



# **SALARY SCHEDULES 2023-2024**

**Revised December 19, 2023**



**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	\$ 40,000	\$ 41,000	\$ 42,000	\$ 43,000	\$ 44,000	\$ 45,500	\$ 47,000	\$ 48,500	\$ 50,000
Step 1	\$ 40,600	\$ 41,600	\$ 42,600	\$ 43,600	\$ 44,600	\$ 46,100	\$ 47,600	\$ 49,100	\$ 50,600
Step 2	\$ 41,200	\$ 42,200	\$ 43,200	\$ 44,200	\$ 45,200	\$ 46,700	\$ 48,200	\$ 49,700	\$ 51,200
Step 3	\$ 41,800	\$ 42,800	\$ 43,800	\$ 44,800	\$ 45,800	\$ 47,300	\$ 48,800	\$ 50,300	\$ 51,800
Step 4	\$ 42,400	\$ 43,400	\$ 44,400	\$ 45,400	\$ 46,400	\$ 47,900	\$ 49,400	\$ 50,900	\$ 52,400
Step 5	\$ 43,000	\$ 44,000	\$ 45,000	\$ 46,000	\$ 47,000	\$ 48,500	\$ 50,000	\$ 51,500	\$ 53,000
Step 6	\$ 43,600	\$ 44,600	\$ 45,600	\$ 46,600	\$ 47,600	\$ 49,100	\$ 50,600	\$ 52,100	\$ 53,600
Step 7	\$ 44,200	\$ 45,200	\$ 46,200	\$ 47,200	\$ 48,200	\$ 49,700	\$ 51,200	\$ 52,700	\$ 54,200
Step 8	\$ 44,800	\$ 45,800	\$ 46,800	\$ 47,800	\$ 48,800	\$ 50,300	\$ 51,800	\$ 53,300	\$ 54,800
Step 9	\$ 45,400	\$ 46,400	\$ 47,400	\$ 48,400	\$ 49,400	\$ 50,900	\$ 52,400	\$ 53,900	\$ 55,400
Step 10	\$ 46,000	\$ 47,000	\$ 48,000	\$ 49,000	\$ 50,000	\$ 51,500	\$ 53,000	\$ 54,500	\$ 56,000
Step 11	\$ -	\$ 47,600	\$ 48,600	\$ 49,600	\$ 50,600	\$ 52,100	\$ 53,600	\$ 55,100	\$ 56,600
Step 12	\$ -	\$ 48,200	\$ 49,200	\$ 50,200	\$ 51,200	\$ 52,700	\$ 54,200	\$ 55,700	\$ 57,200
Step 13	\$ -	\$ 48,800	\$ 49,800	\$ 50,800	\$ 51,800	\$ 53,300	\$ 54,800	\$ 56,300	\$ 57,800
Step 14	\$ -	\$ -	\$ 50,400	\$ 51,400	\$ 52,400	\$ 53,900	\$ 55,400	\$ 56,900	\$ 58,400
Step 15	\$ -	\$ -	\$ 51,000	\$ 52,000	\$ 53,000	\$ 54,500	\$ 56,000	\$ 57,500	\$ 59,000
Step 16	\$ -	\$ -	\$ 51,600	\$ 52,600	\$ 53,600	\$ 55,100	\$ 56,600	\$ 58,100	\$ 59,600
Step 17	\$ -	\$ -	\$ 52,200	\$ 53,200	\$ 54,200	\$ 55,700	\$ 57,200	\$ 58,700	\$ 60,200
Step 18	\$ -	\$ -	\$ -	\$ 53,800	\$ 54,800	\$ 56,300	\$ 57,800	\$ 59,300	\$ 60,800
Step 19	\$ -	\$ -	\$ -	\$ 54,400	\$ 55,400	\$ 56,900	\$ 58,400	\$ 59,900	\$ 61,400
Step 20	\$ -	\$ -	\$ -	\$ 55,000	\$ 56,000	\$ 57,500	\$ 59,000	\$ 60,500	\$ 62,000
Step 21	\$ -	\$ -	\$ -	\$ 55,600	\$ 56,600	\$ 58,100	\$ 59,600	\$ 61,100	\$ 62,600
Step 22	\$ -	\$ -	\$ -	\$ 56,200	\$ 57,200	\$ 58,700	\$ 60,200	\$ 61,700	\$ 63,200
Step 23	\$ -	\$ -	\$ -	\$ -	\$ 57,800	\$ 59,300	\$ 60,800	\$ 62,300	\$ 63,800
Step 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 59,900	\$ 61,400	\$ 62,900	\$ 64,400
Step 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,000	\$ 63,500	\$ 65,000
Step 26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,600	\$ 64,100	\$ 65,600
Step 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,200	\$ 64,700	\$ 66,200
Step 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,800	\$ 65,300	\$ 66,800
Step 29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,400	\$ 65,900	\$ 67,400
Step 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,000	\$ 66,500	\$ 68,000

M-CSD RE-1 will allow for up to twelve (12) 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: 16-May-23  
Effective for: School Year 2023-24



**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 or 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.

A Licensed ESS Teacher (in an ESS Position) will receive an additional 10% of their current step added to their salary

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.

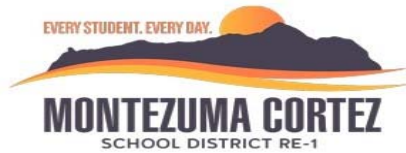


**Montezuma-Cortez School District RE-1  
Elementary Counselors Salary Schedule (School Calendar - 163 Days)**

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
Step 0	\$ 40,000	\$ 41,000	\$ 42,000	\$ 43,000	\$ 45,000	\$ 46,500	\$ 48,000	\$ 50,500	\$ 51,000
Step 1	\$ 40,600	\$ 41,600	\$ 42,600	\$ 43,600	\$ 45,600	\$ 47,100	\$ 48,600	\$ 51,100	\$ 51,600
Step 2	\$ 41,200	\$ 42,200	\$ 43,200	\$ 44,200	\$ 46,200	\$ 47,700	\$ 49,200	\$ 51,700	\$ 52,200
Step 3	\$ 41,800	\$ 42,800	\$ 43,800	\$ 44,800	\$ 46,800	\$ 48,300	\$ 49,800	\$ 52,300	\$ 52,800
Step 4	\$ 42,400	\$ 43,400	\$ 44,400	\$ 45,400	\$ 47,400	\$ 48,900	\$ 50,400	\$ 52,900	\$ 53,400
Step 5	\$ 43,000	\$ 44,000	\$ 45,000	\$ 46,000	\$ 48,000	\$ 49,500	\$ 51,000	\$ 53,500	\$ 54,000
Step 6	\$ 43,600	\$ 44,600	\$ 45,600	\$ 46,600	\$ 48,600	\$ 50,100	\$ 51,600	\$ 54,100	\$ 54,600
Step 7	\$ 44,200	\$ 45,200	\$ 46,200	\$ 47,200	\$ 49,200	\$ 50,700	\$ 52,200	\$ 54,700	\$ 55,200
Step 8	\$ 44,800	\$ 45,800	\$ 46,800	\$ 47,800	\$ 49,800	\$ 51,300	\$ 52,800	\$ 55,300	\$ 55,800
Step 9	\$ 45,400	\$ 46,400	\$ 47,400	\$ 48,400	\$ 50,400	\$ 51,900	\$ 53,400	\$ 55,900	\$ 56,400
Step 10	\$ 46,000	\$ 47,000	\$ 48,000	\$ 49,000	\$ 51,000	\$ 52,500	\$ 54,000	\$ 56,500	\$ 57,000
Step 11	\$ 46,600	\$ 47,600	\$ 48,600	\$ 49,600	\$ 51,600	\$ 53,100	\$ 54,600	\$ 57,100	\$ 57,600
Step 12	\$ -	\$ 48,200	\$ 49,200	\$ 50,200	\$ 52,200	\$ 53,700	\$ 55,200	\$ 57,700	\$ 58,200
Step 13	\$ -	\$ 48,800	\$ 49,800	\$ 50,800	\$ 52,800	\$ 54,300	\$ 55,800	\$ 58,300	\$ 58,800
Step 14	\$ -	\$ 49,400	\$ 50,400	\$ 51,400	\$ 53,400	\$ 54,900	\$ 56,400	\$ 58,900	\$ 59,400
Step 15	\$ -	\$ -	\$ 51,000	\$ 52,000	\$ 54,000	\$ 55,500	\$ 57,000	\$ 59,500	\$ 60,000
Step 16	\$ -	\$ -	\$ 51,600	\$ 52,600	\$ 54,600	\$ 56,100	\$ 57,600	\$ 60,100	\$ 60,600
Step 17	\$ -	\$ -	\$ 52,200	\$ 53,200	\$ 55,200	\$ 56,700	\$ 58,200	\$ 60,700	\$ 61,200
Step 18	\$ -	\$ -	\$ 52,800	\$ 53,800	\$ 55,800	\$ 57,300	\$ 58,800	\$ 61,300	\$ 61,800
Step 19	\$ -	\$ -	\$ 53,400	\$ 54,400	\$ 56,400	\$ 57,900	\$ 59,400	\$ 61,900	\$ 62,400
Step 20	\$ -	\$ -	\$ 54,000	\$ 55,000	\$ 57,000	\$ 58,500	\$ 60,000	\$ 62,500	\$ 63,000
Step 21	\$ -	\$ -	\$ 54,600	\$ 55,600	\$ 57,600	\$ 59,100	\$ 60,600	\$ 63,100	\$ 63,600
Step 22	\$ -	\$ -	\$ -	\$ 56,200	\$ 58,200	\$ 59,700	\$ 61,200	\$ 63,700	\$ 64,200
Step 23	\$ -	\$ -	\$ -	\$ -	\$ 58,800	\$ 60,300	\$ 61,800	\$ 64,300	\$ 64,800
Step 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 60,900	\$ 62,400	\$ 64,900	\$ 65,400
Step 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,000	\$ 65,500	\$ 66,000
Step 26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,600	\$ 66,100	\$ 66,600
Step 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,200	\$ 66,700	\$ 67,200
Step 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,800	\$ 67,300	\$ 67,800
Step 29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,400	\$ 67,900	\$ 68,400
Step 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,000	\$ 68,500	\$ 69,000

M-CSD RE-1 will allow for up to twelve (12) 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.

Revised: 20-Jun-23  
Effective for: School Year 2023-24

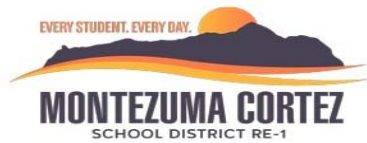


**Montezuma-Cortez School District RE-1**  
**Secondary Counselors Salary Schedule (9.5 Month Work Calendar - 170 Days)**

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
Step 0	\$ 42,000	\$ 43,000	\$ 44,000	\$ 45,000	\$ 47,000	\$ 48,500	\$ 50,000	\$ 52,500	\$ 53,000
Step 1	\$ 42,600	\$ 43,600	\$ 44,600	\$ 45,600	\$ 47,600	\$ 49,100	\$ 50,600	\$ 53,100	\$ 53,600
Step 2	\$ 43,200	\$ 44,200	\$ 45,200	\$ 46,200	\$ 48,200	\$ 49,700	\$ 51,200	\$ 53,700	\$ 54,200
Step 3	\$ 43,800	\$ 44,800	\$ 45,800	\$ 46,800	\$ 48,800	\$ 50,300	\$ 51,800	\$ 54,300	\$ 54,800
Step 4	\$ 44,400	\$ 45,400	\$ 46,400	\$ 47,400	\$ 49,400	\$ 50,900	\$ 52,400	\$ 54,900	\$ 55,400
Step 5	\$ 45,000	\$ 46,000	\$ 47,000	\$ 48,000	\$ 50,000	\$ 51,500	\$ 53,000	\$ 55,500	\$ 56,000
Step 6	\$ 45,600	\$ 46,600	\$ 47,600	\$ 48,600	\$ 50,600	\$ 52,100	\$ 53,600	\$ 56,100	\$ 56,600
Step 7	\$ 46,200	\$ 47,200	\$ 48,200	\$ 49,200	\$ 51,200	\$ 52,700	\$ 54,200	\$ 56,700	\$ 57,200
Step 8	\$ 46,800	\$ 47,800	\$ 48,800	\$ 49,800	\$ 51,800	\$ 53,300	\$ 54,800	\$ 57,300	\$ 57,800
Step 9	\$ 47,400	\$ 48,400	\$ 49,400	\$ 50,400	\$ 52,400	\$ 53,900	\$ 55,400	\$ 57,900	\$ 58,400
Step 10	\$ 48,000	\$ 49,000	\$ 50,000	\$ 51,000	\$ 53,000	\$ 54,500	\$ 56,000	\$ 58,500	\$ 59,000
Step 11	\$ 48,600	\$ 49,600	\$ 50,600	\$ 51,600	\$ 53,600	\$ 55,100	\$ 56,600	\$ 59,100	\$ 59,600
Step 12	\$ -	\$ 50,200	\$ 51,200	\$ 52,200	\$ 54,200	\$ 55,700	\$ 57,200	\$ 59,700	\$ 60,200
Step 13	\$ -	\$ 50,800	\$ 51,800	\$ 52,800	\$ 54,800	\$ 56,300	\$ 57,800	\$ 60,300	\$ 60,800
Step 14	\$ -	\$ 51,400	\$ 52,400	\$ 53,400	\$ 55,400	\$ 56,900	\$ 58,400	\$ 60,900	\$ 61,400
Step 15	\$ -	\$ -	\$ 53,000	\$ 54,000	\$ 56,000	\$ 57,500	\$ 59,000	\$ 61,500	\$ 62,000
Step 16	\$ -	\$ -	\$ 53,600	\$ 54,600	\$ 56,600	\$ 58,100	\$ 59,600	\$ 62,100	\$ 62,600
Step 17	\$ -	\$ -	\$ 54,200	\$ 55,200	\$ 57,200	\$ 58,700	\$ 60,200	\$ 62,700	\$ 63,200
Step 18	\$ -	\$ -	\$ 54,800	\$ 55,800	\$ 57,800	\$ 59,300	\$ 60,800	\$ 63,300	\$ 63,800
Step 19	\$ -	\$ -	\$ 55,400	\$ 56,400	\$ 58,400	\$ 59,900	\$ 61,400	\$ 63,900	\$ 64,400
Step 20	\$ -	\$ -	\$ 56,000	\$ 57,000	\$ 59,000	\$ 60,500	\$ 62,000	\$ 64,500	\$ 65,000
Step 21	\$ -	\$ -	\$ 56,600	\$ 57,600	\$ 59,600	\$ 61,100	\$ 62,600	\$ 65,100	\$ 65,600
Step 22	\$ -	\$ -	\$ -	\$ 58,200	\$ 60,200	\$ 61,700	\$ 63,200	\$ 65,700	\$ 66,200
Step 23	\$ -	\$ -	\$ -	\$ -	\$ 60,800	\$ 62,300	\$ 63,800	\$ 66,300	\$ 66,800
Step 24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,900	\$ 64,400	\$ 66,900	\$ 67,400
Step 25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,000	\$ 67,500	\$ 68,000
Step 26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65,600	\$ 68,100	\$ 68,600
Step 27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,200	\$ 68,700	\$ 69,200
Step 28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,800	\$ 69,300	\$ 69,800
Step 29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 67,400	\$ 69,900	\$ 70,400
Step 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 68,000	\$ 70,500	\$ 71,000

M-CSD RE-1 will allow for up to twelve (12) 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.

Revised: 20-Jun-23  
 Effective for: School Year 2023-24



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

STEP	Pre-School Administrator	Elementary Assistant Principal	MCMS Assistant Principal & AD	Secondary Assistant Principal	MCHS Assistant Principal & AD	Elementary Principal	Middle School Principal	High School Principal
0 - 1 Years	\$ 57,000	\$ 59,000	\$ 63,000	\$ 63,000	\$ 70,000	\$ 66,000	\$ 72,000	\$ 75,000
2 - 4 Years	\$ 59,800	\$ 62,833	\$ 66,833	\$ 66,833	\$ 73,833	\$ 69,833	\$ 75,833	\$ 78,833
5 - 7 Years	\$ 62,600	\$ 66,666	\$ 70,666	\$ 70,666	\$ 77,666	\$ 73,666	\$ 79,666	\$ 82,666
8 - 10 Years	\$ 65,400	\$ 70,499	\$ 74,499	\$ 74,499	\$ 81,499	\$ 77,499	\$ 83,499	\$ 86,499
11 - 14 Years	\$ 68,200	\$ 74,332	\$ 78,332	\$ 78,332	\$ 85,332	\$ 81,332	\$ 87,332	\$ 90,332
15 - 20 Years	\$ 71,000	\$ 78,165	\$ 82,165	\$ 82,165	\$ 89,165	\$ 85,165	\$ 91,165	\$ 94,165
20 + Years	\$ 73,800	\$ 81,998	\$ 85,998	\$ 85,998	\$ 92,998	\$ 88,998	\$ 94,998	\$ 97,998

9.5 Month

9.5 Month

10 Month

10 Month

11 Month

10 Month

11 Month

11 Month

M-CSD RE-1 will allow for up to seven (7) years experience on the salary schedule for the position you have been hired to fill.

Adopted: 16-May-23  
Effective for: School Year 2023-24



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

	<b>LPN</b>	<b>RN (2 year Degree)</b>	<b>BA/BSN</b>	<b>BA +15</b>	<b>MA</b>	<b>MA + 15</b>
Step 0	\$ 31,000	\$ 37,000	\$ 40,000	\$ 41,000	\$ 44,000	\$ 45,500
Step 1	\$ 31,600	\$ 37,600	\$ 40,600	\$ 41,600	\$ 44,600	\$ 46,100
Step 2	\$ 32,200	\$ 38,200	\$ 41,200	\$ 42,200	\$ 45,200	\$ 46,700
Step 3	\$ 32,800	\$ 38,800	\$ 41,800	\$ 42,800	\$ 45,800	\$ 47,300
Step 4	\$ 33,400	\$ 39,400	\$ 42,400	\$ 43,400	\$ 46,400	\$ 47,900
Step 5	\$ 34,000	\$ 40,000	\$ 43,000	\$ 44,000	\$ 47,000	\$ 48,500
Step 6	\$ 34,600	\$ 40,600	\$ 43,600	\$ 44,600	\$ 47,600	\$ 49,100
Step 7	\$ 35,200	\$ 41,200	\$ 44,200	\$ 45,200	\$ 48,200	\$ 49,700
Step 8	\$ 35,800	\$ 41,800	\$ 44,800	\$ 45,800	\$ 48,800	\$ 50,300
Step 9	\$ 36,400	\$ 42,400	\$ 45,400	\$ 46,400	\$ 49,400	\$ 50,900
Step 10	\$ 37,000	\$ 43,000	\$ 46,000	\$ 47,000	\$ 50,000	\$ 51,500
Step 11	\$ 37,600	\$ 43,600	\$ 46,600	\$ 47,600	\$ 50,600	\$ 52,100
Step 12	\$ 38,200	\$ 44,200	\$ 47,200	\$ 48,200	\$ 51,200	\$ 52,700
Step 13	\$ 38,800	\$ 44,800	\$ 47,800	\$ 48,800	\$ 51,800	\$ 53,300
Step 14				\$ 49,400	\$ 52,400	\$ 53,900
Step 15				\$ 50,000	\$ 53,000	\$ 54,500
Step 16				\$ 50,600	\$ 53,600	\$ 55,100
Step 17				\$ 51,200	\$ 54,200	\$ 55,700
Step 18				\$ 51,800	\$ 54,800	\$ 56,300
Step 19				\$ 52,400	\$ 55,400	\$ 56,900
Step 20				\$ 53,000	\$ 56,000	\$ 57,500
Step 21				\$ 53,600	\$ 56,600	\$ 58,100
Step 22				\$ 54,200	\$ 57,200	\$ 58,700
Step 23				\$ 54,800	\$ 57,800	\$ 59,300
Step 24				\$ 55,400	\$ 58,400	\$ 59,900
Step 25					\$ 59,000	\$ 60,500
Step 26					\$ 59,600	\$ 61,100
Step 27					\$ 60,200	\$ 61,700
Step 28					\$ 60,800	\$ 62,300
Step 29					\$ 61,400	\$ 62,900
Step 30					\$ 62,000	\$ 63,500

M-CSD RE-1 will allow for up to twelve (12) 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.

Revised: 20-Jun-23  
 Effective for: School Year 2023-24



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

<b>Steps</b>	<b>Coordinator 10</b>	<b>Coordinator 11</b>	<b>Coordinator 12</b>	<b>Director 10</b>	<b>Director 12</b>	<b>Executive Director</b>	<b>Assistant Superintendent</b>
0 - 1 Years	\$ 39,000	\$ 41,500	\$ 47,750	\$ 43,500	\$ 52,000	\$ 80,000	\$ 90,000
2 - 4 Years	\$ 43,000	\$ 45,500	\$ 51,750	\$ 47,500	\$ 56,000	\$ 84,000	\$ 94,000
5 - 7 Years	\$ 47,000	\$ 49,500	\$ 55,750	\$ 51,500	\$ 60,000	\$ 88,000	\$ 98,000
8 - 10 Years	\$ 51,000	\$ 53,500	\$ 59,750	\$ 55,500	\$ 64,000	\$ 92,000	\$ 102,000
11 - 14 Years	\$ 55,000	\$ 57,500	\$ 63,750	\$ 59,500	\$ 68,000	\$ 96,000	\$ 106,000
15 - 20 Years	\$ 59,000	\$ 61,500	\$ 67,750	\$ 63,500	\$ 72,000	\$ 100,000	\$ 110,000
20 + Years	\$ 63,000	\$ 65,500	\$ 71,750	\$ 67,500	\$ 76,000	\$ 104,000	\$ 114,000

10 Month

11 Month

12 Month

10 Month

12 Month

12 Month

12 Month

M-CSD RE-1 will allow for up to seven (7) 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: 16-May-23  
Effective for: School Year 2023-24





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

			School Secretary 10/MCMS Registrar	Finance Secretary 9.5	Finance Secretary 10/MCHS Registrar	Finance Secretary 11	Finance Secretary 12	Specialist	Executive Secretary / Specialist
	Clerical	School Secretary 9.5							
Step 1	\$ 18,700	\$ 21,200	\$ 22,800	\$ 24,400	\$ 26,200	\$ 27,700	\$ 35,300	\$ 38,700	\$ 39,200
Step 2	\$ 19,120	\$ 21,640	\$ 23,240	\$ 24,840	\$ 26,640	\$ 28,140	\$ 35,740	\$ 39,290	\$ 39,790
Step 3	\$ 19,540	\$ 22,080	\$ 23,680	\$ 25,280	\$ 27,080	\$ 28,580	\$ 36,180	\$ 39,880	\$ 40,380
Step 4	\$ 19,960	\$ 22,520	\$ 24,120	\$ 25,720	\$ 27,520	\$ 29,020	\$ 36,620	\$ 40,470	\$ 40,970
Step 5	\$ 20,380	\$ 22,960	\$ 24,560	\$ 26,160	\$ 27,960	\$ 29,460	\$ 37,060	\$ 41,060	\$ 41,560
Step 6	\$ 20,800	\$ 23,400	\$ 25,000	\$ 26,600	\$ 28,400	\$ 29,900	\$ 37,500	\$ 41,650	\$ 42,150
Step 7	\$ 21,220	\$ 23,840	\$ 25,440	\$ 27,040	\$ 28,840	\$ 30,340	\$ 37,940	\$ 42,240	\$ 42,740
Step 8	\$ 21,640	\$ 24,280	\$ 25,880	\$ 27,480	\$ 29,280	\$ 30,780	\$ 38,380	\$ 42,830	\$ 43,330
Step 9	\$ 22,060	\$ 24,720	\$ 26,320	\$ 27,920	\$ 29,720	\$ 31,220	\$ 38,820	\$ 43,420	\$ 43,920
Step 10	\$ 22,480	\$ 25,160	\$ 26,760	\$ 28,360	\$ 30,160	\$ 31,660	\$ 39,260	\$ 44,010	\$ 44,510
Step 11	\$ 22,900	\$ 25,600	\$ 27,200	\$ 28,800	\$ 30,600	\$ 32,100	\$ 39,700	\$ 44,600	\$ 45,100
Step 12	\$ 23,320	\$ 26,040	\$ 27,640	\$ 29,240	\$ 31,040	\$ 32,540	\$ 40,140	\$ 45,190	\$ 45,690
Step 13	\$ 23,740	\$ 26,480	\$ 28,080	\$ 29,680	\$ 31,480	\$ 32,980	\$ 40,580	\$ 45,780	\$ 46,280
Step 14	\$ 24,160	\$ 26,920	\$ 28,520	\$ 30,120	\$ 31,920	\$ 33,420	\$ 41,020	\$ 46,370	\$ 46,870
Step 15	\$ 24,580	\$ 27,360	\$ 28,960	\$ 30,560	\$ 32,360	\$ 33,860	\$ 41,460	\$ 46,960	\$ 47,460
Step 16	\$ 25,000	\$ 27,800	\$ 29,400	\$ 31,000	\$ 32,800	\$ 34,300	\$ 41,900	\$ 47,550	\$ 48,050
Step 17	\$ 25,420	\$ 28,240	\$ 29,840	\$ 31,440	\$ 33,240	\$ 34,740	\$ 42,340	\$ 48,140	\$ 48,640
Step 18	\$ 25,840	\$ 28,680	\$ 30,280	\$ 31,880	\$ 33,680	\$ 35,180	\$ 42,780	\$ 48,730	\$ 49,230
Step 19	\$ 26,260	\$ 29,120	\$ 30,720	\$ 32,320	\$ 34,120	\$ 35,620	\$ 43,220	\$ 49,320	\$ 49,820
Step 20	\$ 26,680	\$ 29,560	\$ 31,160	\$ 32,760	\$ 34,560	\$ 36,060	\$ 43,660	\$ 49,910	\$ 50,410

9.5 month

9.5 month

10 Month

9.5 month

10 Month

11 Month

12 Month

12 Month

12 Month

M-CSD RE-1 will allow for up to seven (7) 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

Revised: Nov 28, 2023  
Effective for: School Year 2023-24



**Montezuma-Cortez School District RE-1  
Hardware/Software Technician Salary Schedule  
See appropriate work calendar**

STEP	Technician	Data Specialist / Network Manager	Security Officer
Step 1	\$ 39,600	\$ 44,000	\$ 35,050
Step 2	\$ 40,132	\$ 44,532	\$ 35,415
Step 3	\$ 40,664	\$ 45,064	\$ 35,780
Step 4	\$ 41,196	\$ 45,596	\$ 36,145
Step 5	\$ 41,728	\$ 46,128	\$ 36,510
Step 6	\$ 42,260	\$ 46,660	\$ 36,875
Step 7	\$ 42,792	\$ 47,192	\$ 37,240
Step 8	\$ 43,324	\$ 47,724	\$ 37,605
Step 9	\$ 43,856	\$ 48,256	\$ 37,970
Step 10	\$ 44,388	\$ 48,788	\$ 38,335
Step 11	\$ 44,920	\$ 49,320	\$ 38,700
Step 12	\$ 45,452	\$ 49,852	\$ 39,065
Step 13	\$ 45,984	\$ 50,384	\$ 39,430
Step 14	\$ 46,516	\$ 50,916	\$ 39,795
Step 15	\$ 47,048	\$ 51,448	\$ 40,160
Step 16	\$ 47,580	\$ 51,980	\$ 40,525
Step 17	\$ 48,112	\$ 52,512	\$ 40,890
Step 18	\$ 48,644	\$ 53,044	\$ 41,255
Step 19	\$ 49,176	\$ 53,576	\$ 41,620
Step 20	\$ 49,708	\$ 54,108	\$ 41,655

12 month  
40 Hrs/Wk

12 month  
40 Hrs/Wk

10 month  
40 Hrs/Wk

**Minimum Job qualifications:**

**Technicians:**

- \* 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.

**Safety Officer**

CPI, ICS100Sca, IS362  
Valid CO Driver's License  
CPR/AED/First Aid preferred upon hire

Placement on column depend up certifications held and movement must be approved by Administration.

M-CSD RE-1 will allow for up to seven (7) 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.

Revised: 20-Jun-23  
Effective for: School Year 2023-24



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

	<b>Custodial</b>	<b>Maintenance Grade 1</b>	<b>Maintenance Grade 2</b>	<b>Plumber/ Electrician</b>	<b>Licensed/ Certified Maintenance</b>
Step 1	\$ 31,200	\$ 31,550	\$ 33,050	\$ 37,050	\$ 53,576
Step 2	\$ 31,565	\$ 31,915	\$ 33,415	\$ 37,645	\$ 54,176
Step 3	\$ 31,930	\$ 32,280	\$ 33,780	\$ 38,240	\$ 54,776
Step 4	\$ 32,295	\$ 32,645	\$ 34,145	\$ 38,835	\$ 55,376
Step 5	\$ 32,660	\$ 33,010	\$ 34,510	\$ 39,430	\$ 55,976
Step 6	\$ 33,025	\$ 33,375	\$ 34,875	\$ 40,025	\$ 56,576
Step 7	\$ 33,390	\$ 33,740	\$ 35,240	\$ 40,620	\$ 57,176
Step 8	\$ 33,755	\$ 34,105	\$ 35,605	\$ 41,215	\$ 57,776
Step 9	\$ 34,120	\$ 34,470	\$ 35,970	\$ 41,810	\$ 58,376
Step 10	\$ 34,485	\$ 34,835	\$ 36,335	\$ 42,405	\$ 58,976
Step 11	\$ 34,850	\$ 35,200	\$ 36,700	\$ 43,000	\$ 59,576
Step 12	\$ 35,215	\$ 35,565	\$ 37,065	\$ 43,595	\$ 60,176
Step 13	\$ 35,580	\$ 35,930	\$ 37,430	\$ 44,190	\$ 60,776
Step 14	\$ 35,945	\$ 36,295	\$ 37,795	\$ 44,785	\$ 61,376
Step 15	\$ 36,310	\$ 36,660	\$ 38,160	\$ 45,380	\$ 61,976
Step 16	\$ 36,675	\$ 37,025	\$ 38,525	\$ 45,975	\$ 62,576
Step 17	\$ 37,040	\$ 37,390	\$ 38,890	\$ 46,570	\$ 63,176
Step 18	\$ 37,405	\$ 37,755	\$ 39,255	\$ 47,165	\$ 63,776
Step 19	\$ 37,770	\$ 38,120	\$ 39,620	\$ 47,760	\$ 64,376
Step 20	\$ 38,135	\$ 38,485	\$ 39,985	\$ 48,355	\$ 64,976

12 Month

12 Month

12 Month

12 Month

12 Month

M-CSD RE-1 will allow for up to seven (7) 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.

<b>Extra Assignments:</b>	
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: Oct 17, 2023  
 Effective for: School Year 2023-24



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

	<b>Paraprofessional</b>			<b>Para + 48 Hours</b>			<b>ESS Paraprofessional</b>			<b>Life Skills Paraprofessional</b>		
Step 1	\$	18,700	\$ 15.30	\$	19,700	\$ 16.11	\$	20,200	\$ 16.52	\$	20,700	\$ 16.93
Step 2	\$	19,142	\$ 15.66	\$	20,142	\$ 16.48	\$	20,642	\$ 16.89	\$	21,142	\$ 17.29
Step 3	\$	19,584	\$ 16.02	\$	20,584	\$ 16.84	\$	21,084	\$ 17.25	\$	21,584	\$ 17.66
Step 4	\$	20,026	\$ 16.38	\$	21,026	\$ 17.20	\$	21,526	\$ 17.61	\$	22,026	\$ 18.02
Step 5	\$	20,468	\$ 16.74	\$	21,468	\$ 17.56	\$	21,968	\$ 17.97	\$	22,468	\$ 18.38
Step 6	\$	20,910	\$ 17.10	\$	21,910	\$ 17.92	\$	22,410	\$ 18.33	\$	22,910	\$ 18.74
Step 7	\$	21,352	\$ 17.47	\$	22,352	\$ 18.28	\$	22,852	\$ 18.69	\$	23,352	\$ 19.10
Step 8	\$	21,794	\$ 17.83	\$	22,794	\$ 18.65	\$	23,294	\$ 19.05	\$	23,794	\$ 19.46
Step 9	\$	22,236	\$ 18.19	\$	23,236	\$ 19.01	\$	23,736	\$ 19.42	\$	24,236	\$ 19.82
Step 10	\$	22,678	\$ 18.55	\$	23,678	\$ 19.37	\$	24,178	\$ 19.78	\$	24,678	\$ 20.19
Step 11	\$	23,120	\$ 18.91	\$	24,120	\$ 19.73	\$	24,620	\$ 20.14	\$	25,120	\$ 20.55
Step 12	\$	23,562	\$ 19.27	\$	24,562	\$ 20.09	\$	25,062	\$ 20.50	\$	25,562	\$ 20.91
Step 13	\$	24,004	\$ 19.64	\$	25,004	\$ 20.45	\$	25,504	\$ 20.86	\$	26,004	\$ 21.27
Step 14	\$	24,446	\$ 20.00	\$	25,446	\$ 20.81	\$	25,946	\$ 21.22	\$	26,446	\$ 21.63
Step 15	\$	24,888	\$ 20.36	\$	25,888	\$ 21.18	\$	26,388	\$ 21.59	\$	26,888	\$ 21.99
Step 16	\$	25,330	\$ 20.72	\$	26,330	\$ 21.54	\$	26,830	\$ 21.95	\$	27,330	\$ 22.36
Step 17	\$	25,772	\$ 21.08	\$	26,772	\$ 21.90	\$	27,272	\$ 22.31	\$	27,772	\$ 22.72
Step 18	\$	26,214	\$ 21.44	\$	27,214	\$ 22.26	\$	27,714	\$ 22.67	\$	28,214	\$ 23.08
Step 19	\$	26,656	\$ 21.80	\$	27,656	\$ 22.62	\$	28,156	\$ 23.03	\$	28,656	\$ 23.44
Step 20	\$	27,098	\$ 22.17	\$	28,098	\$ 22.98	\$	28,598	\$ 23.39	\$	29,098	\$ 23.80

M-CSD RE-1 will allow for up to seven (7) 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.

Revised:  
 Effective for:

20-Jun-23  
 School Year 2023-24



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

STEP	Mechanics	Master Mechanics	Bus Driver	Bus Aide
Step 1	\$ 40,000	\$ 53,576	\$ 19.00	\$ 16.52
Step 2	\$ 40,420	\$ 54,176	\$ 19.40	\$ 16.89
Step 3	\$ 40,840	\$ 54,776	\$ 19.80	\$ 17.25
Step 4	\$ 41,260	\$ 55,376	\$ 20.20	\$ 17.61
Step 5	\$ 41,680	\$ 55,976	\$ 20.60	\$ 17.97
Step 6	\$ 42,100	\$ 56,576	\$ 21.00	\$ 18.33
Step 7	\$ 42,520	\$ 57,176	\$ 21.40	\$ 18.69
Step 8	\$ 42,940	\$ 57,776	\$ 21.80	\$ 19.05
Step 9	\$ 43,360	\$ 58,376	\$ 22.20	\$ 19.42
Step 10	\$ 43,780	\$ 58,976	\$ 22.60	\$ 19.78
Step 11	\$ 44,200	\$ 59,576	\$ 23.00	\$ 20.14
Step 12	\$ 44,620	\$ 60,176	\$ 23.40	\$ 20.50
Step 13	\$ 45,040	\$ 60,776	\$ 23.80	\$ 20.86
Step 14	\$ 45,460	\$ 61,376	\$ 24.20	\$ 21.22
Step 15	\$ 45,880	\$ 61,976	\$ 24.60	\$ 21.59
Step 16	\$ 46,300	\$ 62,576	\$ 25.00	\$ 21.95
Step 17	\$ 46,720	\$ 63,176	\$ 25.40	\$ 22.31
Step 18	\$ 47,140	\$ 63,776	\$ 25.80	\$ 22.67
Step 19	\$ 47,560	\$ 64,376	\$ 26.20	\$ 23.03
Step 20	\$ 47,980	\$ 64,976	\$ 26.60	\$ 23.39

12 month - See  
Appropriate  
Calendar

9 Month School  
Calendar - 148  
days

9 Month School  
Calendar - 148  
days

July-June  
Pay Cycle

Sept-August  
Pay Cycle

Sept-August  
Pay Cycle

M-CSD RE-1 will allow for up to seven (7) 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	\$500 per year (on anniversary hire date)
Lead Mechanic	\$2,000 per year

Revised: Oct 17, 2023  
Effective for: School Year 2023-24



**Montezuma-Cortez School District RE-1**  
**School Nutrition Personnel (School Calendar 148 Student Days)**

STEP	COOKS & CARRY-OUT	KITCHEN MANAGERS* LEWIS	KITCHEN MANAGERS* EXCLUDING LEWIS
Step 1	\$ 15.00	\$ 15.58	\$ 16.78
Step 2	\$ 15.45	\$ 16.03	\$ 17.23
Step 3	\$ 15.90	\$ 16.48	\$ 17.68
Step 4	\$ 16.35	\$ 16.93	\$ 18.13
Step 5	\$ 16.80	\$ 17.38	\$ 18.58
Step 6	\$ 17.25	\$ 17.83	\$ 19.03
Step 7	\$ 17.70	\$ 18.28	\$ 19.48
Step 8	\$ 18.15	\$ 18.73	\$ 19.93
Step 9	\$ 18.60	\$ 19.18	\$ 20.38
Step 10	\$ 19.05	\$ 19.63	\$ 20.83
Step 11	\$ 19.50	\$ 20.08	\$ 21.28
Step 12	\$ 19.95	\$ 20.53	\$ 21.73
Step 13	\$ 20.40	\$ 20.98	\$ 22.18
Step 14	\$ 20.85	\$ 21.43	\$ 22.63
Step 15	\$ 21.30	\$ 21.88	\$ 23.08
Step 16	\$ 21.75	\$ 22.33	\$ 23.53
Step 17	\$ 22.20	\$ 22.78	\$ 23.98
Step 18	\$ 22.65	\$ 23.23	\$ 24.43
Step 19	\$ 23.10	\$ 23.68	\$ 24.88
Step 20	\$ 23.55	\$ 24.13	\$ 25.33

9 Month

Sept-August  
Pay Cycle

9 Month

Sept-August  
Pay Cycle

9 Month

Sept-August  
Pay Cycle

M-CSD RE-1 will allow for up to seven (7) 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 .

Revised: 20-Jun-23  
 Effective for: School Year 2023-24



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

**Substitute Teacher Pay**

Long Term Sub	\$245.00
Current Colorado Certified/Licensed	\$200.00
Three and Five Year Substitute License	\$200.00
One Year Substitute Authorization	\$150.00

**Long Term Substitutes**

Long Term Sub's pay will begin the 1st day of assignment, the full licensed substitute teacher shall be placed on the first step of the BA column.

\*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 for Teacher' substitutes are paid by the classroom period or block. \$37.00 per hour*

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**

**Bus Drivers:**

- Regular Route Drivers: Paid per Transportation Salary Schedule (Benefits Eligible after 30 hours)
- Alternate route drivers: Paid per Transportation Salary Schedule

**Paraprofessionals:**

- Paraprofessional Substituting for a teacher Para Pay only (No additional pay)

**Substitute Employees:**

- Paraprofessionals: \$15.00  
-no change in pay for long term substituting
- Secretaries: \$15.00  
-no change in pay for long term substituting
- Food Service: \$15.00  
-no change in pay for long term substituting
- Custodians: \$15.00  
-no change in pay for long term substituting

Adopted:  
Effective for:

16-May-23  
School Year 2023-24



**Montezuma-Cortez School District RE-1  
High School Activities and Coaching Stipend Schedule**

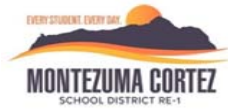
Position	Step 0		Step 1		Step 2		Step 3		Step 4	
	Step 0 %	Rate	Step 1 %	Rate	Step 2 %	Rate	Step 3 %	Rate	Step 4 %	Rate
Baseball Assistant Coach	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800	7.25%	\$ 2,900
Baseball Head Coach	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200	8.25%	\$ 3,300	8.50%	\$ 3,400
Basketball Boys Assistant Coach	7.00%	\$ 2,800	7.25%	\$ 2,900	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200
Basketball Boys Head Coach	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400
Basketball Girls Assistant Coach	7.00%	\$ 2,800	7.25%	\$ 2,900	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200
Basketball Girls Head Coach	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400
Cheer Assistant Coach	7.00%	\$ 2,800	7.25%	\$ 2,900	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200
Cheer Head Coach	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400
Color Guard	3.25%	\$ 1,300	3.50%	\$ 1,400	3.75%	\$ 1,500	4.00%	\$ 1,600	4.25%	\$ 1,700
Cross Country Assistant Coach	5.25%	\$ 2,100	5.50%	\$ 2,200	5.75%	\$ 2,300	6.00%	\$ 2,400	6.25%	\$ 2,500
Cross Country Head Coach	6.00%	\$ 2,400	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800
Drama (Fall)	5.00%	\$ 2,000	5.25%	\$ 2,100	5.50%	\$ 2,200	5.75%	\$ 2,300	6.00%	\$ 2,400
Drama/Musical Spring	5.00%	\$ 2,000	5.25%	\$ 2,100	5.50%	\$ 2,200	5.75%	\$ 2,300	6.00%	\$ 2,400
Football Assistant Coach	7.00%	\$ 2,800	7.25%	\$ 2,900	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200
Football Head Coach	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400
Golf Boys Assistant Coach	5.25%	\$ 2,100	5.50%	\$ 2,200	5.75%	\$ 2,300	6.00%	\$ 2,400	6.25%	\$ 2,500
Golf Boys Head Coach	6.00%	\$ 2,400	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800
Golf Girls Assistant Coach	5.25%	\$ 2,100	5.50%	\$ 2,200	5.75%	\$ 2,300	6.00%	\$ 2,400	6.25%	\$ 2,500
Golf Girls Head Coach	6.00%	\$ 2,400	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800
Jazz Band (Annual)	4.00%	\$ 1,600	4.25%	\$ 1,700	4.50%	\$ 1,800	4.75%	\$ 1,900	5.00%	\$ 2,000
Marching Band (Annual)	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400
Musical Spring	5.00%	\$ 2,000	5.25%	\$ 2,100	5.50%	\$ 2,200	5.75%	\$ 2,300	6.00%	\$ 2,400
Soccer Boys Assistant Coach	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800	7.25%	\$ 2,900
Soccer Boys Head Coach	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200	8.25%	\$ 3,300	8.50%	\$ 3,400
Soccer Girls Assistant Coach	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800	7.25%	\$ 2,900
Soccer Girls Head Coach	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200	8.25%	\$ 3,300	8.50%	\$ 3,400
Softball Assistant Coach	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800	7.25%	\$ 2,900
Softball Head Coach	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200	8.25%	\$ 3,300	8.50%	\$ 3,400
Track Assistant Coach	6.25%	\$ 2,500	6.50%	\$ 2,600	6.75%	\$ 2,700	7.00%	\$ 2,800	7.25%	\$ 2,900
Track Head Coach	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200	8.25%	\$ 3,300	8.50%	\$ 3,400
Volleyball Assistant Coach	7.00%	\$ 2,800	7.25%	\$ 2,900	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200
Volleyball Head Coach	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400
Wrestling Assistant Coach	7.00%	\$ 2,800	7.25%	\$ 2,900	7.50%	\$ 3,000	7.75%	\$ 3,100	8.00%	\$ 3,200
Wrestling Head Coach	10.00%	\$ 4,000	10.25%	\$ 4,100	10.50%	\$ 4,200	10.75%	\$ 4,300	11.00%	\$ 4,400

All stipends are based upon a designated percentage of the \$40,000 base salary.

The number of available coaching positions are determined by student participation and the adopted budget.

Revised: Oct 17, 2023  
Effective for: School Year 2023-24





**Montezuma-Cortez School District RE-1  
Middle School Activities and Coaching Stipend Schedule**

Position	Step 0		Step 1		Step 2		Step 3		Step 4	
	Step 0 %	Rate	Step 1 %	Rate	Step 2 %	Rate	Step 3 %	Rate	Step 4 %	Rate
Baseball Assistant Coach	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700
Baseball Head Coach	4.25%	1,700	4.50%	1,800	4.75%	1,900	5.00%	2,000	5.25%	2,100
Basketball Boys Assistant Coach	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800
Basketball Boys Head Coach	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300
Basketball Girls Assistant Coach	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800
Basketball Girls Head Coach	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300
Cheer Assistant Coach	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800
Cheer Head Coach	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300
Color Guard	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700
Cross Country Assistant Coach	3.00%	1,200	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600
Cross Country Head Coach	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800	4.75%	1,900
Drama (Spring)	3.00%	1,200	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600
Drama/Musical (Fall)	3.00%	1,200	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600
Football Assistant Coach	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800
Football Head Coach	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300
Jazz Band (Annual)	3.00%	1,200	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600
Marching Band (Annual)	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300
Musical (Fall)	3.00%	1,200	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600
Soccer Boys Assistant Coach	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700
Soccer Boys Head Coach	4.25%	1,700	4.50%	1,800	4.75%	1,900	5.00%	2,000	5.25%	2,100
Soccer Girls Assistant Coach	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700
Soccer Girls Head Coach	4.25%	1,700	4.50%	1,800	4.75%	1,900	5.00%	2,000	5.25%	2,100
Softball Assistant Coach	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700
Softball Head Coach	4.25%	1,700	4.50%	1,800	4.75%	1,900	5.00%	2,000	5.25%	2,100
Track Assistant Coach	3.25%	1,300	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700
Track Head Coach	4.25%	1,700	4.50%	1,800	4.75%	1,900	5.00%	2,000	5.25%	2,100
Volleyball Assistant Coach	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800
Volleyball Head Coach	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300
Wrestling Assistant Coach	3.50%	1,400	3.75%	1,500	4.00%	1,600	4.25%	1,700	4.50%	1,800
Wrestling Head Coach	4.75%	1,900	5.00%	2,000	5.25%	2,100	5.50%	2,200	5.75%	2,300

All stipends are based upon a designated percentage of the \$40,000 base salary.

The number of available coaching positions are determined by student participation and the adopted budget.

Revised:  
Effective for:

Sep 19, 2023  
School Year 2023-24



**Montezuma-Cortez School District RE-1**  
**Other Assignments and Grant Funded Stipends**

Assignment Title	% of Base	Stipend Amount
ACE Coordinator	3.75%	\$ 1,500
Communication Liaison	3.75%	\$ 1,500
Critical Counselor	5.00%	\$ 2,000
CTE	25.00%	\$ 10,000
Elementary Teacher Leader (2 to 6 depending on number of tracks)	2.50%	\$ 1,000
Facility Support (Out of District Events, i.e. auditorium or gymnasium)	N/A	\$35/hr
FFA Summer Assignment	12.50%	\$ 5,000
Freshman Class Sponsor	1.25%	\$ 500
Junior Class Sponsor	5.00%	\$ 2,000
MCHS Advanced Placement Coordinator	2.90%	\$ 1,160
Secondary Teacher Leader (5 max per school)	3.00%	\$ 1,200
Senior Class Sponsor	5.00%	\$ 2,000
Sophomore Class Sponsor	1.25%	\$ 500

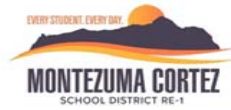
**Grant Funded Stipends**

(Grant funded stipends will vary throughout the year based upon grants awarded.)

Stipend Title	Stipend Amount	Funding Source	# of Stipends Available
ELL Liaison	\$ 1,400.00	ELPA	4
Gifted & Talented	\$ 1,000.00	BOCES	7.5
Teacher Mentors	\$ 1,000.00	Title II	15
Kemper after school tutoring	\$37/hr x 72 hrs	Title I	4
Mesa after school tutoring	\$37/hr x 72 hrs	Title I	5
Professional Development Fall Academy Participant	\$ 300.00	Title II	24
Professional Development Spring Academy Participant	\$ 300.00	Title II	20
Preschool Retention	\$ 1,500.00	BCG	15
Suicide Prevention & Response QPR Training	\$37/hr x 3 hrs	SP&CRT	20
Untapped Learning Training Stipend	\$37/hr x 6 hrs	SLFRF	40

Stipends and Assignments are available to employees for time spent outside of their District Contractual Agreement.

Revised: Dec 19, 2023  
 Effective for: School Year 2023-24



Montezuma-Cortez School District RE-1  
STUDENT CLUB SPONSOR STIPENDS

The Montezuma-Cortez School District RE-1's Student Club Stipend amounts are based upon the number of students involved, overall student contact hours and the club's level of community involvement. Sponsors will work with their principals to develop a schedule, plan for their club and determine if stipend funding is available.

Clubs must have a minimum of eight (8) students, elect officers, have regular meetings and log at minimum (20) twenty student contact hours which are documented through activity logs and sign in sheets. Stipends are paid per club/organization. In the instance that more than one sponsor share responsibilities, the total payment will be divided equally between those sharing the position.

Sponsors must complete an activity log and end of year report by June 1st of each school year delivered to the Board of Education. Stipend amounts will be determined by the building administrator after reviewing and verifying the activity log and end of year report. Stipends will not be paid without this information.

Activity Logs must include:

- o Date of activity
- o Sign-in Sheet
- o Time started/ended
- o Synopsis of activity

End of year report must include (but are not exclusive to):

- o List of students participating in the club/organization
- o List of the Club Officers' names and roles
- o Sign-in sheets from meetings and activities
- o Goals of the club or organization
- o Summary of how goals were met
- o Focus for next year (i.e. changes, activities planned)
- o Fundraising overview (fundraisers completed, money collected, how money was spent)
- o Student statements about the club/organization
- o 5-10 pictures of students participating in the club/organization



Montezuma-Cortez School District RE-1  
STUDENT CLUB SPONSOR STIPENDS

	1 Point	2 Points	3 Points	4 Points
Expected annual student contact hours (beyond District Contractual Agreement)	20-40	41-60	61-80	81+
Average Number of Students	8-14	15-24	25-34	35+
Public Involvement, Event/Performances, Community Service	1-2 hours	3-4 hours	5-6 hours	7+ hours

Points Based on Rubric	Stipend Amount
3-5	\$700
6-8	\$1,150
9-11	\$1,600
12	\$2,150

Adopted: 19-Sep-23  
Effective for: School Year 2023-24