

## 2021/22 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 \$565 per month towards any benefit)  
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 (Certified) Salary Schedule								
STEP	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36 PhD	STEP
1	35,000	35,600	36,200	37,200	37,800	38,400	39,400	1
2	35,350	35,950	36,550	37,550	38,150	38,750	39,750	2
3	35,700	36,300	36,900	37,900	38,500	39,100	40,100	3
4	36,150	36,750	37,350	38,350	38,950	39,550	40,550	4
5	36,600	37,200	37,800	38,800	39,400	40,000	41,100	5
6	37,150	37,750	38,350	39,350	39,950	40,550	41,650	6
7	37,700	38,300	38,900	39,900	40,500	41,100	42,200	7
8	38,250	38,850	39,450	40,450	41,050	41,650	42,750	8
9	38,800	39,400	40,000	41,000	41,600	42,200	43,300	9
10	39,350	39,950	40,550	41,550	42,150	42,750	43,850	10
11	39,850	40,600	41,200	42,200	42,800	43,400	44,500	11
12	40,250	41,250	41,850	42,850	43,450	44,050	45,150	12
13	40,550	41,900	42,500	43,500	44,100	44,700	45,800	13
14	40,750	42,550	43,150	44,150	44,750	45,350	46,450	14
15	40,850	43,150	43,800	44,800	45,400	46,000	47,100	15
16	40,850	43,650	44,550	45,550	46,150	46,750	47,850	16
17	40,850	44,050	45,300	46,300	46,900	47,500	48,600	17
18	40,850	44,350	46,050	47,050	47,650	48,250	49,350	18
19	40,850	44,550	46,750	47,800	48,400	49,000	50,100	19
20	40,850	44,550	47,350	48,550	49,150	49,750	50,850	20
21	40,850	44,550	47,850	49,400	50,000	50,600	51,700	21
22	40,850	44,550	48,250	50,250	50,850	51,450	52,550	22
23	40,850	44,550	48,550	51,100	51,700	52,300	53,400	23
24	40,850	44,550	48,550	51,900	52,550	53,150	54,250	24
25	40,850	44,550	48,550	52,500	53,400	54,000	55,100	25
26	40,850	44,550	48,550	52,900	54,350	54,950	56,050	26
27	40,850	44,550	48,550	53,100	55,250	55,900	57,000	27
28	40,850	44,550	48,550	53,150	55,950	56,800	57,950	28
29	40,850	44,550	48,550	53,150	56,450	57,500	58,900	29
30	40,850	44,550	48,550	53,150	56,750	58,000	59,850	30
31	40,850	44,550	48,550	53,150	56,750	58,300	60,800	31
32	40,850	44,550	48,550	53,150	56,750	58,400	61,750	32
33	40,850	44,550	48,550	53,150	56,750	58,400	62,700	33
34	40,850	44,550	48,550	53,150	56,750	58,400	63,650	34
35	40,850	44,550	48,550	53,150	56,750	58,400	64,600	35

## Instructional Leadership Salary Schedule

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

\*possible roles include: Dean, ELD Coordinator, GT Coordinator, PS Director, District Resource

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	40,500	41,000	40,500	55,900	60,000	40,500	50,000	1
2	41,700	42,200	41,700	57,100	61,200	41,500	51,000	2
3	42,900	43,400	42,900	58,300	62,400	42,500	52,000	3
4	44,100	44,600	44,100	59,500	63,600	43,500	53,000	4
5	45,300	45,800	45,300	60,700	64,800	44,500	54,000	5
6	46,500	47,000	46,500	61,900	66,000	45,500	55,000	6
7	47,700	48,200	47,700	63,100	67,200	46,500	56,000	7
8	48,900	49,400	48,900	64,300	68,400	47,500	57,000	8
9	50,100	50,600	50,100	65,500	69,600	48,500	58,000	9
10	51,300	51,800	51,300	66,700	70,800	49,500	59,000	10
11	52,500	53,000	52,500	67,900	72,000	50,500	60,000	11
12	53,700	54,200	53,700	69,100	73,200	51,500	61,000	12
13	54,900	55,400	54,900	70,300	74,400	52,500	62,000	13
14	56,100	56,600	56,100	71,500	75,600	53,500	63,000	14
15	57,300	57,800	57,300	72,700	76,800	54,500	64,000	15
16	58,500	59,000	58,500	73,900	78,000	55,500	65,000	16
17	59,700	60,200	59,700	75,100	79,200	56,500	66,000	17
18	60,900	61,400	60,900	76,300	80,400	57,500	67,000	18
19	62,100	62,600	62,100	77,500	81,600	58,500	68,000	19
20	63,300	63,800	63,300	78,700	82,800	59,500	69,000	20
21	64,500	65,000	64,500	79,900	84,000	60,500	70,000	21
22	65,700	66,200	65,700	81,100	85,200	61,500	71,000	22
23	66,900	67,400	66,900	82,300	86,400	62,500	72,000	23
24	68,100	68,600	68,100	83,500	87,600	63,500	73,000	24
25	69,300	69,800	69,300	84,700	88,800	64,500	74,000	25

Classified Staff Hourly Rates							
	Kitchen Assitant Bus Mon	Para Cook	ELL Para ISS Para Lib. Assist	Sec. L2 Maint Assit	Sec. L1	IT Assist Executive Admin Mechan	
STEP							STEP
1	12.33	13.20	13.80	15.00	15.60	16.80	1
2	12.67	13.56	14.18	15.41	16.03	17.26	2
3	13.02	13.94	14.57	15.84	16.47	17.74	3
4	13.38	14.32	14.97	16.27	16.92	18.22	4
5	13.74	14.71	15.38	16.72	17.39	18.73	5
6	14.12	15.12	15.80	17.18	17.87	19.24	6
7	14.51	15.53	16.24	17.65	18.36	19.77	7
8	14.91	15.96	16.69	18.14	18.86	20.31	8
9	15.32	16.40	17.14	18.64	19.38	20.87	9
10	15.74	16.85	17.62	19.15	19.91	21.45	10
11	16.17	17.31	18.10	19.67	20.46	22.04	11
12	16.62	17.79	18.60	20.22	21.02	22.64	12
13	17.07	18.28	19.11	20.77	21.60	23.26	13
14	17.54	18.78	19.64	21.34	22.20	23.90	14
15	18.03	19.30	20.18	21.93	22.81	24.56	15
16	18.52	19.83	20.73	22.53	23.43	25.24	16
17	19.03	20.37	21.30	23.15	24.08	25.93	17
18	19.55	20.93	21.89	23.79	24.74	26.64	18
19	20.09	21.51	22.49	24.44	25.42	27.38	19
20	20.65	22.10	23.11	25.12	26.12	28.13	20
21	21.21	22.71	23.74	25.81	26.84	28.90	21
22	21.80	23.33	24.39	26.52	27.58	29.70	22
23	22.40	23.98	25.07	27.25	28.34	30.51	23
24	23.01	24.64	25.75	27.99	29.11	31.35	24
25	23.64	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	12.33	1
2	20.40	15.30	15.30	12.67	2
3	21.42	15.30	15.30	13.02	3
4	21.42	15.30	15.30	13.38	4
5	21.42	15.30	15.30	13.74	5
6	22.49	15.30	15.30	14.12	6
7	22.49	15.30	15.30	14.51	7
8	22.49	15.30	15.30	14.91	8
9	23.62	15.30	15.30	15.32	9
10	23.62	15.30	15.30	15.74	10
11	23.62	15.30	15.30	16.17	11
12	24.80	15.30	15.30	16.62	12
13	24.80	15.30	15.30	17.07	13
14	24.80	15.30	15.30	17.54	14
15	26.04	15.30	15.30	18.03	15
16	26.04	15.30	15.30	18.52	16
17	26.04	15.30	15.30	19.03	17
18	27.34	15.30	15.30	19.55	18
19	27.34	15.30	15.30	20.09	19
20	27.34	15.30	15.30	20.65	20
21	28.70	15.30	15.30	21.21	21
22	28.70	15.30	15.30	21.80	22
23	28.70	15.30	15.30	22.40	23
24	30.14	15.30	15.30	23.01	24
25	30.14	15.30	15.30	23.64	25
26	30.14	15.30	15.30	24.29	26
27	31.65	15.30	15.30	24.96	27
28	31.65	15.30	15.30	25.65	28
29	31.65	15.30	15.30	26.35	29
30	33.23	15.30	15.30	27.07	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