

Rocky Mountain Deaf School 2020 - 2021

Classified Salary Schedule PARA-EDUCATORS / 1:1 AIDES Pro-Rate Pay Based on an 8 Hour Day

Steps	1	2	3	4	5	6	7	8	9	10	11	16	20
Hourly	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.93	\$18.45	\$19.00	\$19.61	\$20.28	\$21.94	\$23.27
Monthly	\$1880.00	\$1,936.40	\$1,994.42	\$2,054.25	\$2,115.83	\$2,179.33	\$2,244.6	\$2,312.00	\$2,381.42	\$19.61	\$2,541.66	\$2,750.00	\$2,916.67
Annual	\$22,560	\$23,236	\$23,933	\$24,651	\$25,390	\$26,152	\$26,936	\$27,744	\$28,577	\$29,500	\$30,500	\$33,000	\$35,000

BA Degree - Classified Salary Schedule PARA-EDUCATORS / 1:1 AIDES

Steps	1	2	3	4	5	6	7	8	9	10	11	16	20
Hourly	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87	\$21.49	\$22.14	\$22.80	\$22.16	\$24.19	\$25.60	\$26.60
Monthly	\$2,256.00	\$2,323.67	\$2,393.33	\$2,465.17	\$2,539.08	\$2,615.25	\$2,693.75	\$2,774.50	\$2,857.75	\$2,776.83	\$3,031.83	\$3,208.33	\$3,333.33
Annual	\$27,072	\$27,884	\$28,720	\$29,582	\$30,469	\$31,383	\$32,325	\$33,294	\$34,293	\$33,322	\$36,382	\$38,500	\$40,000

*Annual Salary is based on 188 work days.

*Includes individual medical health benefits.

*Employees will be advance on horizontal step provided their performance of duties is adjudged by their appropriate administrator to be satisfactory based on their evaluation.

*5 years Maximum credit for experience outside of RMDS.

Hourly (under 30 hrs per week)

Steps	1	2	3	4	5	6	7	8	9	10	11	16	20
Hourly	\$13.25	\$13.78	\$14.31	\$14.84	\$15.37	\$15.90	\$16.43	\$16.96	\$17.49	\$18.02	\$18.55	\$20.14	\$21.20

* Hourly wages are paid for time worked. Employees working part time do not receive pay for time not worked.

*Employees will be advance on horizontal step provided their performance of duties is adjudged by their appropriate administrator to be satisfactory based on their evaluation.

*5 years Maximum credit for experience outside of RMDS.

ROCKY MOUNTIAN DEAF SCHOOL

Licensed School Psychologist Salary Schedule 2020 - 2021

Salary Plan PRF	Special Service Provider- School Psychologist
Grade	*
Steps	
1	\$48,300
2	\$49,980
3	\$51,450
4	\$53,025
5	\$54,600
6	\$56,175
7	\$58,012
8	\$57,798
9	\$61,530
10	\$63,525
11	\$65,363
12	\$67,200
13	\$69,300
14	\$71,379
15	\$73,500
16	\$75,705
17	\$77,963
18	\$80,325
19	\$81,113
20	\$85,260

*Grade and Step will be determined with verification of official transcripts and work history. A maximum of 10 years in steps will be given for teaching in a school other than RMDS. Teacher positions require the employee to have and maintain appropriate Colorado License at all times.

Rocky Mountain Deaf School
Salary Chart – Student Engagement Coordinator
2020 - 2021

Years of Administrative Experience	MA with Colorado Licensure Required
1	60,000
2	61,800
3	63,654
4	65,564
5	67,530
6	69,555
7	71,645
8	73,790
9	76,000
10	78,285

*Step will be determined with verification of official transcripts and work history. A maximum of 3 years in steps will be given for Administrative experience in a school other than RMDS. Student Engagement Coordinator positions require employees to have and maintain appropriate Colorado License at all times.

*After 10 years a cost of living increase not to exceed 3% will be awarded

Rocky Mountain Deaf School Classified School Support Salary Scale 2020 - 2021

Salary Grade/Step	Annual	1	2	3	4	5	6	7	8	9	10	
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School Administrative Secretary 8hrs / 210 days	Annual	\$31,165	\$32,444	\$33,668	\$35,060	\$36,729	\$38,232	\$39,790	\$41,348	\$42,206	\$44,520
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Principals Secretary 5hrs / 210 days	Annual	\$20,745	\$21,575	\$22,437	\$23,335	\$24,268	\$25,239	\$26,248	\$27,298	\$28,389	\$29,526
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Clinic Aide	PT hourly	\$14.50	\$14.94	\$15.39	\$15.85	\$16.75	\$17.25	\$18.00	\$18.55	\$19.25	\$20.00
6.5 hrs / 188 days	Annual	\$17,719	\$18,257	\$18,807	\$19,369	\$20,469	\$21,080	\$21,996	\$22,668	\$23,524	\$24,440

Cafeteria Services	PT hourly	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$15.75	\$16.50	\$17.50
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Facility Manager 8hrs / 260 days with accrued vacation	Annual	\$35,600	\$37,000	\$38,400	\$39,885	\$41,320	\$42,962	\$44,690	\$46,470	\$48,415	\$50,650
Head Custodian 8hrs / 210 days	Annual	\$28,800	\$29,664	\$30,554	\$31,471	\$32,415	\$33,387	\$34,389	\$35,420	\$36,483	\$37,758
Custodian	PT hourly	\$16.60	\$17.36	\$18.09	\$18.80	\$20.03	\$20.87	\$21.70	\$22.54	\$23.37	\$24.50

*After 10 years a cost of living increase not to exceed 3% will be awarded

Rocky Mountain Deaf School
Salary Chart - Assistant Principal
2020 - 2021

Years of Administrative Experience	MA with Colorado Licensure Required
1	70,300
2	73,448
3	74,578
4	76,816
5	79,121
6	81,494
7	83,939
8	86,457
9	89,050
10	91,722

*Step will be determined with verification of official transcripts and work history. A maximum of 3 years in steps will be given for Administrative experience in a school other than RMDS. Principal positions require employees to have and maintain appropriate Colorado License at all times.

*After 10 years a cost of living increase not to exceed 3% will be awarded

Rocky Mountain Deaf School

Salary Chart - Director

2020 - 2021

Years of Administrative Experience	MA with Colorado Licensure Required
1	78,750
2	81,113
3	83,545
4	86,052
5	88,633
6	91,291
7	94,030
8	96,850
9	99,755
10	102,748

*Step will be determined with verification of official transcripts and work history. A maximum of 3 years in steps will be given for Administrative experience in a school other than RMDS. Principal positions require employees to have and maintain appropriate Colorado License at all times.

*After 10 years a cost of living increase not to exceed 3% will be awarded

Rocky Mountain Deaf School
Business and Human Resource Manager
2020-2021

Years of Experience	
1	42,850
2	44,138
3	45,460
4	46,824
5	48,228
6	49,675
7	51,165
8	52,700
9	53,168
10	55,910

*After 10 years a cost of living increase not to exceed 3% will be awarded

ROCKY MOUNTAIN DEAF SCHOOL

Licensed Salary Schedule 2020 - 2021

Salary Plan PRF	BA	MA 40	MA 60
Grade	*	*	*
Steps			
1	\$35,000	\$42,000	\$45,000
2	\$36,050	\$43,260	\$46,350
3	\$37,132	\$44,558	\$47,740
4	\$39,268	\$45,895	\$49,173
5	\$41,231	\$48,190	\$51,631
6	\$43,251	\$50,600	\$54,213
7	\$45,241	\$53,130	\$56,924
8	\$47,231	\$55,787	\$59,770
9	\$49,215	\$57,461	\$61,563
10	\$51,700	\$60,393	\$63,594
11	\$52,775	\$61,599	\$64,866
12	\$53,831	\$62,832	\$66,164
13	\$54,907	\$64,089	\$67,487
14	\$56,006	\$65,370	\$68,836
15	\$57,126	\$66,678	\$70,214
16	\$58,268	\$67,979	\$71,617
17	\$59,433	\$69,371	\$73,050
18	\$60,623	\$70,758	\$74,511
19	\$61,834	\$72,175	\$76,001
20	\$63,689	\$74,340	\$78,281

*Grade and Step will be determined with verification of official transcripts and work history. A maximum of 10 years in Steps will be given for teaching in a school other than RMDS. Teacher positions require the employee to have and maintain appropriate Colorado License at all times.

*After 20 years a cost of living increase not to exceed 4% will be awarded at 5 year milestones.

Rocky Mountain Deaf School Additional Pay Schedule 2020 - 2021

ASL Community / Family Classes

Position	Description	Plan	Rate
Instructor	In class instruction for ASL Family or community including lesson plans, classroom prep and communication with participants	Per session	\$1,500.00
ASL Kids Club	Supports ASL through interactive play	Hourly	\$15.00

Afterschool Academic Support Programs and Teams

Position	Description	Plan	Rate
Academic Bowl Coach	Lead and Coordinate Academic Bowl Team	Per Year	\$750.00
Tutor - licensed	Providing individual and group tutoring	Hourly	\$30.00
Tutor - Classified	Providing individual and group tutoring	Hourly	\$15.00
Weekend Student Supervision	Provide day or overnight support for student weekend activities that are sponsored by RMDS	Daily Rate	\$200.00

Student Afterschool Programs

Position	Description	Plan	Rate
After School Clubs	Supports group activities including, sports, art, photography, etc.	Hourly	\$30.00
After School Sports Coach	Coaches afterschool sports for seasonal sports	Per Sport	\$1,200.00 teacher additional pay / \$1,500.00 coach only
Elementary weekend Coach	Supports elementary weekend games	Per Game	\$45.00
Teen Night Out	Plans and coordinates Teen Night Out events	Per Event	\$135.00
Lion's Den aide	Supports students and leader in afterschool activities. General student care	Hourly	\$15.00

Rocky Mountain Deaf School

Additional Pay Schedule

2020 - 2021

Summer Camp and ESY Services

Position	Description	Plan	Rate
Summer Camp Leader Licensed Teacher	Plans, Promotes, Coordinates, and executes summer camp. Coordinates and supervises camp staff.	Per Camp	\$3,500.00
Summer Camp Leader Classified	Plans, Promotes, Coordinates, and executes summer camp with direction from coordinator	Per Camp	\$2,000.00
ESY Licensed Teacher	Provides ESY support based on student needs (3 hours per day)	Per Camp	\$1,750.00
Summer Camp Aide Support	Supports director and supervises students	Hourly	\$18.00

Curriculum / Staff Support / Resource Support

Position	Description	Plan	Rate
Team Leader	Added responsibilities outlined in Addendum to contract. Min 3 years of RMDS teaching Experience required	Per Semester	\$1,500.00
Mentor	Mentors new teachers as assigned	Per Semester	\$500.00