


**WELD COUNTY SCHOOL DISTRICT RE-4
ADMINISTRATOR, PROFESSIONAL, TECHNICAL SALARY SCHEDULE
2020-2021**

RANGE	POSITION	DAYS	SALARY MINIMUM	SALARY MIDPOINT	SALARY MAXIMUM
1	NO POSITIONS		45,642	55,661	65,680
2	SWAP COORDINATOR	215	50,496	61,581	72,666
3	EXECUTIVE ADMINISTRATIVE ASSISTANT	260	55,429	67,596	79,763
4	DIRECTOR OF NUTRITION SERVICES	210	60,363	73,613	86,863
	ACCOUNTING MANAGER	260			
	ASSISTANT MAINTENANCE DIRECTOR	260			
	OPERATIONS MANAGER, TRANSPORTATION	260			
5	NETWORK ADMINISTRATOR/SYSTEMS ANALYST	260	65,295	79,628	93,961
	SYSTEMS ADMINISTRATOR	260			
	COORDINATOR, MENTAL HEALTH AND SAFETY	205			
	COORDINATOR, PROFESSIONAL DEVELOPMENT	205			
	COORDINATOR, CTE AND COMMUNITY PARTNERSHIP	205			
	COORDINATOR, PRESCHOOL	205			
6	ASSISTANT PRINCIPAL, ELEMENTARY	205	70,226	85,642	101,058
	SPECIAL EDUCATION COORDINATOR	210			
	ENTERPRISE TECHNOLOGY MANAGER	260			
	DIRECTOR OF TRANSPORTATION	260			
7	AP MIDDLE SCHOOL/ATHLETIC DIRECTOR	210	75,159	91,657	108,155
	ONLINE PROGRAM ADMINISTRATOR	220			
	DIRECTOR OF OPERATIONS/MAINTENANCE	260			
8	AP HIGH SCHOOL/ATHLETIC/ACTIVITIES DIR	210	80,091	97,672	115,253
9	PRINCIPAL, ELEMENTARY	220	87,001	106,099	125,197
10	PRINCIPAL, MIDDLE SCHOOL	225	92,002	112,197	132,392
11	NO POSITIONS		94,887	115,716	136,545
12	DIRECTOR OF INSTRUCTION	260	101,990	124,378	146,766
	DIRECTOR OF SPECIAL PROGRAMS	260			
	DIRECTOR OF TECHNOLOGY	260			
	PRINCIPAL, HIGH SCHOOL	260			
	CHIEF FINANCIAL OFFICER	260			
13	CHIEF OPERATING OFFICER	260	104,753	127,748	150,743

- Head teachers in the elementary schools will be paid a stipend of 4% of the minimum salary for the elementary principal position.
- Administrative TOSA in the elementary schools will be paid a stipend of 6% of the minimum salary for the elementary principal position.
- Dean of Students/Administrative TOSA at the high school will be paid a stipend of 6% of the minimum salary for the high school principal position.
- Dean of Students/Administrative TOSA at the middle school will be paid a stipend of 6% of the minimum salary for the middle school principal position.
- Non-administrator Athletic Director at the middle school will be paid a stipend of 4% of the minimum salary for the middle school principal position.
- If Director of Instruction position is filled with TOSA, a stipend of 8% of the minimum directory salary shall be paid.
- For each administrator, the district will pay the cost of membership dues for CASE and the related national affiliate.
- If the Board awards steps to employees, the employee must have worked at least 90 days or a semester in the previous year in order to be eligible for the step.

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PLACEMENT IN STRUCTURE FOR OUTSIDE HIRES

- > Employees new to the district who are hired to fill existing openings will be placed in the structure based upon their experience and qualifications, needs of the district, present pay, the current job market situation, and consideration of incumbents in the position and their equivalent qualifications.

PLACEMENT IN STRUCTURE UPON PROMOTION

- > An employee who is promoted from a lower pay range will be placed in the appropriate job description and pay range. Such placement for pay purposes will occur effective the starting date of the new job. The salary for the position will be at least the minimum of the new pay range, and placement will be based on specific qualifications related to the new position, similar to evaluating an outside hire. Only central office personnel will determine placement salary.

ACCEPTANCE OF POSITION IN LOWER PAY RANGE

- > An employee who accepts another position for which he/she is qualified in a lower pay range is assumed to have resigned from his/her former position responsibilities and the assigned pay range and salary. This is viewed as an individual career decision, with the person recognizing and accepting the related pay range and salary range of the new position. Such placement for pay purposes will occur effective the starting date of the new job. Placement within the lower pay range will be based upon specific qualifications related to the new position, similar to evaluating an outside hire. The salary will be at least at the minimum of the lower pay range. Only central office personnel will determine placement salary.