

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 18/19

164 Days 9.25 hrs/day

New employees place based on experience and relevant credits.

- \$ 36,191 Base Salary
- \$ 850 Horizontal Increment (Professional Growth)
- \$ 850 Vertical Increment (Experience)

Relevant Credits or Professional Growth Credits

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)
		0	10	20	30	40	MA	10	20	30	40	
0 Years	1	\$36,191	\$37,041	\$37,891	\$38,741	\$39,591	\$40,441	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691
1 years	2	\$37,041	\$37,891	\$38,741	\$39,591	\$40,441	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541
2 years	3	\$37,891	\$38,741	\$39,591	\$40,441	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391
3 years	4	\$38,741	\$39,591	\$40,441	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241
4 years	5	\$39,591	\$40,441	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091
5 years	6	\$40,441	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941
6 years	7	\$41,291	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791
7 years	8	\$42,141	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641
8 years	9	\$42,991	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491
9 years	10	\$43,841	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341
10 years	11	\$44,691	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191
11 years	12	\$45,541	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041
12 years	13	\$46,391	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891
13 years	14	\$47,241	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741
14 years	15	\$48,091	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591
15 years	16	\$48,941	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441
16 years	17	\$49,791	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291
17 years	18	\$50,641	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141
18 years	19	\$51,491	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991
19 years	20	\$52,341	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841
20 years	21	\$53,191	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691
21 years	22	\$54,041	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541
22 years	23	\$54,891	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391
23 years	24	\$55,741	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241
24 years	25	\$56,591	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241	\$65,091
25 years	26	\$57,441	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241	\$65,091	\$65,941
26 years	27	\$58,291	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241	\$65,091	\$65,941	\$66,791
27 years	28	\$59,141	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241	\$65,091	\$65,941	\$66,791	\$67,641
28 years	29	\$59,991	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241	\$65,091	\$65,941	\$66,791	\$67,641	\$68,491
29 years	30	\$60,841	\$61,691	\$62,541	\$63,391	\$64,241	\$65,091	\$65,941	\$66,791	\$67,641	\$68,491	\$69,341

CO River BOCES Special Service Providers 18/19

186 day contract - Equivalent

New employees place based on experience and relevant credits.

\$ 36,191	Base Salary	+ Base Differential for SSP	5000
\$ 850	Horizontal Increment (Professional Growth)		
\$ 850	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	\$41,191	\$42,041	\$42,891	\$43,741	\$44,591	\$45,441	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691
1 years	2	\$42,041	\$42,891	\$43,741	\$44,591	\$45,441	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541
2 years	3	\$42,891	\$43,741	\$44,591	\$45,441	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391
3 years	4	\$43,741	\$44,591	\$45,441	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241
4 years	5	\$44,591	\$45,441	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091
5 years	6	\$45,441	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941
6 years	7	\$46,291	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791
7 years	8	\$47,141	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641
8 years	9	\$47,991	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491
9 years	10	\$48,841	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341
10 years	11	\$49,691	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191
11 years	12	\$50,541	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041
12 years	13	\$51,391	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891
13 years	14	\$52,241	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741
14 years	15	\$53,091	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591
15 years	16	\$53,941	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441
16 years	17	\$54,791	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291
17 years	18	\$55,641	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141
18 years	19	\$56,491	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991
19 years	20	\$57,341	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841
20 years	21	\$58,191	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691
21 years	22	\$59,041	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541
22 years	23	\$59,891	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391
23 years	24	\$60,741	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241
24 years	25	\$61,591	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241	\$70,091
25 years	26	\$62,441	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241	\$70,091	\$70,941
26 years	27	\$63,291	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241	\$70,091	\$70,941	\$71,791
27 years	28	\$64,141	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241	\$70,091	\$70,941	\$71,791	\$72,641
28 years	29	\$64,991	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241	\$70,091	\$70,941	\$71,791	\$72,641	\$73,491
29 years	30	\$65,841	\$66,691	\$67,541	\$68,391	\$69,241	\$70,091	\$70,941	\$71,791	\$72,641	\$73,491	\$74,341

CO River BOCES/ YMHS Principal 18/19

220 day contract - Equivalent

New employees place based on experience and relevant credits.

\$ 92,514.00	Base Salary
\$ 850.00	Horizontal Increment (Professional Growth)
\$ 1,781.00	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	\$ 92,514	\$ 93,364	\$ 94,214	\$ 95,064	\$ 95,914	\$ 96,764	\$ 97,614	\$ 98,464	\$ 99,314	\$ 100,164	\$ 101,014
1 years	2	\$ 94,295	\$ 95,145	\$ 95,995	\$ 96,845	\$ 97,695	\$ 98,545	\$ 99,395	\$ 100,245	\$ 101,095	\$ 101,945	\$ 102,795
2 years	3	\$ 96,076	\$ 96,926	\$ 97,776	\$ 98,626	\$ 99,476	\$ 100,326	\$ 101,176	\$ 102,026	\$ 102,876	\$ 103,726	\$ 104,576
3 years	4	\$ 97,857	\$ 98,707	\$ 99,557	\$ 100,407	\$ 101,257	\$ 102,107	\$ 102,957	\$ 103,807	\$ 104,657	\$ 105,507	\$ 106,357
4 years	5	\$ 99,638	\$ 100,488	\$ 101,338	\$ 102,188	\$ 103,038	\$ 103,888	\$ 104,738	\$ 105,588	\$ 106,438	\$ 107,288	\$ 108,138
5 years	6	\$ 101,419	\$ 102,269	\$ 103,119	\$ 103,969	\$ 104,819	\$ 105,669	\$ 106,519	\$ 107,369	\$ 108,219	\$ 109,069	\$ 109,919
6 years	7	\$ 103,200	\$ 104,050	\$ 104,900	\$ 105,750	\$ 106,600	\$ 107,450	\$ 108,300	\$ 109,150	\$ 110,000	\$ 110,850	\$ 111,700
7 years	8	\$ 104,981	\$ 105,831	\$ 106,681	\$ 107,531	\$ 108,381	\$ 109,231	\$ 110,081	\$ 110,931	\$ 111,781	\$ 112,631	\$ 113,481
8 years	9	\$ 106,762	\$ 107,612	\$ 108,462	\$ 109,312	\$ 110,162	\$ 111,012	\$ 111,862	\$ 112,712	\$ 113,562	\$ 114,412	\$ 115,262
9 years	10	\$ 108,543	\$ 109,393	\$ 110,243	\$ 111,093	\$ 111,943	\$ 112,793	\$ 113,643	\$ 114,493	\$ 115,343	\$ 116,193	\$ 117,043
10 years	11	\$ 110,324	\$ 111,174	\$ 112,024	\$ 112,874	\$ 113,724	\$ 114,574	\$ 115,424	\$ 116,274	\$ 117,124	\$ 117,974	\$ 118,824
11 years	12	\$ 112,105	\$ 112,955	\$ 113,805	\$ 114,655	\$ 115,505	\$ 116,355	\$ 117,205	\$ 118,055	\$ 118,905	\$ 119,755	\$ 120,605
12 years	13	\$ 113,886	\$ 114,736	\$ 115,586	\$ 116,436	\$ 117,286	\$ 118,136	\$ 118,986	\$ 119,836	\$ 120,686	\$ 121,536	\$ 122,386
13 years	14	\$ 115,667	\$ 116,517	\$ 117,367	\$ 118,217	\$ 119,067	\$ 119,917	\$ 120,767	\$ 121,617	\$ 122,467	\$ 123,317	\$ 124,167
14 years	15	\$ 117,448	\$ 118,298	\$ 119,148	\$ 119,998	\$ 120,848	\$ 121,698	\$ 122,548	\$ 123,398	\$ 124,248	\$ 125,098	\$ 125,948
15 years	16	\$ 119,229	\$ 120,079	\$ 120,929	\$ 121,779	\$ 122,629	\$ 123,479	\$ 124,329	\$ 125,179	\$ 126,029	\$ 126,879	\$ 127,729
16 years	17	\$ 121,010	\$ 121,860	\$ 122,710	\$ 123,560	\$ 124,410	\$ 125,260	\$ 126,110	\$ 126,960	\$ 127,810	\$ 128,660	\$ 129,510
17 years	18	\$ 122,791	\$ 123,641	\$ 124,491	\$ 125,341	\$ 126,191	\$ 127,041	\$ 127,891	\$ 128,741	\$ 129,591	\$ 130,441	\$ 131,291
18 years	19	\$ 124,572	\$ 125,422	\$ 126,272	\$ 127,122	\$ 127,972	\$ 128,822	\$ 129,672	\$ 130,522	\$ 131,372	\$ 132,222	\$ 133,072
19 years	20	\$ 126,353	\$ 127,203	\$ 128,053	\$ 128,903	\$ 129,753	\$ 130,603	\$ 131,453	\$ 132,303	\$ 133,153	\$ 134,003	\$ 134,853
20 years	21	\$ 128,134	\$ 128,984	\$ 129,834	\$ 130,684	\$ 131,534	\$ 132,384	\$ 133,234	\$ 134,084	\$ 134,934	\$ 135,784	\$ 136,634
21 years	22	\$ 129,915	\$ 130,765	\$ 131,615	\$ 132,465	\$ 133,315	\$ 134,165	\$ 135,015	\$ 135,865	\$ 136,715	\$ 137,565	\$ 138,415
22 years	23	\$ 131,696	\$ 132,546	\$ 133,396	\$ 134,246	\$ 135,096	\$ 135,946	\$ 136,796	\$ 137,646	\$ 138,496	\$ 139,346	\$ 140,196
23 years	24	\$ 133,477	\$ 134,327	\$ 135,177	\$ 136,027	\$ 136,877	\$ 137,727	\$ 138,577	\$ 139,427	\$ 140,277	\$ 141,127	\$ 141,977
24 years	25	\$ 135,258	\$ 136,108	\$ 136,958	\$ 137,808	\$ 138,658	\$ 139,508	\$ 140,358	\$ 141,208	\$ 142,058	\$ 142,908	\$ 143,758
25 years	26	\$ 137,039	\$ 137,889	\$ 138,739	\$ 139,589	\$ 140,439	\$ 141,289	\$ 142,139	\$ 142,989	\$ 143,839	\$ 144,689	\$ 145,539
26 years	27	\$ 138,820	\$ 139,670	\$ 140,520	\$ 141,370	\$ 142,220	\$ 143,070	\$ 143,920	\$ 144,770	\$ 145,620	\$ 146,470	\$ 147,320
27 years	28	\$ 140,601	\$ 141,451	\$ 142,301	\$ 143,151	\$ 144,001	\$ 144,851	\$ 145,701	\$ 146,551	\$ 147,401	\$ 148,251	\$ 149,101
28 years	29	\$ 142,382	\$ 143,232	\$ 144,082	\$ 144,932	\$ 145,782	\$ 146,632	\$ 147,482	\$ 148,332	\$ 149,182	\$ 150,032	\$ 150,882
29 years	30	\$ 144,163	\$ 145,013	\$ 145,863	\$ 146,713	\$ 147,563	\$ 148,413	\$ 149,263	\$ 150,113	\$ 150,963	\$ 151,813	\$ 152,663

CO River BOCES Special Education Director 18/19

220 day contract - Equivalent

New employees place based on experience and relevant credits.

\$76,275 Base Salary

\$850 Horizontal Increment (Professional Growth)

\$1,500 Vertical Increment (Experience)

Relevant Credits or Professional Growth Credits

Years of Experience

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	\$ 76,275	\$ 77,125	\$ 77,975	\$ 78,825	\$ 79,675	\$ 80,525	\$ 81,375	\$ 82,225	\$ 83,075	\$ 83,925	\$ 84,775
1 years	2	\$ 77,775	\$ 78,625	\$ 79,475	\$ 80,325	\$ 81,175	\$ 82,025	\$ 82,875	\$ 83,725	\$ 84,575	\$ 85,425	\$ 86,275
2 years	3	\$ 79,275	\$ 80,125	\$ 80,975	\$ 81,825	\$ 82,675	\$ 83,525	\$ 84,375	\$ 85,225	\$ 86,075	\$ 86,925	\$ 87,775
3 years	4	\$ 80,775	\$ 81,625	\$ 82,475	\$ 83,325	\$ 84,175	\$ 85,025	\$ 85,875	\$ 86,725	\$ 87,575	\$ 88,425	\$ 89,275
4 years	5	\$ 82,275	\$ 83,125	\$ 83,975	\$ 84,825	\$ 85,675	\$ 86,525	\$ 87,375	\$ 88,225	\$ 89,075	\$ 89,925	\$ 90,775
5 years	6	\$ 83,775	\$ 84,625	\$ 85,475	\$ 86,325	\$ 87,175	\$ 88,025	\$ 88,875	\$ 89,725	\$ 90,575	\$ 91,425	\$ 92,275
6 years	7	\$ 85,275	\$ 86,125	\$ 86,975	\$ 87,825	\$ 88,675	\$ 89,525	\$ 90,375	\$ 91,225	\$ 92,075	\$ 92,925	\$ 93,775
7 years	8	\$ 86,775	\$ 87,625	\$ 88,475	\$ 89,325	\$ 90,175	\$ 91,025	\$ 91,875	\$ 92,725	\$ 93,575	\$ 94,425	\$ 95,275
8 years	9	\$ 88,275	\$ 89,125	\$ 89,975	\$ 90,825	\$ 91,675	\$ 92,525	\$ 93,375	\$ 94,225	\$ 95,075	\$ 95,925	\$ 96,775
9 years	10	\$ 89,775	\$ 90,625	\$ 91,475	\$ 92,325	\$ 93,175	\$ 94,025	\$ 94,875	\$ 95,725	\$ 96,575	\$ 97,425	\$ 98,275
10 years	11	\$ 91,275	\$ 92,125	\$ 92,975	\$ 93,825	\$ 94,675	\$ 95,525	\$ 96,375	\$ 97,225	\$ 98,075	\$ 98,925	\$ 99,775
11 years	12	\$ 92,775	\$ 93,625	\$ 94,475	\$ 95,325	\$ 96,175	\$ 97,025	\$ 97,875	\$ 98,725	\$ 99,575	\$ 100,425	\$ 101,275
12 years	13	\$ 94,275	\$ 95,125	\$ 95,975	\$ 96,825	\$ 97,675	\$ 98,525	\$ 99,375	\$ 100,225	\$ 101,075	\$ 101,925	\$ 102,775
13 years	14	\$ 95,775	\$ 96,625	\$ 97,475	\$ 98,325	\$ 99,175	\$ 100,025	\$ 100,875	\$ 101,725	\$ 102,575	\$ 103,425	\$ 104,275
14 years	15	\$ 97,275	\$ 98,125	\$ 98,975	\$ 99,825	\$ 100,675	\$ 101,525	\$ 102,375	\$ 103,225	\$ 104,075	\$ 104,925	\$ 105,775
15 years	16	\$ 98,775	\$ 99,625	\$ 100,475	\$ 101,325	\$ 102,175	\$ 103,025	\$ 103,875	\$ 104,725	\$ 105,575	\$ 106,425	\$ 107,275
16 years	17	\$ 100,275	\$ 101,125	\$ 101,975	\$ 102,825	\$ 103,675	\$ 104,525	\$ 105,375	\$ 106,225	\$ 107,075	\$ 107,925	\$ 108,775
17 years	18	\$ 101,775	\$ 102,625	\$ 103,475	\$ 104,325	\$ 105,175	\$ 106,025	\$ 106,875	\$ 107,725	\$ 108,575	\$ 109,425	\$ 110,275
18 years	19	\$ 103,275	\$ 104,125	\$ 104,975	\$ 105,825	\$ 106,675	\$ 107,525	\$ 108,375	\$ 109,225	\$ 110,075	\$ 110,925	\$ 111,775
19 years	20	\$ 104,775	\$ 105,625	\$ 106,475	\$ 107,325	\$ 108,175	\$ 109,025	\$ 109,875	\$ 110,725	\$ 111,575	\$ 112,425	\$ 113,275
20 years	21	\$ 106,275	\$ 107,125	\$ 107,975	\$ 108,825	\$ 109,675	\$ 110,525	\$ 111,375	\$ 112,225	\$ 113,075	\$ 113,925	\$ 114,775
21 years	22	\$ 107,775	\$ 108,625	\$ 109,475	\$ 110,325	\$ 111,175	\$ 112,025	\$ 112,875	\$ 113,725	\$ 114,575	\$ 115,425	\$ 116,275
22 years	23	\$ 109,275	\$ 110,125	\$ 110,975	\$ 111,825	\$ 112,675	\$ 113,525	\$ 114,375	\$ 115,225	\$ 116,075	\$ 116,925	\$ 117,775
23 years	24	\$ 110,775	\$ 111,625	\$ 112,475	\$ 113,325	\$ 114,175	\$ 115,025	\$ 115,875	\$ 116,725	\$ 117,575	\$ 118,425	\$ 119,275
24 years	25	\$ 112,275	\$ 113,125	\$ 113,975	\$ 114,825	\$ 115,675	\$ 116,525	\$ 117,375	\$ 118,225	\$ 119,075	\$ 119,925	\$ 120,775
25 years	26	\$ 113,775	\$ 114,625	\$ 115,475	\$ 116,325	\$ 117,175	\$ 118,025	\$ 118,875	\$ 119,725	\$ 120,575	\$ 121,425	\$ 122,275
26 years	27	\$ 115,275	\$ 116,125	\$ 116,975	\$ 117,825	\$ 118,675	\$ 119,525	\$ 120,375	\$ 121,225	\$ 122,075	\$ 122,925	\$ 123,775
27 years	28	\$ 116,775	\$ 117,625	\$ 118,475	\$ 119,325	\$ 120,175	\$ 121,025	\$ 121,875	\$ 122,725	\$ 123,575	\$ 124,425	\$ 125,275
28 years	29	\$ 118,275	\$ 119,125	\$ 119,975	\$ 120,825	\$ 121,675	\$ 122,525	\$ 123,375	\$ 124,225	\$ 125,075	\$ 125,925	\$ 126,775
29 years	30	\$ 119,775	\$ 120,625	\$ 121,475	\$ 122,325	\$ 123,175	\$ 124,025	\$ 124,875	\$ 125,725	\$ 126,575	\$ 127,425	\$ 128,275

CO River BOCES Special Education Coordinator 18/19

220 day contract - Equivalent

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

\$54,104 Base Salary \$5,000

\$850 Horizontal Increment (Professional Growth)

\$1,000 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	\$ 54,104	\$ 54,954	\$ 55,804	\$ 56,654	\$ 57,504	\$ 58,354	\$ 59,204	\$ 60,054	\$ 60,904	\$ 61,754	\$ 62,604
1 years	2	\$ 55,104	\$ 55,954	\$ 56,804	\$ 57,654	\$ 58,504	\$ 59,354	\$ 60,204	\$ 61,054	\$ 61,904	\$ 62,754	\$ 63,604
2 years	3	\$ 56,104	\$ 56,954	\$ 57,804	\$ 58,654	\$ 59,504	\$ 60,354	\$ 61,204	\$ 62,054	\$ 62,904	\$ 63,754	\$ 64,604
3 years	4	\$ 57,104	\$ 57,954	\$ 58,804	\$ 59,654	\$ 60,504	\$ 61,354	\$ 62,204	\$ 63,054	\$ 63,904	\$ 64,754	\$ 65,604
4 years	5	\$ 58,104	\$ 58,954	\$ 59,804	\$ 60,654	\$ 61,504	\$ 62,354	\$ 63,204	\$ 64,054	\$ 64,904	\$ 65,754	\$ 66,604
5 years	6	\$ 59,104	\$ 59,954	\$ 60,804	\$ 61,654	\$ 62,504	\$ 63,354	\$ 64,204	\$ 65,054	\$ 65,904	\$ 66,754	\$ 67,604
6 years	7	\$ 60,104	\$ 60,954	\$ 61,804	\$ 62,654	\$ 63,504	\$ 64,354	\$ 65,204	\$ 66,054	\$ 66,904	\$ 67,754	\$ 68,604
7 years	8	\$ 61,104	\$ 61,954	\$ 62,804	\$ 63,654	\$ 64,504	\$ 65,354	\$ 66,204	\$ 67,054	\$ 67,904	\$ 68,754	\$ 69,604
8 years	9	\$ 62,104	\$ 62,954	\$ 63,804	\$ 64,654	\$ 65,504	\$ 66,354	\$ 67,204	\$ 68,054	\$ 68,904	\$ 69,754	\$ 70,604
9 years	10	\$ 63,104	\$ 63,954	\$ 64,804	\$ 65,654	\$ 66,504	\$ 67,354	\$ 68,204	\$ 69,054	\$ 69,904	\$ 70,754	\$ 71,604
10 years	11	\$ 64,104	\$ 64,954	\$ 65,804	\$ 66,654	\$ 67,504	\$ 68,354	\$ 69,204	\$ 70,054	\$ 70,904	\$ 71,754	\$ 72,604
11 years	12	\$ 65,104	\$ 65,954	\$ 66,804	\$ 67,654	\$ 68,504	\$ 69,354	\$ 70,204	\$ 71,054	\$ 71,904	\$ 72,754	\$ 73,604
12 years	13	\$ 66,104	\$ 66,954	\$ 67,804	\$ 68,654	\$ 69,504	\$ 70,354	\$ 71,204	\$ 72,054	\$ 72,904	\$ 73,754	\$ 74,604
13 years	14	\$ 67,104	\$ 67,954	\$ 68,804	\$ 69,654	\$ 70,504	\$ 71,354	\$ 72,204	\$ 73,054	\$ 73,904	\$ 74,754	\$ 75,604
14 years	15	\$ 68,104	\$ 68,954	\$ 69,804	\$ 70,654	\$ 71,504	\$ 72,354	\$ 73,204	\$ 74,054	\$ 74,904	\$ 75,754	\$ 76,604
15 years	16	\$ 69,104	\$ 69,954	\$ 70,804	\$ 71,654	\$ 72,504	\$ 73,354	\$ 74,204	\$ 75,054	\$ 75,904	\$ 76,754	\$ 77,604
16 years	17	\$ 70,104	\$ 70,954	\$ 71,804	\$ 72,654	\$ 73,504	\$ 74,354	\$ 75,204	\$ 76,054	\$ 76,904	\$ 77,754	\$ 78,604
17 years	18	\$ 71,104	\$ 71,954	\$ 72,804	\$ 73,654	\$ 74,504	\$ 75,354	\$ 76,204	\$ 77,054	\$ 77,904	\$ 78,754	\$ 79,604
18 years	19	\$ 72,104	\$ 72,954	\$ 73,804	\$ 74,654	\$ 75,504	\$ 76,354	\$ 77,204	\$ 78,054	\$ 78,904	\$ 79,754	\$ 80,604
19 years	20	\$ 73,104	\$ 73,954	\$ 74,804	\$ 75,654	\$ 76,504	\$ 77,354	\$ 78,204	\$ 79,054	\$ 79,904	\$ 80,754	\$ 81,604
20 years	21	\$ 74,104	\$ 74,954	\$ 75,804	\$ 76,654	\$ 77,504	\$ 78,354	\$ 79,204	\$ 80,054	\$ 80,904	\$ 81,754	\$ 82,604
21 years	22	\$ 75,104	\$ 75,954	\$ 76,804	\$ 77,654	\$ 78,504	\$ 79,354	\$ 80,204	\$ 81,054	\$ 81,904	\$ 82,754	\$ 83,604
22 years	23	\$ 76,104	\$ 76,954	\$ 77,804	\$ 78,654	\$ 79,504	\$ 80,354	\$ 81,204	\$ 82,054	\$ 82,904	\$ 83,754	\$ 84,604
23 years	24	\$ 77,104	\$ 77,954	\$ 78,804	\$ 79,654	\$ 80,504	\$ 81,354	\$ 82,204	\$ 83,054	\$ 83,904	\$ 84,754	\$ 85,604
24 years	25	\$ 78,104	\$ 78,954	\$ 79,804	\$ 80,654	\$ 81,504	\$ 82,354	\$ 83,204	\$ 84,054	\$ 84,904	\$ 85,754	\$ 86,604
25 years	26	\$ 79,104	\$ 79,954	\$ 80,804	\$ 81,654	\$ 82,504	\$ 83,354	\$ 84,204	\$ 85,054	\$ 85,904	\$ 86,754	\$ 87,604
26 years	27	\$ 80,104	\$ 80,954	\$ 81,804	\$ 82,654	\$ 83,504	\$ 84,354	\$ 85,204	\$ 86,054	\$ 86,904	\$ 87,754	\$ 88,604
27 years	28	\$ 81,104	\$ 81,954	\$ 82,804	\$ 83,654	\$ 84,504	\$ 85,354	\$ 86,204	\$ 87,054	\$ 87,904	\$ 88,754	\$ 89,604
28 years	29	\$ 82,104	\$ 82,954	\$ 83,804	\$ 84,654	\$ 85,504	\$ 86,354	\$ 87,204	\$ 88,054	\$ 88,904	\$ 89,754	\$ 90,604
29 years	30	\$ 83,104	\$ 83,954	\$ 84,804	\$ 85,654	\$ 86,504	\$ 87,354	\$ 88,204	\$ 89,054	\$ 89,904	\$ 90,754	\$ 91,604

CO River BOCES/ YMHS Early Childhood Educator 18/19													
ECE-Sub	Starting ECE- no ECE	Starting ECE- 1-4	Starting ECE- 5+	ECE- Start Base	ECE- Start Base	ECE- Start Base	ECE- Start Base	ECE- Start Base	Educational	ECE w/ EHS	ECE	Salary Cap	EHS-ELV
\$15.35	\$16.37	\$16.78	\$17.03	\$17.39	\$18.05	\$18.40	\$19.07	50/hr		\$21.00	\$25.00	\$650.00	\$1,000.00
				(average region base)						(increase % as			

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

CO River BOCES/ YMHS Secretary/ Registrar 18/19				
School	School	School	Educational	Office
\$17.29	\$17.90	\$18.92	.50/hr	\$14.75

CO River BOCES/ YMHS Behavioral Coach 18/19			
Rebound Behavior	Rebound Behavior	Rebound Behavior	Educational
\$14.75	\$15.76	\$18.30	.50/hr

CO River BOCES/ YMHS Transportation 18/19

Driver Sub	Non- CDL	CDL	CDL
\$18.30	\$12.71	\$19.22	\$19.53

CO River BOCES/ YMHS Substitute Teacher 18/19									
Substitute	Substitute Teacher - Licensed								
\$123.75/day	Regular Daily/ Hourly Rate								
Unlicensed Teacher (ie. Sustainability Studies, Performing Arts, etc.)									
						\$20.00/hr			