	\$2,000

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
School Nutrition Personnel Salary Schedule**

STEP	COOKS & CARRY-OUT	KITCHEN MANAGERS* LEWIS & PV ONLY	KITCHEN MANAGERS* EXCLUDING LEWIS & PV
Step 1	\$ 13.97	\$ 14.55	\$ 15.75
Step 2	\$ 14.42	\$ 15.00	\$ 16.20
Step 3	\$ 14.87	\$ 15.45	\$ 16.65
Step 4	\$ 15.32	\$ 15.90	\$ 17.10
Step 5	\$ 15.77	\$ 16.35	\$ 17.55
Step 6	\$ 16.22	\$ 16.80	\$ 18.00
Step 7	\$ 16.67	\$ 17.25	\$ 18.45
Step 8	\$ 17.12	\$ 17.70	\$ 18.90
Step 9	\$ 17.57	\$ 18.15	\$ 19.35
Step 10	\$ 18.02	\$ 18.60	\$ 19.80
Step 11	\$ 18.47	\$ 19.05	\$ 20.25
Step 12	\$ 18.92	\$ 19.50	\$ 20.70
Step 13	\$ 19.37	\$ 19.95	\$ 21.15
Step 14	\$ 19.82	\$ 20.40	\$ 21.60
Step 15	\$ 20.27	\$ 20.85	\$ 22.05
Step 16	\$ 20.72	\$ 21.30	\$ 22.50
Step 17	\$ 21.17	\$ 21.75	\$ 22.95
Step 18	\$ 21.62	\$ 22.20	\$ 23.40
Step 19	\$ 22.07	\$ 22.65	\$ 23.85
Step 20	\$ 22.52	\$ 23.10	\$ 24.30

9 Month

9 Month

9 Month

Sept-August  
Pay Cycle

Sept-August  
Pay Cycle

Sept-August  
Pay Cycle

M-CSD RE-1 will allow for up to five years experience on the salary schedule for the position you have been hired to fill. If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

\*Kitchen Managers are responsible for operating the computerized lunch lines .

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1  
Miscellaneous Additional Pay Salary Schedule**

**Substitute Teacher Pay**

Current Colorado Certified/Licensed	\$125.00
Three and Five Year Substitute License	\$110.00
One Year Substitute Authorization with BA	\$110.00
One Year Substitute Authorization	\$99
Emergency Substitute Teacher	\$99

After five (5), but less than 16 consecutive days in the same assignment, the rates will increase by \$5.00 per day.

**Long Term Substitutes**

After substituting in the same assignment for fifteen (15) consecutive days, the full licensed substitute teacher shall be placed on the first step of the BA column. The new rate of pay shall begin the sixteenth (16<sup>th</sup>) consecutive day in the same assignment.

\*In order to obtain a one-year substitute authorization without having 60 hours of post-secondary education, the applicant would need to show some past work experience with children and have gone through district training.

*All substitutes are paid in half-day increments, whereas Middle School and High School Teacher substitutes are paid by the classroom period or block.*

Pay periods are from the 21st of the month to the 20th of the following month. Paychecks are issued on the last workday of each month. Direct deposit is mandatory. If you are not set up for direct deposit, please notify the payroll office.

**Support Staff Substitute Pay**

<b>Bus Drivers:</b>	
Regular Route Drivers:	Paid per Transportation Salary Schedule (Benefits Eligible after 30 hours)
Alternate route drivers:	Paid per Transportation Salary Schedule

<b>Paraprofessionals:</b>	
- Paraprofessional Substituting for a teacher	Para Pay only (No additional pay)

<b>Substitute Employees:</b>	
Paraprofessionals:	\$13.97
-no change in pay for long term substituting	
Secretaries:	\$13.97
-no change in pay for long term substituting	
Food Service:	\$13.97
-no change in pay for long term substituting	
Custodians:	\$1.00 below beginning Custodial Salary Schedule
-no change in pay for long term substituting	

<b>Temporary Skilled Help:</b>	\$1.00 below beginning maintenance schedule
--------------------------------	---

Adopted: 21-Jun-22  
Effective for: School Year 2022-23



**Montezuma-Cortez School District RE-1**  
**Coaching and Assignment Salary Schedule**

CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4	CATEGORY 5	CATEGORY 6	CATEGORY 7
Football Basketball Instrumental Music Wrestling Volleyball	Baseball Track Soccer Softball MCHS Winter Spirit	Cross Country Golf MCHS Fall Spirit	Drama (Spring) Student Government ELL Liaison Honors Diploma Vocal Music Indigenous Club Jt. Class Sponsor SF Class Sponsor FFA AG Sponsor Advisory Leader Critical Counselor FOCLA AISES Club Spring Band French/Spanish Club Weight Room Fall Weight Room Spring Head Library	MCHS Color Guard MCHS Drama Pre-School HOSEA Knowledge Bowl Secondary Communication Liaison ACE Coordinator	NHS Young Artists Assoc Registrar MCHS AP Coordinator MCHS Auditorium Supervisor Elementary Communication Liaison Yearbook	6th Grade After School Activities
0	\$3,800.00	\$2,800.00	\$1,600.00	\$1,100.00	\$750.00	
1	\$3,900.00	\$2,900.00	\$1,700.00	\$1,200.00	\$850.00	
2	\$4,000.00	\$3,000.00	\$1,800.00	\$1,300.00	\$950.00	
3	\$4,100.00	\$3,100.00	\$1,900.00	\$1,400.00	\$1,050.00	
4	\$4,200.00	\$3,200.00	\$2,000.00	\$1,500.00	\$1,150.00	
<b>CATEGORY 2</b>						
0	\$2,600.00	\$1,900.00	MCHS ASSISTANT COACH			
1	\$2,700.00	\$2,000.00				
2	\$2,800.00	\$2,100.00				
3	\$2,900.00	\$2,200.00				
4	\$3,000.00	\$2,300.00				
<b>CATEGORY 3</b>						
0	\$1,700.00	\$1,300.00	CMS HEAD COACH / CMS ACTIVITY POSITIONS			
1	\$1,800.00	\$1,400.00	\$1,000.00	\$800.00	\$850.00	\$400.00
2	\$1,900.00	\$1,500.00	\$1,100.00	\$900.00	\$950.00	\$450.00
3	\$2,000.00	\$1,600.00	\$1,200.00	\$1,000.00	\$1,050.00	\$500.00
4	\$2,100.00	\$1,700.00	\$1,300.00	\$1,100.00	\$1,150.00	\$550.00
<b>CATEGORY 4</b>						
0	\$1,200.00	\$1,100.00	CMS ASSISTANT COACH			
1	\$1,300.00	\$1,200.00				
2	\$1,400.00	\$1,300.00				
3	\$1,500.00	\$1,400.00				
4	\$1,600.00	\$1,500.00				

LEAD TEACHER ASSIGNMENT	\$ 1,000.00
DEPARTMENT CHAIR ASSIGNMENT	\$ 500.00
GIFTED and TALENTED ASSIGNMENT	\$ 1,000.00
FFA SUMMER ASSIGNMENT	\$ 5,000.00
CTE REPORTING ASSIGNMENT	\$ 10,000.00
CHARTER PA ROLL ASSIGNMENT	\$ 5,000.00

If an employee leaves the district and is rehired, all previous years of experience in district will be considered in evaluation of step placement.

Adopted: 21-Jun-22  
Effective for: School Year 2022-23