

2018-19 Compensation Priorities

| Priorities | How These are addressed |
|---------------------------------------|---|
| Comparable (livable) Wage | Average Base |
| External Marketplace Competition | Differentated Pay/Schedules for Positions |
| Retention | % Step Increase versus \$ Step increase |
| Job Relevant Training and Development | Lanes with improved approval process |
| Shortage Areas | Moving Incentive/ Hiring Bonus |
| Create a system that doesn't "freeze" | % Step Increase versus \$ Step increase |

Do we value your experience with us more than your total experience

Cap experience for related non teaching experience on placement.

CO River BOCES Professional Teacher Advisor 19/20

164 Days 9.25 hrs/day

New employees place based on experience and relevant credits.

- \$ 37,549 Base Salary
- \$ 850 Horizontal Increment (Professional Growth)
- \$ 975 Vertical Increment (Experience)

Relevant Credits or Professional Growth Credits

| Experience | Step | BA (1) | BA+10 (2) | BA+20 (3) | BA+30 (4) | BA+40 (5) | MA (6) | MA+10 (7) | MA+20 (8) | MA+30 (9) | MA+40 (10) | EDD/PHD (11) |
|------------|------|----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|------------|--------------|
| | | 0 | 10 | 20 | 30 | 40 | MA | 10 | 20 | 30 | 40 | |
| 0 Years | 1 | \$37,549 | \$38,399 | \$39,249 | \$40,099 | \$40,949 | \$43,406 | \$44,256 | \$45,106 | \$45,956 | \$46,806 | \$47,656 |
| 1 years | 2 | \$38,524 | \$39,374 | \$40,224 | \$41,074 | \$41,924 | \$44,381 | \$45,231 | \$46,081 | \$46,931 | \$47,781 | \$48,631 |
| 2 years | 3 | \$39,499 | \$40,349 | \$41,199 | \$42,049 | \$42,899 | \$45,356 | \$46,206 | \$47,056 | \$47,906 | \$48,756 | \$49,606 |
| 3 years | 4 | \$40,474 | \$41,324 | \$42,174 | \$43,024 | \$43,874 | \$46,331 | \$47,181 | \$48,031 | \$48,881 | \$49,731 | \$50,581 |
| 4 years | 5 | \$41,449 | \$42,299 | \$43,149 | \$43,999 | \$44,849 | \$47,306 | \$48,156 | \$49,006 | \$49,856 | \$50,706 | \$51,556 |
| 5 years | 6 | \$42,424 | \$43,274 | \$44,124 | \$44,974 | \$45,824 | \$48,281 | \$49,131 | \$49,981 | \$50,831 | \$51,681 | \$52,531 |
| 6 years | 7 | \$43,399 | \$44,249 | \$45,099 | \$45,949 | \$46,799 | \$49,256 | \$50,106 | \$50,956 | \$51,806 | \$52,656 | \$53,506 |
| 7 years | 8 | \$44,374 | \$45,224 | \$46,074 | \$46,924 | \$47,774 | \$50,231 | \$51,081 | \$51,931 | \$52,781 | \$53,631 | \$54,481 |
| 8 years | 9 | \$45,349 | \$46,199 | \$47,049 | \$47,899 | \$48,749 | \$51,206 | \$52,056 | \$52,906 | \$53,756 | \$54,606 | \$55,456 |
| 9 years | 10 | \$46,324 | \$47,174 | \$48,024 | \$48,874 | \$49,724 | \$52,181 | \$53,031 | \$53,881 | \$54,731 | \$55,581 | \$56,431 |
| 10 years | 11 | \$47,299 | \$48,149 | \$48,999 | \$49,849 | \$50,699 | \$53,156 | \$54,006 | \$54,856 | \$55,706 | \$56,556 | \$57,406 |
| 11 years | 12 | \$48,274 | \$49,124 | \$49,974 | \$50,824 | \$51,674 | \$54,131 | \$54,981 | \$55,831 | \$56,681 | \$57,531 | \$58,381 |
| 12 years | 13 | \$49,249 | \$50,099 | \$50,949 | \$51,799 | \$52,649 | \$55,106 | \$55,956 | \$56,806 | \$57,656 | \$58,506 | \$59,356 |
| 13 years | 14 | \$50,224 | \$51,074 | \$51,924 | \$52,774 | \$53,624 | \$56,081 | \$56,931 | \$57,781 | \$58,631 | \$59,481 | \$60,331 |
| 14 years | 15 | \$51,199 | \$52,049 | \$52,899 | \$53,749 | \$54,599 | \$57,056 | \$57,906 | \$58,756 | \$59,606 | \$60,456 | \$61,306 |
| 15 years | 16 | \$52,174 | \$53,024 | \$53,874 | \$54,724 | \$55,574 | \$58,031 | \$58,881 | \$59,731 | \$60,581 | \$61,431 | \$62,281 |
| 16 years | 17 | \$53,149 | \$53,999 | \$54,849 | \$55,699 | \$56,549 | \$59,006 | \$59,856 | \$60,706 | \$61,556 | \$62,406 | \$63,256 |
| 17 years | 18 | \$54,124 | \$54,974 | \$55,824 | \$56,674 | \$57,524 | \$59,981 | \$60,831 | \$61,681 | \$62,531 | \$63,381 | \$64,231 |
| 18 years | 19 | \$55,099 | \$55,949 | \$56,799 | \$57,649 | \$58,499 | \$60,956 | \$61,806 | \$62,656 | \$63,506 | \$64,356 | \$65,206 |
| 19 years | 20 | \$56,074 | \$56,924 | \$57,774 | \$58,624 | \$59,474 | \$61,931 | \$62,781 | \$63,631 | \$64,481 | \$65,331 | \$66,181 |
| 20 years | 21 | \$57,049 | \$57,899 | \$58,749 | \$59,599 | \$60,449 | \$62,906 | \$63,756 | \$64,606 | \$65,456 | \$66,306 | \$67,156 |
| 21 years | 22 | \$58,024 | \$58,874 | \$59,724 | \$60,574 | \$61,424 | \$63,881 | \$64,731 | \$65,581 | \$66,431 | \$67,281 | \$68,131 |
| 22 years | 23 | \$58,999 | \$59,849 | \$60,699 | \$61,549 | \$62,399 | \$64,856 | \$65,706 | \$66,556 | \$67,406 | \$68,256 | \$69,106 |
| 23 years | 24 | \$59,974 | \$60,824 | \$61,674 | \$62,524 | \$63,374 | \$65,831 | \$66,681 | \$67,531 | \$68,381 | \$69,231 | \$70,081 |
| 24 years | 25 | \$60,949 | \$61,799 | \$62,649 | \$63,499 | \$64,349 | \$66,806 | \$67,656 | \$68,506 | \$69,356 | \$70,206 | \$71,056 |
| 25 years | 26 | \$61,924 | \$62,774 | \$63,624 | \$64,474 | \$65,324 | \$67,781 | \$68,631 | \$69,481 | \$70,331 | \$71,181 | \$72,031 |
| 26 years | 27 | \$62,899 | \$63,749 | \$64,599 | \$65,449 | \$66,299 | \$68,756 | \$69,606 | \$70,456 | \$71,306 | \$72,156 | \$73,006 |
| 27 years | 28 | \$63,874 | \$64,724 | \$65,574 | \$66,424 | \$67,274 | \$69,731 | \$70,581 | \$71,431 | \$72,281 | \$73,131 | \$73,981 |
| 28 years | 29 | \$64,849 | \$65,699 | \$66,549 | \$67,399 | \$68,249 | \$70,706 | \$71,556 | \$72,406 | \$73,256 | \$74,106 | \$74,956 |
| 29 years | 30 | \$65,824 | \$66,674 | \$67,524 | \$68,374 | \$69,224 | \$71,681 | \$72,531 | \$73,381 | \$74,231 | \$75,081 | \$75,931 |

CO River BOCES Special Service Providers 19/20

186 day contract - Equivalent

New employees place based on experience and relevant credits.

| | | | |
|-----------|--|-----------------------------|------|
| \$ 37,549 | Base Salary | + Base Differential for SSP | 5000 |
| \$ 850 | Horizontal Increment (Professional Growth) | | |
| \$ 975 | Vertical Increment (Experience) | | |

Relevant Credits or Professional Growth Credits

| Experience | Step | BA (1) | BA+10 (2) | BA+20 (3) | BA+30 (4) | BA+40 (5) | MA (6) | MA+10 (7) | MA+20 (8) | MA+30 (9) | MA+40 (10) | EDD/PHD (11) |
|------------|------|----------|-----------|-----------|-----------|-----------|----------|-----------|-----------|-----------|------------|--------------|
| | | 0 | 10 | 20 | 30 | 40 | MA | 10 | 20 | 30 | 40 | |
| 0 Years | 1 | \$42,549 | \$43,399 | \$44,249 | \$45,099 | \$45,949 | \$48,706 | \$49,556 | \$50,406 | \$51,256 | \$52,106 | \$52,956 |
| 1 years | 2 | \$43,524 | \$44,374 | \$45,224 | \$46,074 | \$46,924 | \$49,681 | \$50,531 | \$51,381 | \$52,231 | \$53,081 | \$53,931 |
| 2 years | 3 | \$44,499 | \$45,349 | \$46,199 | \$47,049 | \$47,899 | \$50,656 | \$51,506 | \$52,356 | \$53,206 | \$54,056 | \$54,906 |
| 3 years | 4 | \$45,474 | \$46,324 | \$47,174 | \$48,024 | \$48,874 | \$51,631 | \$52,481 | \$53,331 | \$54,181 | \$55,031 | \$55,881 |
| 4 years | 5 | \$46,449 | \$47,299 | \$48,149 | \$48,999 | \$49,849 | \$52,606 | \$53,456 | \$54,306 | \$55,156 | \$56,006 | \$56,856 |
| 5 years | 6 | \$47,424 | \$48,274 | \$49,124 | \$49,974 | \$50,824 | \$53,581 | \$54,431 | \$55,281 | \$56,131 | \$56,981 | \$57,831 |
| 6 years | 7 | \$48,399 | \$49,249 | \$50,099 | \$50,949 | \$51,799 | \$54,556 | \$55,406 | \$56,256 | \$57,106 | \$57,956 | \$58,806 |
| 7 years | 8 | \$49,374 | \$50,224 | \$51,074 | \$51,924 | \$52,774 | \$55,531 | \$56,381 | \$57,231 | \$58,081 | \$58,931 | \$59,781 |
| 8 years | 9 | \$50,349 | \$51,199 | \$52,049 | \$52,899 | \$53,749 | \$56,506 | \$57,356 | \$58,206 | \$59,056 | \$59,906 | \$60,756 |
| 9 years | 10 | \$51,324 | \$52,174 | \$53,024 | \$53,874 | \$54,724 | \$57,481 | \$58,331 | \$59,181 | \$60,031 | \$60,881 | \$61,731 |
| 10 years | 11 | \$52,299 | \$53,149 | \$53,999 | \$54,849 | \$55,699 | \$58,456 | \$59,306 | \$60,156 | \$61,006 | \$61,856 | \$62,706 |
| 11 years | 12 | \$53,274 | \$54,124 | \$54,974 | \$55,824 | \$56,674 | \$59,431 | \$60,281 | \$61,131 | \$61,981 | \$62,831 | \$63,681 |
| 12 years | 13 | \$54,249 | \$55,099 | \$55,949 | \$56,799 | \$57,649 | \$60,406 | \$61,256 | \$62,106 | \$62,956 | \$63,806 | \$64,656 |
| 13 years | 14 | \$55,224 | \$56,074 | \$56,924 | \$57,774 | \$58,624 | \$61,381 | \$62,231 | \$63,081 | \$63,931 | \$64,781 | \$65,631 |
| 14 years | 15 | \$56,199 | \$57,049 | \$57,899 | \$58,749 | \$59,599 | \$62,356 | \$63,206 | \$64,056 | \$64,906 | \$65,756 | \$66,606 |
| 15 years | 16 | \$57,174 | \$58,024 | \$58,874 | \$59,724 | \$60,574 | \$63,331 | \$64,181 | \$65,031 | \$65,881 | \$66,731 | \$67,581 |
| 16 years | 17 | \$58,149 | \$58,999 | \$59,849 | \$60,699 | \$61,549 | \$64,306 | \$65,156 | \$66,006 | \$66,856 | \$67,706 | \$68,556 |
| 17 years | 18 | \$59,124 | \$59,974 | \$60,824 | \$61,674 | \$62,524 | \$65,281 | \$66,131 | \$66,981 | \$67,831 | \$68,681 | \$69,531 |
| 18 years | 19 | \$60,099 | \$60,949 | \$61,799 | \$62,649 | \$63,499 | \$66,256 | \$67,106 | \$67,956 | \$68,806 | \$69,656 | \$70,506 |
| 19 years | 20 | \$61,074 | \$61,924 | \$62,774 | \$63,624 | \$64,474 | \$67,231 | \$68,081 | \$68,931 | \$69,781 | \$70,631 | \$71,481 |
| 20 years | 21 | \$62,049 | \$62,899 | \$63,749 | \$64,599 | \$65,449 | \$68,206 | \$69,056 | \$69,906 | \$70,756 | \$71,606 | \$72,456 |
| 21 years | 22 | \$63,024 | \$63,874 | \$64,724 | \$65,574 | \$66,424 | \$69,181 | \$70,031 | \$70,881 | \$71,731 | \$72,581 | \$73,431 |
| 22 years | 23 | \$63,999 | \$64,849 | \$65,699 | \$66,549 | \$67,399 | \$70,156 | \$71,006 | \$71,856 | \$72,706 | \$73,556 | \$74,406 |
| 23 years | 24 | \$64,974 | \$65,824 | \$66,674 | \$67,524 | \$68,374 | \$71,131 | \$71,981 | \$72,831 | \$73,681 | \$74,531 | \$75,381 |
| 24 years | 25 | \$65,949 | \$66,799 | \$67,649 | \$68,499 | \$69,349 | \$72,106 | \$72,956 | \$73,806 | \$74,656 | \$75,506 | \$76,356 |
| 25 years | 26 | \$66,924 | \$67,774 | \$68,624 | \$69,474 | \$70,324 | \$73,081 | \$73,931 | \$74,781 | \$75,631 | \$76,481 | \$77,331 |
| 26 years | 27 | \$67,899 | \$68,749 | \$69,599 | \$70,449 | \$71,299 | \$74,056 | \$74,906 | \$75,756 | \$76,606 | \$77,456 | \$78,306 |
| 27 years | 28 | \$68,874 | \$69,724 | \$70,574 | \$71,424 | \$72,274 | \$75,031 | \$75,881 | \$76,731 | \$77,581 | \$78,431 | \$79,281 |
| 28 years | 29 | \$69,849 | \$70,699 | \$71,549 | \$72,399 | \$73,249 | \$76,006 | \$76,856 | \$77,706 | \$78,556 | \$79,406 | \$80,256 |
| 29 years | 30 | \$70,824 | \$71,674 | \$72,524 | \$73,374 | \$74,224 | \$76,981 | \$77,831 | \$78,681 | \$79,531 | \$80,381 | \$81,231 |

CO River BOCES Special Education Director 19/20

220 day contract - Equivalent

New employees place based on experience and relevant credits.

\$79,122 Base Salary

\$850 Horizontal Increment (Professional Growth)

\$1,750 Vertical Increment (Experience)

Relevant Credits or Professional Growth Credits

| Experience | Step | BA (1) | BA+10 (2) | BA+20 (3) | BA+30 (4) | BA+40 (5) | MA (6) | MA+10 (7) | MA+20 (8) | MA+30 (9) | MA+40 (10) | EDD/PHD (11) |
|------------|------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | | | 15 | 30 | 45 | MA | 15 | 30 | 45 | 60 | 75 | |
| 0 Years | 1 | \$ 79,122 | \$ 79,972 | \$ 80,822 | \$ 81,672 | \$ 82,522 | \$ 83,372 | \$ 84,222 | \$ 85,072 | \$ 85,922 | \$ 86,772 | \$ 87,622 |
| 1 years | 2 | \$ 80,872 | \$ 81,722 | \$ 82,572 | \$ 83,422 | \$ 84,272 | \$ 85,122 | \$ 85,972 | \$ 86,822 | \$ 87,672 | \$ 88,522 | \$ 89,372 |
| 2 years | 3 | \$ 82,622 | \$ 83,472 | \$ 84,322 | \$ 85,172 | \$ 86,022 | \$ 86,872 | \$ 87,722 | \$ 88,572 | \$ 89,422 | \$ 90,272 | \$ 91,122 |
| 3 years | 4 | \$ 84,372 | \$ 85,222 | \$ 86,072 | \$ 86,922 | \$ 87,772 | \$ 88,622 | \$ 89,472 | \$ 90,322 | \$ 91,172 | \$ 92,022 | \$ 92,872 |
| 4 years | 5 | \$ 86,122 | \$ 86,972 | \$ 87,822 | \$ 88,672 | \$ 89,522 | \$ 90,372 | \$ 91,222 | \$ 92,072 | \$ 92,922 | \$ 93,772 | \$ 94,622 |
| 5 years | 6 | \$ 87,872 | \$ 88,722 | \$ 89,572 | \$ 90,422 | \$ 91,272 | \$ 92,122 | \$ 92,972 | \$ 93,822 | \$ 94,672 | \$ 95,522 | \$ 96,372 |
| 6 years | 7 | \$ 89,622 | \$ 90,472 | \$ 91,322 | \$ 92,172 | \$ 93,022 | \$ 93,872 | \$ 94,722 | \$ 95,572 | \$ 96,422 | \$ 97,272 | \$ 98,122 |
| 7 years | 8 | \$ 91,372 | \$ 92,222 | \$ 93,072 | \$ 93,922 | \$ 94,772 | \$ 95,622 | \$ 96,472 | \$ 97,322 | \$ 98,172 | \$ 99,022 | \$ 99,872 |
| 8 years | 9 | \$ 93,122 | \$ 93,972 | \$ 94,822 | \$ 95,672 | \$ 96,522 | \$ 97,372 | \$ 98,222 | \$ 99,072 | \$ 99,922 | \$ 100,772 | \$ 101,622 |
| 9 years | 10 | \$ 94,872 | \$ 95,722 | \$ 96,572 | \$ 97,422 | \$ 98,272 | \$ 99,122 | \$ 99,972 | \$ 100,822 | \$ 101,672 | \$ 102,522 | \$ 103,372 |
| 10 years | 11 | \$ 96,622 | \$ 97,472 | \$ 98,322 | \$ 99,172 | \$ 100,022 | \$ 100,872 | \$ 101,722 | \$ 102,572 | \$ 103,422 | \$ 104,272 | \$ 105,122 |
| 11 years | 12 | \$ 98,372 | \$ 99,222 | \$ 100,072 | \$ 100,922 | \$ 101,772 | \$ 102,622 | \$ 103,472 | \$ 104,322 | \$ 105,172 | \$ 106,022 | \$ 106,872 |
| 12 years | 13 | \$ 100,122 | \$ 100,972 | \$ 101,822 | \$ 102,672 | \$ 103,522 | \$ 104,372 | \$ 105,222 | \$ 106,072 | \$ 106,922 | \$ 107,772 | \$ 108,622 |
| 13 years | 14 | \$ 101,872 | \$ 102,722 | \$ 103,572 | \$ 104,422 | \$ 105,272 | \$ 106,122 | \$ 106,972 | \$ 107,822 | \$ 108,672 | \$ 109,522 | \$ 110,372 |
| 14 years | 15 | \$ 103,622 | \$ 104,472 | \$ 105,322 | \$ 106,172 | \$ 107,022 | \$ 107,872 | \$ 108,722 | \$ 109,572 | \$ 110,422 | \$ 111,272 | \$ 112,122 |
| 15 years | 16 | \$ 105,372 | \$ 106,222 | \$ 107,072 | \$ 107,922 | \$ 108,772 | \$ 109,622 | \$ 110,472 | \$ 111,322 | \$ 112,172 | \$ 113,022 | \$ 113,872 |
| 16 years | 17 | \$ 107,122 | \$ 107,972 | \$ 108,822 | \$ 109,672 | \$ 110,522 | \$ 111,372 | \$ 112,222 | \$ 113,072 | \$ 113,922 | \$ 114,772 | \$ 115,622 |
| 17 years | 18 | \$ 108,872 | \$ 109,722 | \$ 110,572 | \$ 111,422 | \$ 112,272 | \$ 113,122 | \$ 113,972 | \$ 114,822 | \$ 115,672 | \$ 116,522 | \$ 117,372 |
| 18 years | 19 | \$ 110,622 | \$ 111,472 | \$ 112,322 | \$ 113,172 | \$ 114,022 | \$ 114,872 | \$ 115,722 | \$ 116,572 | \$ 117,422 | \$ 118,272 | \$ 119,122 |
| 19 years | 20 | \$ 112,372 | \$ 113,222 | \$ 114,072 | \$ 114,922 | \$ 115,772 | \$ 116,622 | \$ 117,472 | \$ 118,322 | \$ 119,172 | \$ 120,022 | \$ 120,872 |
| 20 years | 21 | \$ 114,122 | \$ 114,972 | \$ 115,822 | \$ 116,672 | \$ 117,522 | \$ 118,372 | \$ 119,222 | \$ 120,072 | \$ 120,922 | \$ 121,772 | \$ 122,622 |
| 21 years | 22 | \$ 115,872 | \$ 116,722 | \$ 117,572 | \$ 118,422 | \$ 119,272 | \$ 120,122 | \$ 120,972 | \$ 121,822 | \$ 122,672 | \$ 123,522 | \$ 124,372 |
| 22 years | 23 | \$ 117,622 | \$ 118,472 | \$ 119,322 | \$ 120,172 | \$ 121,022 | \$ 121,872 | \$ 122,722 | \$ 123,572 | \$ 124,422 | \$ 125,272 | \$ 126,122 |
| 23 years | 24 | \$ 119,372 | \$ 120,222 | \$ 121,072 | \$ 121,922 | \$ 122,772 | \$ 123,622 | \$ 124,472 | \$ 125,322 | \$ 126,172 | \$ 127,022 | \$ 127,872 |
| 24 years | 25 | \$ 121,122 | \$ 121,972 | \$ 122,822 | \$ 123,672 | \$ 124,522 | \$ 125,372 | \$ 126,222 | \$ 127,072 | \$ 127,922 | \$ 128,772 | \$ 129,622 |
| 25 years | 26 | \$ 122,872 | \$ 123,722 | \$ 124,572 | \$ 125,422 | \$ 126,272 | \$ 127,122 | \$ 127,972 | \$ 128,822 | \$ 129,672 | \$ 130,522 | \$ 131,372 |
| 26 years | 27 | \$ 124,622 | \$ 125,472 | \$ 126,322 | \$ 127,172 | \$ 128,022 | \$ 128,872 | \$ 129,722 | \$ 130,572 | \$ 131,422 | \$ 132,272 | \$ 133,122 |
| 27 years | 28 | \$ 126,372 | \$ 127,222 | \$ 128,072 | \$ 128,922 | \$ 129,772 | \$ 130,622 | \$ 131,472 | \$ 132,322 | \$ 133,172 | \$ 134,022 | \$ 134,872 |
| 28 years | 29 | \$ 128,122 | \$ 128,972 | \$ 129,822 | \$ 130,672 | \$ 131,522 | \$ 132,372 | \$ 133,222 | \$ 134,072 | \$ 134,922 | \$ 135,772 | \$ 136,622 |
| 29 years | 30 | \$ 129,872 | \$ 130,722 | \$ 131,572 | \$ 132,422 | \$ 133,272 | \$ 134,122 | \$ 134,972 | \$ 135,822 | \$ 136,672 | \$ 137,522 | \$ 138,372 |

CO River BOCES/ YMHS Principal 19/20

220 day contract - Equivalent

New employees place based on experience and relevant credits.

| | |
|--------------|--|
| \$ 95,967.00 | Base Salary |
| \$ 850.00 | Horizontal Increment (Professional Growth) |
| \$ 2,000.00 | Vertical Increment (Experience) |

Relevant Credits or Professional Growth Credits

Years of Experience

| Experience | Step | Relevant Credits or Professional Growth Credits | | | | | | | | | | |
|------------|------|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| | | BA (1) | BA+10 (2) | BA+20 (3) | BA+30 (4) | BA+40 (5) | MA (6) | MA+10 (7) | MA+20 (8) | MA+30 (9) | MA+40 (10) | EDD/PHD (11) |
| | | | 15 | 30 | 45 | MA | 15 | 30 | 45 | 60 | 75 | |
| 0 Years | 1 | \$ 95,967 | \$ 96,817 | \$ 97,667 | \$ 98,517 | \$ 99,367 | \$ 100,217 | \$ 101,067 | \$ 101,917 | \$ 102,767 | \$ 103,617 | \$ 104,467 |
| 1 years | 2 | \$ 97,967 | \$ 98,817 | \$ 99,667 | \$ 100,517 | \$ 101,367 | \$ 102,217 | \$ 103,067 | \$ 103,917 | \$ 104,767 | \$ 105,617 | \$ 106,467 |
| 2 years | 3 | \$ 99,967 | \$ 100,817 | \$ 101,667 | \$ 102,517 | \$ 103,367 | \$ 104,217 | \$ 105,067 | \$ 105,917 | \$ 106,767 | \$ 107,617 | \$ 108,467 |
| 3 years | 4 | \$ 101,967 | \$ 102,817 | \$ 103,667 | \$ 104,517 | \$ 105,367 | \$ 106,217 | \$ 107,067 | \$ 107,917 | \$ 108,767 | \$ 109,617 | \$ 110,467 |
| 4 years | 5 | \$ 103,967 | \$ 104,817 | \$ 105,667 | \$ 106,517 | \$ 107,367 | \$ 108,217 | \$ 109,067 | \$ 109,917 | \$ 110,767 | \$ 111,617 | \$ 112,467 |
| 5 years | 6 | \$ 105,967 | \$ 106,817 | \$ 107,667 | \$ 108,517 | \$ 109,367 | \$ 110,217 | \$ 111,067 | \$ 111,917 | \$ 112,767 | \$ 113,617 | \$ 114,467 |
| 6 years | 7 | \$ 107,967 | \$ 108,817 | \$ 109,667 | \$ 110,517 | \$ 111,367 | \$ 112,217 | \$ 113,067 | \$ 113,917 | \$ 114,767 | \$ 115,617 | \$ 116,467 |
| 7 years | 8 | \$ 109,967 | \$ 110,817 | \$ 111,667 | \$ 112,517 | \$ 113,367 | \$ 114,217 | \$ 115,067 | \$ 115,917 | \$ 116,767 | \$ 117,617 | \$ 118,467 |
| 8 years | 9 | \$ 111,967 | \$ 112,817 | \$ 113,667 | \$ 114,517 | \$ 115,367 | \$ 116,217 | \$ 117,067 | \$ 117,917 | \$ 118,767 | \$ 119,617 | \$ 120,467 |
| 9 years | 10 | \$ 113,967 | \$ 114,817 | \$ 115,667 | \$ 116,517 | \$ 117,367 | \$ 118,217 | \$ 119,067 | \$ 119,917 | \$ 120,767 | \$ 121,617 | \$ 122,467 |
| 10 years | 11 | \$ 115,967 | \$ 116,817 | \$ 117,667 | \$ 118,517 | \$ 119,367 | \$ 120,217 | \$ 121,067 | \$ 121,917 | \$ 122,767 | \$ 123,617 | \$ 124,467 |
| 11 years | 12 | \$ 117,967 | \$ 118,817 | \$ 119,667 | \$ 120,517 | \$ 121,367 | \$ 122,217 | \$ 123,067 | \$ 123,917 | \$ 124,767 | \$ 125,617 | \$ 126,467 |
| 12 years | 13 | \$ 119,967 | \$ 120,817 | \$ 121,667 | \$ 122,517 | \$ 123,367 | \$ 124,217 | \$ 125,067 | \$ 125,917 | \$ 126,767 | \$ 127,617 | \$ 128,467 |
| 13 years | 14 | \$ 121,967 | \$ 122,817 | \$ 123,667 | \$ 124,517 | \$ 125,367 | \$ 126,217 | \$ 127,067 | \$ 127,917 | \$ 128,767 | \$ 129,617 | \$ 130,467 |
| 14 years | 15 | \$ 123,967 | \$ 124,817 | \$ 125,667 | \$ 126,517 | \$ 127,367 | \$ 128,217 | \$ 129,067 | \$ 129,917 | \$ 130,767 | \$ 131,617 | \$ 132,467 |
| 15 years | 16 | \$ 125,967 | \$ 126,817 | \$ 127,667 | \$ 128,517 | \$ 129,367 | \$ 130,217 | \$ 131,067 | \$ 131,917 | \$ 132,767 | \$ 133,617 | \$ 134,467 |
| 16 years | 17 | \$ 127,967 | \$ 128,817 | \$ 129,667 | \$ 130,517 | \$ 131,367 | \$ 132,217 | \$ 133,067 | \$ 133,917 | \$ 134,767 | \$ 135,617 | \$ 136,467 |
| 17 years | 18 | \$ 129,967 | \$ 130,817 | \$ 131,667 | \$ 132,517 | \$ 133,367 | \$ 134,217 | \$ 135,067 | \$ 135,917 | \$ 136,767 | \$ 137,617 | \$ 138,467 |
| 18 years | 19 | \$ 131,967 | \$ 132,817 | \$ 133,667 | \$ 134,517 | \$ 135,367 | \$ 136,217 | \$ 137,067 | \$ 137,917 | \$ 138,767 | \$ 139,617 | \$ 140,467 |
| 19 years | 20 | \$ 133,967 | \$ 134,817 | \$ 135,667 | \$ 136,517 | \$ 137,367 | \$ 138,217 | \$ 139,067 | \$ 139,917 | \$ 140,767 | \$ 141,617 | \$ 142,467 |
| 20 years | 21 | \$ 135,967 | \$ 136,817 | \$ 137,667 | \$ 138,517 | \$ 139,367 | \$ 140,217 | \$ 141,067 | \$ 141,917 | \$ 142,767 | \$ 143,617 | \$ 144,467 |
| 21 years | 22 | \$ 137,967 | \$ 138,817 | \$ 139,667 | \$ 140,517 | \$ 141,367 | \$ 142,217 | \$ 143,067 | \$ 143,917 | \$ 144,767 | \$ 145,617 | \$ 146,467 |
| 22 years | 23 | \$ 139,967 | \$ 140,817 | \$ 141,667 | \$ 142,517 | \$ 143,367 | \$ 144,217 | \$ 145,067 | \$ 145,917 | \$ 146,767 | \$ 147,617 | \$ 148,467 |
| 23 years | 24 | \$ 141,967 | \$ 142,817 | \$ 143,667 | \$ 144,517 | \$ 145,367 | \$ 146,217 | \$ 147,067 | \$ 147,917 | \$ 148,767 | \$ 149,617 | \$ 150,467 |
| 24 years | 25 | \$ 143,967 | \$ 144,817 | \$ 145,667 | \$ 146,517 | \$ 147,367 | \$ 148,217 | \$ 149,067 | \$ 149,917 | \$ 150,767 | \$ 151,617 | \$ 152,467 |
| 25 years | 26 | \$ 145,967 | \$ 146,817 | \$ 147,667 | \$ 148,517 | \$ 149,367 | \$ 150,217 | \$ 151,067 | \$ 151,917 | \$ 152,767 | \$ 153,617 | \$ 154,467 |
| 26 years | 27 | \$ 147,967 | \$ 148,817 | \$ 149,667 | \$ 150,517 | \$ 151,367 | \$ 152,217 | \$ 153,067 | \$ 153,917 | \$ 154,767 | \$ 155,617 | \$ 156,467 |
| 27 years | 28 | \$ 149,967 | \$ 150,817 | \$ 151,667 | \$ 152,517 | \$ 153,367 | \$ 154,217 | \$ 155,067 | \$ 155,917 | \$ 156,767 | \$ 157,617 | \$ 158,467 |
| 28 years | 29 | \$ 151,967 | \$ 152,817 | \$ 153,667 | \$ 154,517 | \$ 155,367 | \$ 156,217 | \$ 157,067 | \$ 157,917 | \$ 158,767 | \$ 159,617 | \$ 160,467 |
| 29 years | 30 | \$ 153,967 | \$ 154,817 | \$ 155,667 | \$ 156,517 | \$ 157,367 | \$ 158,217 | \$ 159,067 | \$ 159,917 | \$ 160,767 | \$ 161,617 | \$ 162,467 |

CO River BOCES Special Education Coordinator 19/20

220 day contract - Equivalent

New employees place based on experience and relevant credits. License Credit

\$56,123 Base Salary \$5,000

\$850 Horizontal Increment (Professional Growth)

\$1,250 Vertical Increment (Experience)

Years of Experience

Relevant Credits or Professional Growth Credits

| Experience | Step | BA (1) | BA+10 (2) | BA+20 (3) | BA+30 (4) | BA+40 (5) | MA (6) | MA+10 (7) | MA+20 (8) | MA+30 (9) | MA+40 (10) | EDD/PHD (11) |
|------------|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|--------------|
| | | 15 | 30 | 45 | MA | 15 | 30 | 45 | 60 | 75 | | |
| 0 Years | 1 | \$ 56,123 | \$ 56,973 | \$ 57,823 | \$ 58,673 | \$ 59,523 | \$ 60,373 | \$ 61,223 | \$ 62,073 | \$ 62,923 | \$ 63,773 | \$ 64,623 |
| 1 years | 2 | \$ 57,373 | \$ 58,223 | \$ 59,073 | \$ 59,923 | \$ 60,773 | \$ 61,623 | \$ 62,473 | \$ 63,323 | \$ 64,173 | \$ 65,023 | \$ 65,873 |
| 2 years | 3 | \$ 58,623 | \$ 59,473 | \$ 60,323 | \$ 61,173 | \$ 62,023 | \$ 62,873 | \$ 63,723 | \$ 64,573 | \$ 65,423 | \$ 66,273 | \$ 67,123 |
| 3 years | 4 | \$ 59,873 | \$ 60,723 | \$ 61,573 | \$ 62,423 | \$ 63,273 | \$ 64,123 | \$ 64,973 | \$ 65,823 | \$ 66,673 | \$ 67,523 | \$ 68,373 |
| 4 years | 5 | \$ 61,123 | \$ 61,973 | \$ 62,823 | \$ 63,673 | \$ 64,523 | \$ 65,373 | \$ 66,223 | \$ 67,073 | \$ 67,923 | \$ 68,773 | \$ 69,623 |
| 5 years | 6 | \$ 62,373 | \$ 63,223 | \$ 64,073 | \$ 64,923 | \$ 65,773 | \$ 66,623 | \$ 67,473 | \$ 68,323 | \$ 69,173 | \$ 70,023 | \$ 70,873 |
| 6 years | 7 | \$ 63,623 | \$ 64,473 | \$ 65,323 | \$ 66,173 | \$ 67,023 | \$ 67,873 | \$ 68,723 | \$ 69,573 | \$ 70,423 | \$ 71,273 | \$ 72,123 |
| 7 years | 8 | \$ 64,873 | \$ 65,723 | \$ 66,573 | \$ 67,423 | \$ 68,273 | \$ 69,123 | \$ 69,973 | \$ 70,823 | \$ 71,673 | \$ 72,523 | \$ 73,373 |
| 8 years | 9 | \$ 66,123 | \$ 66,973 | \$ 67,823 | \$ 68,673 | \$ 69,523 | \$ 70,373 | \$ 71,223 | \$ 72,073 | \$ 72,923 | \$ 73,773 | \$ 74,623 |
| 9 years | 10 | \$ 67,373 | \$ 68,223 | \$ 69,073 | \$ 69,923 | \$ 70,773 | \$ 71,623 | \$ 72,473 | \$ 73,323 | \$ 74,173 | \$ 75,023 | \$ 75,873 |
| 10 years | 11 | \$ 68,623 | \$ 69,473 | \$ 70,323 | \$ 71,173 | \$ 72,023 | \$ 72,873 | \$ 73,723 | \$ 74,573 | \$ 75,423 | \$ 76,273 | \$ 77,123 |
| 11 years | 12 | \$ 69,873 | \$ 70,723 | \$ 71,573 | \$ 72,423 | \$ 73,273 | \$ 74,123 | \$ 74,973 | \$ 75,823 | \$ 76,673 | \$ 77,523 | \$ 78,373 |
| 12 years | 13 | \$ 71,123 | \$ 71,973 | \$ 72,823 | \$ 73,673 | \$ 74,523 | \$ 75,373 | \$ 76,223 | \$ 77,073 | \$ 77,923 | \$ 78,773 | \$ 79,623 |
| 13 years | 14 | \$ 72,373 | \$ 73,223 | \$ 74,073 | \$ 74,923 | \$ 75,773 | \$ 76,623 | \$ 77,473 | \$ 78,323 | \$ 79,173 | \$ 80,023 | \$ 80,873 |
| 14 years | 15 | \$ 73,623 | \$ 74,473 | \$ 75,323 | \$ 76,173 | \$ 77,023 | \$ 77,873 | \$ 78,723 | \$ 79,573 | \$ 80,423 | \$ 81,273 | \$ 82,123 |
| 15 years | 16 | \$ 74,873 | \$ 75,723 | \$ 76,573 | \$ 77,423 | \$ 78,273 | \$ 79,123 | \$ 79,973 | \$ 80,823 | \$ 81,673 | \$ 82,523 | \$ 83,373 |
| 16 years | 17 | \$ 76,123 | \$ 76,973 | \$ 77,823 | \$ 78,673 | \$ 79,523 | \$ 80,373 | \$ 81,223 | \$ 82,073 | \$ 82,923 | \$ 83,773 | \$ 84,623 |
| 17 years | 18 | \$ 77,373 | \$ 78,223 | \$ 79,073 | \$ 79,923 | \$ 80,773 | \$ 81,623 | \$ 82,473 | \$ 83,323 | \$ 84,173 | \$ 85,023 | \$ 85,873 |
| 18 years | 19 | \$ 78,623 | \$ 79,473 | \$ 80,323 | \$ 81,173 | \$ 82,023 | \$ 82,873 | \$ 83,723 | \$ 84,573 | \$ 85,423 | \$ 86,273 | \$ 87,123 |
| 19 years | 20 | \$ 79,873 | \$ 80,723 | \$ 81,573 | \$ 82,423 | \$ 83,273 | \$ 84,123 | \$ 84,973 | \$ 85,823 | \$ 86,673 | \$ 87,523 | \$ 88,373 |
| 20 years | 21 | \$ 81,123 | \$ 81,973 | \$ 82,823 | \$ 83,673 | \$ 84,523 | \$ 85,373 | \$ 86,223 | \$ 87,073 | \$ 87,923 | \$ 88,773 | \$ 89,623 |
| 21 years | 22 | \$ 82,373 | \$ 83,223 | \$ 84,073 | \$ 84,923 | \$ 85,773 | \$ 86,623 | \$ 87,473 | \$ 88,323 | \$ 89,173 | \$ 90,023 | \$ 90,873 |
| 22 years | 23 | \$ 83,623 | \$ 84,473 | \$ 85,323 | \$ 86,173 | \$ 87,023 | \$ 87,873 | \$ 88,723 | \$ 89,573 | \$ 90,423 | \$ 91,273 | \$ 92,123 |
| 23 years | 24 | \$ 84,873 | \$ 85,723 | \$ 86,573 | \$ 87,423 | \$ 88,273 | \$ 89,123 | \$ 89,973 | \$ 90,823 | \$ 91,673 | \$ 92,523 | \$ 93,373 |
| 24 years | 25 | \$ 86,123 | \$ 86,973 | \$ 87,823 | \$ 88,673 | \$ 89,523 | \$ 90,373 | \$ 91,223 | \$ 92,073 | \$ 92,923 | \$ 93,773 | \$ 94,623 |
| 25 years | 26 | \$ 87,373 | \$ 88,223 | \$ 89,073 | \$ 89,923 | \$ 90,773 | \$ 91,623 | \$ 92,473 | \$ 93,323 | \$ 94,173 | \$ 95,023 | \$ 95,873 |
| 26 years | 27 | \$ 88,623 | \$ 89,473 | \$ 90,323 | \$ 91,173 | \$ 92,023 | \$ 92,873 | \$ 93,723 | \$ 94,573 | \$ 95,423 | \$ 96,273 | \$ 97,123 |
| 27 years | 28 | \$ 89,873 | \$ 90,723 | \$ 91,573 | \$ 92,423 | \$ 93,273 | \$ 94,123 | \$ 94,973 | \$ 95,823 | \$ 96,673 | \$ 97,523 | \$ 98,373 |
| 28 years | 29 | \$ 91,123 | \$ 91,973 | \$ 92,823 | \$ 93,673 | \$ 94,523 | \$ 95,373 | \$ 96,223 | \$ 97,073 | \$ 97,923 | \$ 98,773 | \$ 99,623 |
| 29 years | 30 | \$ 92,373 | \$ 93,223 | \$ 94,073 | \$ 94,923 | \$ 95,773 | \$ 96,623 | \$ 97,473 | \$ 98,323 | \$ 99,173 | \$ 100,023 | \$ 100,873 |

| CO River BOCES/ YMHS Early Childhood Educator 19/20 | | | | | | | | | | | | |
|---|--|---|--|--|--|--|--|---|-----------------------------|----------------------------------|------------|---|
| ECE-Sub | Starting ECE- no ECE experience year 1 | Starting ECE- 1-4 years ECE experience, no EHS qualifications | Starting ECE- 5+ years ECE experience, no EHS qualifications | ECE- Start Base w/EHS qualifications 1-4 years ECE experience or min. with earned EHS qualification* | ECE- Start Base w/EHS qualifications 5+ years experience or min. with earned EHS qualification | ECE- Start Base w/Director qualifications 1-4 years ECE experience | ECE- Start Base w/Director qualifications - 5+ years ECE experience or ECE BA/MA degree and any experience | Educational Increase +6 ECE credits after EHS qualification | ECE w/EHS Qualification Cap | ECE w/Director Qualification Cap | Salary Cap | EHS-ELV Annual Bonus (paid over 2 allotments, billed back to ELV-EHS) |
| \$15.58 | \$16.82 | \$17.24 | \$17.50 | \$17.87 [1] | \$18.55 | \$18.90 | \$19.59 | .50/hr | \$21.58 | \$25.69 | \$650.00 | \$1,000.00 |
| | | | | | | | | | (increase % as | (increase % as | | |

Annual increase are determined by revenues available to the district
 *The EHS qualification is an infant toddler CDK or equivalent. The state of Colorado describes equivalent as ECE 101, 103, 111, and 112.

| | | | | | |
|--|--|---|--|---------------------------------------|-------------------|
| CO River BOCES/ YMHS Secretary/ Registrar 19/20 | | | | | |
| School Secretary/Registrar base- no office or other school experience | School Secretary/Registrar base- School Secretary/Registrar/ Teacher 0-4 years experience | School Secretary/Registrar base- School Secretary/Registrar/ Teacher 5+ years experience (Capped at \$30.50) | Educational Increase +6 approved EISC | School Secretary/Registrar Cap | Office Sub |
| \$17.77 | \$18.40 | \$19.44 | .50/hr | \$30.00 | \$17.50 |

| CO River BOCES/ YMHS Behavioral Coach 19/20 | | | |
|---|--|---|--|
| Rebound Behavior Coach Base- no experience | Rebound Behavior Coach Base- 1-4 years School, DHS, or Behavioral Support Experience | Rebound Behavior Coach Base- 5+ years School, DHS, or Behavioral Support Experience | Educational Increase +6 Approved credits |
| \$15.16 | \$16.19 | \$18.80 | .50/hr |

| | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|
| CO River BOCES/ YMHS Substitute Teacher 19/20 | | | | | | | | | |
| Substitute Teacher- | Substitute Teacher - Licensed Staff Member Working on Day off | | | | | | | | |
| \$123.75/day | Regular Daily/ Hourly Rate | | | | | | | | |

CO River BOCES/ YMHS Transportation 19/20

| Driver Sub | Non- CDL Driver (Capped at \$16.25) | CDL Licensed Driver - 0-4 yrs exp. | CDL Licensed Driver 5+ Years Exp. (Capped at \$25.50) |
|-------------------|--|---|--|
| \$18.80 | \$13.07 | \$19.75 | \$20.07 |

CO River BOCES/ YMHS Hourly Teacher/SSP 19/20

| | | |
|-----------------------------|--------------------|--|
| | | |
| YMHS Non-Licensed Teacher | \$20.00 | |
| YMHS Hrly Licensed Teacher | See Prof. Schedule | |
| YMHS Nurse | \$33.00 | |
| | | |
| Speech Language Pathologist | \$50.00 | |
| SLPA | \$35.00 | |
| SLP Supervisor | \$100.00 | |
| Physical Therapist | \$80.00 | |
| Occupational Therapist | \$50.00 | |
| Practicum Student | \$20.00 | |
| School Psych | \$80.00 | |
| Intern | See Prof. Schedule | |

[1] 2016-2016

CityStaff TitlesLow PayHigh PayAvergae L/HRemove Outliers
RifleEarly Childhood Teacher\$16.80\$16.80
BasaltEarly Childhood Teacher\$22.44\$44.87\$33.66

Early Childhood Teacher\$14.45\$14.45\$14.45
Glenwood Springs
Early Childhood Teacher\$14.00\$18.00\$16.00
Parachute

Early Childhood Teacher\$13.50\$15.50\$14.50
AspenEarly Childhood Teacher\$12.00\$15.00\$13.50

AspenEarly Childhood Teacher\$13.00\$16.00\$14.50
AspenEarly Childhood Teacher\$11.53\$20.00\$15.77
BasaltEarly Childhood Teacher\$14.00\$18.00\$16.00
BasaltEarly Childhood Teacher\$8.75\$8.75\$8.75
BasaltEarly Childhood Teacher\$11.00\$13.00\$12.00
ParachuteEarly Childhood Teacher\$14.66\$21.00\$17.83

New Castle
Early Childhood Teacher\$17.00\$25.00\$21.00
Glenwood Springs

Early Childhood Teacher\$15.00\$20.00\$17.50
El JebelEarly Childhood Teacher\$14.00\$16.00\$15.00

Aspen
CarbondaleEarly Childhood Teacher\$12.00\$15.50\$13.75

Glenwood Springs

Early Childhood Teacher\$15.00\$20.00\$17.50
New CastleEarly Childhood Teacher\$10.00\$15.00\$12.50

Snowmass VillageEarly Childhood Teacher\$14.00\$20.00\$17.00

AspenEarly Childhood Teacher\$17.00\$24.00\$20.50
Early Childhood Teacher\$15.75\$19.50\$17.63

Snowmass Village

Basalt
Early Childhood Teacher\$17.00\$25.00\$21.00
Aspen
Early Childhood Teacher\$17.00\$22.00\$19.50
Rifle
Early Childhood Teacher\$14.50\$15.50\$15.00
BasaltEarly Childhood Teacher\$12.00\$13.50\$12.75
Glenwood SpringsEarly Childhood Teacher\$11.00\$17.00\$14.00
Glenwood SpringsEarly Childhood Teacher\$16.00\$16.00\$16.00

New Castle
Early Childhood Teacher\$12.50\$31.25\$21.88
CarbondaleEarly Childhood Teacher\$11.00\$13.25\$12.13

AspenEarly Childhood Teacher\$25.89\$25.89

Glenwood SpringsEarly Childhood Teacher\$16.00\$18.00\$17.00

CarbondaleEarly Childhood Teacher\$20.00\$22.00\$21.00

Carbondale

Early Childhood Teacher\$19.60\$19.60
Snowmass VillageEarly Childhood Teacher\$15.00\$19.00\$17.00

Rifle

Early Childhood Teacher\$19.00\$21.00\$20.00
New CastleEarly Childhood Teacher\$12.00\$15.00\$13.50

Silt

Aspen

Early Childhood Teacher\$21.95\$27.50\$24.73

El JebelEarly Childhood Teacher\$14.00\$25.00\$19.50

Aspen

Early Childhood Teacher\$15.00\$19.00\$17.00

Aspen

Early Childhood Teacher\$17.00\$20.00\$18.50

CarbondaleEarly Childhood Teacher\$17.70\$21.00\$19.35

Glenwood Springs

Early Childhood Teacher\$12.00\$18.00\$15.00

CarbondaleEarly Childhood Teacher\$16.00\$18.52\$17.26

\$14.70\$19.59\$17.10regional average