

## 2020/21 Pay Schedules

**Ellicott School District 22**  
**322 S Ellicott Hwy**  
**Ellicott, CO 80808**  
**(719) 683-2700**



### Full-Time Employee Benefits

Quality Medical, Vision, and Dental (District pays up to \$525 per month towards any be  
4 Day Work Week (M-Th)  
144 student contact days  
155 teacher work days  
Federal loan-forgiveness eligibility  
Professional Development  
5 snow days built in  
All discretionary days open for personal use

Teacher and Counselor (Certified) Salary Schedule								
STEP	BA	BA+12	BA+24	MA	MA+1 2	MA+2 4	MA+3 6 PhD	STEP
1	33,000	33,600	34,200	35,200	35,800	36,400	37,400	1
2	33,350	33,950	34,550	35,550	36,150	36,750	37,750	2
3	33,700	34,300	34,900	35,900	36,500	37,100	38,100	3
4	34,150	34,750	35,350	36,350	36,950	37,550	38,550	4
5	34,600	35,200	35,800	36,800	37,400	38,000	39,100	5
6	35,150	35,750	36,350	37,350	37,950	38,550	39,650	6
7	35,700	36,300	36,900	37,900	38,500	39,100	40,200	7
8	36,250	36,850	37,450	38,450	39,050	39,650	40,750	8
9	36,800	37,400	38,000	39,000	39,600	40,200	41,300	9
10	37,350	37,950	38,550	39,550	40,150	40,750	41,850	10
11	37,850	38,600	39,200	40,200	40,800	41,400	42,500	11
12	38,250	39,250	39,850	40,850	41,450	42,050	43,150	12
13	38,550	39,900	40,500	41,500	42,100	42,700	43,800	13
14	38,750	40,550	41,150	42,150	42,750	43,350	44,450	14
15	38,850	41,150	41,800	42,800	43,400	44,000	45,100	15
16	38,850	41,650	42,550	43,550	44,150	44,750	45,850	16
17	38,850	42,050	43,300	44,300	44,900	45,500	46,600	17
18	38,850	42,350	44,050	45,050	45,650	46,250	47,350	18
19	38,850	42,550	44,750	45,800	46,400	47,000	48,100	19
20	38,850	42,550	45,350	46,550	47,150	47,750	48,850	20
21	38,850	42,550	45,850	47,400	48,000	48,600	49,700	21
22	38,850	42,550	46,250	48,250	48,850	49,450	50,550	22
23	38,850	42,550	46,550	49,100	49,700	50,300	51,400	23
24	38,850	42,550	46,550	49,900	50,550	51,150	52,250	24
25	38,850	42,550	46,550	50,500	51,400	52,000	53,100	25
26	38,850	42,550	46,550	50,900	52,350	52,950	54,050	26
27	38,850	42,550	46,550	51,100	53,250	53,900	55,000	27
28	38,850	42,550	46,550	51,150	53,950	54,800	55,950	28
29	38,850	42,550	46,550	51,150	54,450	55,500	56,900	29
30	38,850	42,550	46,550	51,150	54,750	56,000	57,850	30
31	38,850	42,550	46,550	51,150	54,750	56,300	58,800	31
32	38,850	42,550	46,550	51,150	54,750	56,400	59,750	32
33	38,850	42,550	46,550	51,150	54,750	56,400	60,700	33
34	38,850	42,550	46,550	51,150	54,750	56,400	61,650	34
35	38,850	42,550	46,550	51,150	54,750	56,400	62,600	35

<b>Instructional Leadership Salary Schedule</b>									
<b>STEP</b>	<b>Instructional Leadership Salary Schedule</b>								<b>STEP</b>
	<b>Elemntry School</b>	<b>Middle School</b>	<b>High School</b>	<b>Elemntry School</b>	<b>Middle School</b>	<b>High School</b>	<b>Social Emotional</b>	<b>TOSA*</b>	
<b>Base</b>	64,900	66,850	69,300	56,200	56,200	56,200	36,300	38,000	<b>Base</b>
<b>1</b>	66,100	68,050	70,500	57,200	57,200	57,200	37,300	39,000	<b>1</b>
<b>2</b>	67,300	69,250	71,700	58,200	58,200	58,200	38,300	40,000	<b>2</b>
<b>3</b>	68,500	70,450	72,900	59,200	59,200	59,200	39,300	41,000	<b>3</b>
<b>4</b>	69,700	71,650	74,100	60,200	60,200	60,200	40,300	42,000	<b>4</b>
<b>5</b>	70,900	72,850	75,300	61,200	61,200	61,200	41,300	43,000	<b>5</b>
<b>6</b>	72,100	74,050	76,500	62,200	62,200	62,200	42,300	44,000	<b>6</b>
<b>7</b>	73,300	75,250	77,700	63,200	63,200	63,200	43,300	45,000	<b>7</b>
<b>8</b>	74,500	76,450	78,900	64,200	64,200	64,200	44,300	46,000	<b>8</b>
<b>9</b>	75,700	77,650	80,100	65,200	65,200	65,200	45,300	47,000	<b>9</b>
<b>10</b>	76,900	78,850	81,300	66,200	66,200	66,200	46,300	48,000	<b>10</b>
<b>11</b>	78,100	80,050	82,500	67,200	67,200	67,200	47,300	49,000	<b>11</b>
<b>12</b>	79,300	81,250	83,700	68,200	68,200	68,200	48,300	50,000	<b>12</b>
<b>13</b>	80,500	82,450	84,900	69,200	69,200	69,200	49,300	51,000	<b>13</b>
<b>14</b>	81,700	83,650	86,100	70,200	70,200	70,200	50,300	52,000	<b>14</b>
<b>15</b>	82,900	84,850	87,300	71,200	71,200	71,200	51,300	53,000	<b>15</b>
<b>16</b>	84,100	86,050	88,500	72,200	72,200	72,200	52,300	54,000	<b>16</b>
<b>17</b>	85,300	87,250	89,700	73,200	73,200	73,200	53,300	55,000	<b>17</b>
<b>18</b>	86,500	88,450	90,900	74,200	74,200	74,200	54,300	56,000	<b>18</b>
<b>19</b>	87,700	89,650	92,100	75,200	75,200	75,200	55,300	57,000	<b>19</b>
<b>20</b>	88,900	90,850	93,300	76,200	76,200	76,200	56,300	58,000	<b>20</b>
<b>21</b>	90,100	92,050	94,500	77,200	77,200	77,200	57,300	59,000	<b>21</b>
<b>22</b>	91,300	93,250	95,700	78,200	78,200	78,200	58,300	60,000	<b>22</b>
<b>23</b>	92,500	94,450	96,900	79,200	79,200	79,200	59,300	61,000	<b>23</b>
<b>24</b>	93,700	95,650	98,100	80,200	80,200	80,200	60,300	62,000	<b>24</b>
<b>25</b>	94,900	96,850	99,300	81,200	81,200	81,200	61,300	63,000	<b>25</b>

\*possible roles include: Dean, ELD Coordinator, GT Coordinator, PS Director, District Resource Teacher, Instructional Coach  
 Superintendent at negotiated rate from base of \$100,000

Year-Round Salary Schedule								
Step	Maint Director	Transp Director	Nutrition Director	Tech Director	Business Manager	HR Specialist	Instructional Support Coordinator	Step
1	38,800	41,000	38,800	55,900	60,000	33,600	50,000	1
2	40,000	42,200	40,000	57,100	61,200	34,600	51,000	2
3	41,200	43,400	41,200	58,300	62,400	35,600	52,000	3
4	42,400	44,600	42,400	59,500	63,600	36,600	53,000	4
5	43,600	45,800	43,600	60,700	64,800	37,600	54,000	5
6	44,800	47,000	44,800	61,900	66,000	38,600	55,000	6
7	46,000	48,200	46,000	63,100	67,200	39,600	56,000	7
8	47,200	49,400	47,200	64,300	68,400	40,600	57,000	8
9	48,400	50,600	48,400	65,500	69,600	41,600	58,000	9
10	49,600	51,800	49,600	66,700	70,800	42,600	59,000	10
11	50,800	53,000	50,800	67,900	72,000	43,600	60,000	11
12	52,000	54,200	52,000	69,100	73,200	44,600	61,000	12
13	53,200	55,400	53,200	70,300	74,400	45,600	62,000	13
14	54,400	56,600	54,400	71,500	75,600	46,600	63,000	14
15	55,600	57,800	55,600	72,700	76,800	47,600	64,000	15
16	56,800	59,000	56,800	73,900	78,000	48,600	65,000	16
17	58,000	60,200	58,000	75,100	79,200	49,600	66,000	17
18	59,200	61,400	59,200	76,300	80,400	50,600	67,000	18
19	60,400	62,600	60,400	77,500	81,600	51,600	68,000	19
20	61,600	63,800	61,600	78,700	82,800	52,600	69,000	20
21	62,800	65,000	62,800	79,900	84,000	53,600	70,000	21
22	64,000	66,200	64,000	81,100	85,200	54,600	71,000	22
23	65,200	67,400	65,200	82,300	86,400	55,600	72,000	23
24	66,400	68,600	66,400	83,500	87,600	56,600	73,000	24
25	67,600	69,800	67,600	84,700	88,800	57,600	74,000	25

Classified Staff Hourly Rates							
	Kitchen Assitant Bus Mon	Para Cook	ELL Para ISS Para Lib. Assit	Sec. L2 Maint Assit	Sec. L1	IT Assist Executive Admin Mechan	
STEP							STEP
1	12.00	13.20	13.80	15.00	15.60	16.80	1
2	12.33	13.56	14.18	15.41	16.03	17.26	2
3	12.67	13.94	14.57	15.84	16.47	17.74	3
4	13.02	14.32	14.97	16.27	16.92	18.22	4
5	13.38	14.71	15.38	16.72	17.39	18.73	5
6	13.74	15.12	15.80	17.18	17.87	19.24	6
7	14.12	15.53	16.24	17.65	18.36	19.77	7
8	14.51	15.96	16.69	18.14	18.86	20.31	8
9	14.91	16.40	17.14	18.64	19.38	20.87	9
10	15.32	16.85	17.62	19.15	19.91	21.45	10
11	15.74	17.31	18.10	19.67	20.46	22.04	11
12	16.17	17.79	18.60	20.22	21.02	22.64	12
13	16.62	18.28	19.11	20.77	21.60	23.26	13
14	17.07	18.78	19.64	21.34	22.20	23.90	14
15	17.54	19.30	20.18	21.93	22.81	24.56	15
16	18.03	19.83	20.73	22.53	23.43	25.24	16
17	18.52	20.37	21.30	23.15	24.08	25.93	17
18	19.03	20.93	21.89	23.79	24.74	26.64	18
19	19.55	21.51	22.49	24.44	25.42	27.38	19
20	20.09	22.10	23.11	25.12	26.12	28.13	20
21	20.65	22.71	23.74	25.81	26.84	28.90	21
22	21.21	23.33	24.39	26.52	27.58	29.70	22
23	21.80	23.98	25.07	27.25	28.34	30.51	23
24	22.40	24.64	25.75	27.99	29.11	31.35	24
25	23.01	25.31	26.46	28.76	29.91	32.22	25

Substitute Daily Rates		
Paraprofessional/Classified Substitute	\$96.00	per day
Teacher Substitute	\$107.00	per day

## Drivers

STEP	Route	Activity	Sub	Office Bus Meet Bus Mon	STEP
1	20.40	15.30	15.30	12.00	1
2	20.40	15.30	15.30	12.33	2
3	20.40	15.30	15.30	12.67	3
4	20.40	15.30	15.30	13.02	4
5	20.90	15.30	15.30	13.38	5
6	20.90	15.30	15.30	13.74	6
7	20.90	15.30	15.30	14.12	7
8	20.90	15.30	15.30	14.51	8
9	20.90	15.30	15.30	14.91	9
10	21.42	15.30	15.30	15.32	10
11	21.42	15.30	15.30	15.74	11
12	21.42	15.30	15.30	16.17	12
13	21.42	15.30	15.30	16.62	13
14	21.42	15.30	15.30	17.07	14
15	22.49	15.30	15.30	17.54	15
16	22.49	15.30	15.30	18.03	16
17	22.49	15.30	15.30	18.52	17
18	22.49	15.30	15.30	19.03	18
19	22.49	15.30	15.30	19.55	19
20	23.62	15.30	15.30	20.09	20
21	23.62	15.30	15.30	20.65	21
22	23.62	15.30	15.30	21.21	22
23	23.62	15.30	15.30	21.80	23
24	23.62	15.30	15.30	22.40	24
25	24.80	15.30	15.30	23.01	25
26	24.80	15.30	15.30	23.64	26
27	24.80	15.30	15.30	24.29	27
28	24.80	15.30	15.30	24.96	28
29	24.80	15.30	15.30	25.65	29
30	26.04	15.30	15.30	26.35	30

ExtraCurricular Stipends  
Teacher Base Pay  
\$33,000

1%	1.50%	2%	2.50%	3%	3.50%	4%	4.50%	5%	5.50%	6%	6.50%
\$330	\$495	\$660	\$825	\$990	\$1,155	\$1,320	\$1,485	\$1,650	\$1,815	\$1,980	\$2,145

ES Yearbook	NJHS (MS)	Drama	HS Matchwits	FBLA	ES Music	Secondary Music	Grant Coordinator *	Summer School Coord	Concessions	Teacher Induction Coord
MS Yearbook	NHS (HS)	Music Accompanist	SAC	VICA		Summer School Teacher			HS Student Council	Summer Stud Health Coord
Freshman Spon	Teacher Mentor (yr 1)		Team Lead	MS Stucco		Event Coordinator ****			UCCS Coordinator (NEW)	
Elego Club	Junior Spon/Prom		GT Building Lead							
STEAM Club	Senior Spon		Sec 1 (Frontline, OLR)							
ES Matchwits			Enrichmant/Camp Teacher							
Drama Accompanist										
Teacher Mentor (yr 2)										
Sophomore Spon										

Other Stipends			
Stipends For:	Rate	Period	Paid
National Certification **	\$1,500.00	Per Year	Dec/May
CTE/CTA Certified ***	\$2,000.00	PerYear	Dec/May
FBLA Summer Trip	\$150.00	PerDay	MoAfter
Sea Perch (3 hours)	\$50.00	PerEvent	MoAfter
Athletic Trainer	\$150.00	PerEvent	MoAfter
Tutoring/Translating	\$20.00	PerHour	MoAfter
In House Sub Cover Plantime	\$20.00	PerPlan	MoAfter
In House Sub Split Class	\$30.00	Full Day	MoAfter
Event Cover (Gate, Clock, Line)	\$20.00	PerEvent	After Season

Notes:

\* Award grant amount needs to be over \$20,000

\*\* Must hold a National Board for Professional Teaching Standards (NBTS) certificate, National Board for Certified Counselors (NCC, CCMHC, or NCSC only), or CTE Specialist certification

\*\*\* Must have a CTE/CTA Endorsement on License and 50% of classes taught must be approved CTE/CTA courses

\*\*\*\* Divided among all coordinators

Class sponsors have two positions budgeted each. The stipend amount will be split if there are more that 2 employees per class sponsor position.

## Ellicott School District Athletic Coaching Stipend Schedule

### Head Coaches

Base Pay: \$3,000

Sport	Multiplier	Final Amount
Football	1.75	5250
Basketball	1.5	4500
Volleyball	1	3000
Soccer	1	3000
Baseball	1	3000
Wrestling	1	3000
Track	1	3000
Cross Country	0.8	2400
Cheer (per season)	0.5	1500

### Middle School Head and High School Assistant Coach

Base Pay \$1,750

Sport	Multiplier	Final Amount
Football	1.4	\$2,450.00
Basketball	1.2	\$2,100.00
Volleyball	1	\$1,750.00
Soccer	1	\$1,750.00
Baseball	1	\$1,750.00
Wrestling	1	\$1,750.00
Track	1	\$1,750.00
Cross Country	0.8	\$1,400.00
Cheer	0.5	\$875.00

### Middle School Assistant

Base Pay: \$1,000

Sport	Multiplier	Final Amount
Football	1.4	\$1,400.00
Basketball	1.2	\$1,200.00
Volleyball	1	\$1,000.00
Soccer	1	\$1,000.00
Baseball	1	\$1,000.00
Wrestling	1	\$1,000.00
Track	1	\$1,000.00
Cross Country	0.8	\$800.00
Cheer (per season)	0.5	\$500.00