

# ROCKY MOUNTAIN DEAF SCHOOL

## Licensed Salary Schedule 2019 -2020

Salary Plan PRF	BA	MA 40	MA 60
<b>Grade</b>	*	*	*
<b>Steps</b>			
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 2019 -2020

## 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	\$1,200.00
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

## 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 2019 -2020

## 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

## Rocky Mountain Deaf School Classified Administrative Support Salary Scale 2019 – 2020

<b>Salary Grade/Step</b>	<b>Annual</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
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<b>School Administrative Secretary 8hrs / 210 days</b>	<b>Annual</b>	<b>\$31,165</b>	<b>\$32,444</b>	<b>\$33,668</b>	<b>\$35,060</b>	<b>\$36,729</b>	<b>\$38,232</b>	<b>\$39,790</b>	<b>\$41,348</b>	<b>\$42,206</b>	<b>\$44,520</b>
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<b>Principals Secretary 5hrs / 210 days</b>	<b>Annual</b>	<b>\$20,745</b>	<b>\$21,575</b>	<b>\$22,437</b>	<b>\$23,335</b>	<b>\$24,268</b>	<b>\$25,239</b>	<b>\$26,248</b>	<b>\$27,298</b>	<b>\$28,389</b>	<b>\$29,526</b>
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<b>Business Manager 8hrs / 215 days</b>	<b>Annual</b>	<b>\$42,850</b>	<b>\$44,138</b>	<b>\$45,460</b>	<b>\$46,824</b>	<b>\$48,228</b>	<b>\$49,675</b>	<b>\$51,165</b>	<b>\$52,700</b>	<b>\$53,168</b>	<b>\$55,910</b>
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<b>Facility Manager 8hrs / 260 days with accrued vacation</b>	<b>Annual</b>	<b>\$35,600</b>	<b>\$37,000</b>	<b>\$38,400</b>	<b>\$39,885</b>	<b>\$41,320</b>	<b>\$42,962</b>	<b>\$44,690</b>	<b>\$46,470</b>	<b>\$48,415</b>	<b>\$50,650</b>
<b>Custodian</b>	<b>PT hourly</b>	<b>\$16.60</b>	<b>\$17.36</b>	<b>\$18.09</b>	<b>\$18.80</b>	<b>\$20.03</b>	<b>\$20.87</b>	<b>\$21.70</b>	<b>\$22.54</b>	<b>\$23.37</b>	<b>\$24.50</b>

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

**Rocky Mountain Deaf School**  
**Salary Chart - Assistant Principal**  
**2019 - 2020**

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**  
**Business and Human Resource Manager**  
**2019-2020**

<b>Years of Experience</b>	
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

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# Rocky Mountain Deaf School

## Salary Chart - Director

2019 - 2020

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 2019 - 2020

### 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.

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## Rocky Mountain Deaf School 2019 - 2020

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# ROCKY MOUNTIAN DEAF SCHOOL

## Licensed School Psychologist Salary Schedule 2019 - 2020

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.