

2022/23 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 \$594 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
A	\$36,000	\$36,600	\$37,200	\$38,200	\$38,800	\$39,400	\$40,400	A
B	\$36,350	\$36,950	\$37,550	\$38,550	\$39,150	\$39,750	\$40,750	B
C	\$36,700	\$37,300	\$37,900	\$38,900	\$39,500	\$40,100	\$41,100	C
D	\$37,150	\$37,750	\$38,350	\$39,350	\$39,950	\$40,550	\$41,550	D
E	\$37,600	\$38,200	\$38,800	\$39,800	\$40,400	\$41,000	\$42,100	E
F	\$38,150	\$38,750	\$39,350	\$40,350	\$40,950	\$41,550	\$42,650	F
G	\$38,700	\$39,300	\$39,900	\$40,900	\$41,500	\$42,100	\$43,200	G
H	\$39,250	\$39,850	\$40,450	\$41,450	\$42,050	\$42,650	\$43,750	H
I	\$39,800	\$40,400	\$41,000	\$42,000	\$42,600	\$43,200	\$44,300	I
J	\$40,350	\$40,950	\$41,550	\$42,550	\$43,150	\$43,750	\$44,850	J
K	\$40,850	\$41,600	\$42,200	\$43,200	\$43,800	\$44,400	\$45,500	K
L	\$41,250	\$42,250	\$42,850	\$43,850	\$44,450	\$45,050	\$46,150	L
M	\$41,550	\$42,900	\$43,500	\$44,500	\$45,100	\$45,700	\$46,800	M
N	\$41,750	\$43,550	\$44,150	\$45,150	\$45,750	\$46,350	\$47,450	N
O	\$41,850	\$44,150	\$44,800	\$45,800	\$46,400	\$47,000	\$48,100	O
P	\$41,850	\$44,650	\$45,550	\$46,550	\$47,150	\$47,750	\$48,850	P
Q	\$41,850	\$45,050	\$46,300	\$47,300	\$47,900	\$48,500	\$49,600	Q
R	\$41,850	\$45,350	\$47,050	\$48,050	\$48,650	\$49,250	\$50,350	R
S	\$41,850	\$45,550	\$47,750	\$48,800	\$49,400	\$50,000	\$51,100	S
T	\$41,850	\$45,550	\$48,350	\$49,550	\$50,150	\$50,750	\$51,850	T
U	\$41,850	\$45,550	\$48,850	\$50,400	\$51,000	\$51,600	\$52,700	U
V	\$41,850	\$45,550	\$49,250	\$51,250	\$51,850	\$52,450	\$53,550	V
W	\$41,850	\$45,550	\$49,550	\$52,100	\$52,700	\$53,300	\$54,400	W
X	\$41,850	\$45,550	\$49,550	\$52,900	\$53,550	\$54,150	\$55,250	X
Y	\$41,850	\$45,550	\$49,550	\$53,500	\$54,400	\$55,000	\$56,100	Y
Z	\$41,850	\$45,550	\$49,550	\$53,900	\$55,350	\$55,950	\$57,050	Z
AA	\$41,850	\$45,550	\$49,550	\$54,100	\$56,250	\$56,900	\$58,000	AA
BB	\$41,850	\$45,550	\$49,550	\$54,150	\$56,950	\$57,800	\$58,950	BB
CC	\$41,850	\$45,550	\$49,550	\$54,150	\$57,450	\$58,500	\$59,900	CC
DD	\$41,850	\$45,550	\$49,550	\$54,150	\$57,750	\$59,000	\$60,850	DD

Instructional Leadership Salary Schedule

STEP	Instructional Leadership Salary Schedule						
	Elementary Principal	Middle Principal	High Principal	AP	Social Emotional	TOSA*	
A	\$66,756	\$68,762	\$71,282	\$57,807	\$37,338	\$39,087	A
B	\$67,956	\$69,962	\$72,482	\$58,807	\$38,367	\$40,115	B
C	\$69,156	\$71,162	\$73,682	\$59,807	\$39,395	\$41,144	C
D	\$70,356	\$72,362	\$74,882	\$60,807	\$40,424	\$42,173	D
E	\$71,556	\$73,562	\$76,082	\$61,807	\$41,453	\$43,201	E
F	\$72,756	\$74,762	\$77,282	\$62,807	\$42,481	\$44,230	F
G	\$73,956	\$75,962	\$78,482	\$63,807	\$43,510	\$45,258	G
H	\$75,156	\$77,162	\$79,682	\$64,807	\$44,538	\$46,287	H
I	\$76,356	\$78,362	\$80,882	\$65,807	\$45,567	\$47,316	I
J	\$77,556	\$79,562	\$82,082	\$66,807	\$46,596	\$48,344	J
K	\$78,756	\$80,762	\$83,282	\$67,807	\$47,624	\$49,373	K
L	\$79,956	\$81,962	\$84,482	\$68,807	\$48,653	\$50,401	L
M	\$81,156	\$83,162	\$85,682	\$69,807	\$49,681	\$51,430	M
N	\$82,356	\$84,362	\$86,882	\$70,807	\$50,710	\$52,459	N
O	\$83,556	\$85,562	\$88,082	\$71,807	\$51,739	\$53,487	O
P	\$84,756	\$86,762	\$89,282	\$72,807	\$52,767	\$54,516	P
Q	\$85,956	\$87,962	\$90,482	\$73,807	\$53,796	\$55,544	Q
R	\$87,156	\$89,162	\$91,682	\$74,807	\$54,824	\$56,573	R
S	\$88,356	\$90,362	\$92,882	\$75,807	\$55,853	\$57,602	S
T	\$89,556	\$91,562	\$94,082	\$76,807	\$56,882	\$58,630	T
U	\$90,756	\$92,762	\$95,282	\$77,807	\$57,910	\$59,659	U
V	\$91,956	\$93,962	\$96,482	\$78,807	\$58,939	\$60,687	V
W	\$93,156	\$95,162	\$97,682	\$79,807	\$59,967	\$61,716	W
X	\$94,356	\$96,362	\$98,882	\$80,807	\$60,996	\$62,745	X
Y	\$95,556	\$97,562	\$100,082	\$81,807	\$62,025	\$63,773	Y
Z	\$96,756	\$98,762	\$101,282	\$82,807	\$63,053	\$64,802	Z

*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	Maintenance/Nutrition /HR/Custodial/Property Manager/District AD	Transp Director	Tech Director	Business Manager	Instructional Support Coordinator/Grants & Reporting	Step
A	\$41,658	\$42,173	\$57,499	\$61,716	\$51,430	1
B	\$42,858	\$43,373	\$58,699	\$62,916	\$52,630	2
C	\$44,058	\$44,573	\$59,899	\$64,116	\$53,830	3
D	\$45,258	\$45,773	\$61,099	\$65,316	\$55,030	4
E	\$46,458	\$46,973	\$62,299	\$66,516	\$56,230	5
F	\$47,658	\$48,173	\$63,499	\$67,716	\$57,430	6
G	\$48,858	\$49,373	\$64,699	\$68,916	\$58,630	7
H	\$50,058	\$50,573	\$65,899	\$70,116	\$59,830	8
I	\$51,258	\$51,773	\$67,099	\$71,316	\$61,030	9
J	\$52,458	\$52,973	\$68,299	\$72,516	\$62,230	10
K	\$53,658	\$54,173	\$69,499	\$73,716	\$63,430	11
L	\$54,858	\$55,373	\$70,699	\$74,916	\$64,630	12
M	\$56,058	\$56,573	\$71,899	\$76,116	\$65,830	13
N	\$57,258	\$57,773	\$73,099	\$77,316	\$67,030	14
O	\$58,458	\$58,973	\$74,299	\$78,516	\$68,230	15
P	\$59,658	\$60,173	\$75,499	\$79,716	\$69,430	16
Q	\$60,858	\$61,373	\$76,699	\$80,916	\$70,630	17
R	\$62,058	\$62,573	\$77,899	\$82,116	\$71,830	18
S	\$63,258	\$63,773	\$79,099	\$83,316	\$73,030	19
T	\$64,458	\$64,973	\$80,299	\$84,516	\$74,230	20
U	\$65,658	\$66,173	\$81,499	\$85,716	\$75,430	21
V	\$66,858	\$67,373	\$82,699	\$86,916	\$76,630	22
W	\$68,058	\$68,573	\$83,899	\$88,116	\$77,830	23
X	\$69,258	\$69,773	\$85,099	\$89,316	\$79,030	24
Y	\$70,458	\$70,973	\$86,299	\$90,516	\$80,230	25

Classified Staff Hourly Rates

	Kitchen Staff/Para 2 (teacher e)/Custodial	Para 1/ Lib. Assist	Sec. L2 Maint Assit	Sec. L1	IT Assist Executive Admin Mechan	
STEP						STEP
A	\$13.58	\$14.19	\$15.43	\$16.05	\$17.28	A
B	\$13.94	\$14.57	\$15.84	\$16.48	\$17.76	B
C	\$14.32	\$14.96	\$16.27	\$16.92	\$18.22	C
D	\$14.70	\$15.36	\$16.70	\$17.37	\$18.70	D
E	\$15.09	\$15.77	\$17.15	\$17.84	\$19.21	E
F	\$15.50	\$16.19	\$17.61	\$18.32	\$19.72	F
G	\$15.91	\$16.63	\$18.08	\$18.81	\$20.25	G
H	\$16.34	\$17.08	\$18.57	\$19.31	\$20.79	H
I	\$16.78	\$17.53	\$19.07	\$19.83	\$21.35	I
J	\$17.23	\$18.01	\$19.58	\$20.36	\$21.93	J
K	\$17.69	\$18.49	\$20.10	\$20.91	\$22.52	K
L	\$18.17	\$18.99	\$20.65	\$21.47	\$23.12	L
M	\$18.66	\$19.50	\$21.20	\$22.05	\$23.74	M
N	\$19.16	\$20.03	\$21.77	\$22.65	\$24.38	N
O	\$19.68	\$20.57	\$22.36	\$23.26	\$25.04	O
P	\$20.21	\$21.12	\$22.96	\$23.88	\$25.72	P
Q	\$20.75	\$21.69	\$23.58	\$24.53	\$26.41	Q
R	\$21.31	\$22.28	\$24.22	\$25.19	\$27.12	R
S	\$21.89	\$22.88	\$24.87	\$25.87	\$27.86	S
T	\$22.48	\$23.50	\$25.55	\$26.57	\$28.61	T
U	\$23.09	\$24.13	\$26.24	\$27.29	\$29.38	U
V	\$23.71	\$24.78	\$26.95	\$28.03	\$30.18	V
W	\$24.36	\$25.46	\$27.68	\$28.79	\$30.99	W
X	\$25.02	\$26.14	\$28.45	\$29.56	\$31.83	X
Y	\$25.69	\$26.85	\$29.19	\$30.36	\$32.70	Y

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
A	\$20.40	15.30	15.30	\$15.30	A
B	\$20.74	15.30	15.30	\$15.64	B
C	\$21.09	15.30	15.30	\$15.99	C
D	\$21.45	15.30	15.30	\$16.35	D
E	\$21.81	15.30	15.30	\$16.71	E
F	\$22.19	15.30	15.30	\$17.09	F
G	\$22.58	15.30	15.30	\$17.48	G
H	\$22.98	15.30	15.30	\$17.88	H
I	\$23.39	15.30	15.30	\$18.29	I
J	\$23.81	15.30	15.30	\$18.71	J
K	\$24.24	15.30	15.30	\$19.14	K
L	\$24.69	15.30	15.30	\$19.59	L
M	\$25.14	15.30	15.30	\$20.04	M
N	\$25.61	15.30	15.30	\$20.51	N
O	\$26.10	15.30	15.30	\$21.00	O
P	\$26.59	15.30	15.30	\$21.49	P
Q	\$27.10	15.30	15.30	\$22.00	Q
R	\$27.62	15.30	15.30	\$22.52	R
S	\$28.16	15.30	15.30	\$23.06	S
T	\$28.72	15.30	15.30	\$23.62	T
U	\$29.28	15.30	15.30	\$24.18	U
V	\$29.87	15.30	15.30	\$24.77	V
W	\$30.47	15.30	15.30	\$25.37	W
X	\$31.08	15.30	15.30	\$25.98	X
Y	\$31.71	15.30	15.30	\$26.61	Y

ExtraCurricular Stipends
Teacher Base Pay
\$36,000

1%	1.50%	2%	2.50%	3%	3.50%	4%	4.50%	5%	5.50%	6%	6.50%
\$360	\$540	\$720	\$900	\$1080	\$1,260	\$1,440	\$1,620	\$1,800	\$1,980	\$2,160	\$2,340

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 (NBPTS) 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