

## APPENDIX A: Educator Salary Schedule 2017-2018

Step numbers are for easy reference and do NOT necessarily correlate with years of service.

Step	Lane 1 Bachelor's Degree*	Lane 2 Master's Degree	Lane 3 BA + 60 Graduate Credits** Must Include Master's Degree	Lane 4 BA + 75 Graduate Credits** Must Include Master's Degree
1	\$ 38,760	\$ 42,248	\$ 43,554	\$ 45,900
2	\$ 39,535	\$ 43,093	\$ 45,645	\$ 48,195
3	\$ 40,326	\$ 43,955	\$ 47,814	\$ 50,508
4	\$ 42,140	\$ 46,197	\$ 50,037	\$ 52,781
5	\$ 43,973	\$ 48,507	\$ 52,314	\$ 54,892
6	\$ 45,842	\$ 50,836	\$ 54,694	\$ 57,088
7	\$ 47,750	\$ 53,261	\$ 57,159	\$ 59,375
8	\$ 49,374	\$ 55,498	\$ 59,560	\$ 61,750
9	\$ 51,003	\$ 57,774	\$ 62,002	\$ 63,911
10	\$ 52,635	\$ 60,027	\$ 64,420	\$ 66,148
11	\$ 54,267	\$ 62,368	\$ 66,932	\$ 68,397
12	\$ 55,895	\$ 64,551	\$ 69,074	\$ 70,586
13	\$ 57,572	\$ 65,519	\$ 70,041	\$ 71,927
14	\$ 58,723	\$ 66,436	\$ 70,882	\$ 73,007
15	\$ 59,839	\$ 67,366	\$ 71,661	\$ 73,809
16	\$ 60,916	\$ 68,242	\$ 72,450	\$ 74,473
17	\$ 61,952	\$ 69,061	\$ 73,246	\$ 75,143
18	\$ 62,943	\$ 69,889	\$ 73,979	\$ 75,820
19	\$ 63,888	\$ 70,728	\$ 74,718	\$ 76,502
20	\$ 64,847	\$ 71,541	\$ 75,466	\$ 77,191
21	\$ 65,820	\$ 72,364	\$ 76,221	\$ 77,885
22	\$ 66,741	\$ 73,196	\$ 76,982	\$ 78,586
23	\$ 67,675	\$ 73,929	\$ 77,753	\$ 79,293
24	\$ 68,623	\$ 74,668	\$ 78,530	\$ 80,007
25	\$ 69,583	\$ 75,415	\$ 79,315	\$ 80,727
26	\$ 70,279	\$ 75,415	\$ 79,315	\$ 81,453
27	\$ 70,279	\$ 75,415	\$ 79,315	\$ 82,187
28	\$ 70,279	\$ 75,415	\$ 79,315	\$ 82,926
29	\$ 70,279	\$ 75,415	\$ 79,315	\$ 83,673

Positions with 191 work days - add 3.24% to the base compensation.

Positions with 195 work days - add 5.41% to the base compensation.

\*Includes non-BA educators with appropriate industry credentials teaching in Warren

\*\*Quarter hours converted to semester hours at rate of 0.67.

Information from Jeffco website

<http://www.jeffcopublicschools.org/employment/salaries/>

## Licensed Salary Schedules

Jeffco Public Schools believes a licensed teacher develops their craft at an accelerated rate during the beginning years of their profession. The District also recognizes the significance that years of experience has regarding the overall effectiveness as a licensed professional. Therefore, you will notice a more accelerated approach in the salary schedule for teachers early in their Jeffco career. Advanced education also plays a role in excellence in teaching. As a result, the pay plan for new incoming licensed professionals has been established to reward these concepts. Below are explanations of how years of service and degrees are considered when determining starting salary. To gain a better perspective of your potential salary as a licensed professional with Jeffco Public Schools, please read through the guidelines and utilize the calculator at the bottom of this page. [Click here to view the salary schedule](#) rather than following the calculator. You will still need to be clear on how we count years of service and award credit for degrees.

Upon securing a position with Jeffco Public Schools you will advance on the salary schedule for an effective or highly effective evaluation rating based on your professional practices evaluation. If you are new to teaching and Jeffco, we understand it may take time to be effective. As a result, probationary teachers rated partially effective during their first two years with Jeffco can also advance on the salary schedule.

## Years of Experience

Jeffco Public Schools determines years of experience based on certain criteria. A Years of Service Affirmation form will need to be submitted in order for years of service to be credited. The District will credit up to six (6) years of previous experience for most positions, and eight (8) for identified 'hard-to-fill' positions.

Hard to Fill Positions include: Social Workers, School Psychologists, ESL Central Resource Teachers, Dual Language Bilingual Teacher (**Job Codes 2511 and 2557**), Deaf and Hard of Hearing Teachers, Behavior Analysts, Audiologists, Coordinator (SpEd, SLP, OT, PT, Mental Health), Speech Language Pathologists, Nurse, Occupational Therapist, Physical Therapist, Foreign Language Teacher, CTE Career Tech Education/Industrial Arts Teacher, Family and Consumer Science Teacher, Instructional Technology Teacher, Digital Teacher Librarian.

A year of service is determined by the following criteria:

### Licensed Professionals:

- Full-time, contracted, K-12 experience (minimum of one semester or 90 days is equal to one year of service)

- .5 FTE-.9 FTE contracted K-12 experience: Two consecutive part-time years will be granted as one year of service
- Service years completed at a non K-12 institution such as peace corps or other teaching abroad: you will need to provide a contract, job description or other supporting documentation for consideration

### **Licensed Professionals - Special Education Related Experience:**

- Full-time, full-year, “like” service based on your area of professional service (nursing, OT/PT, Mental Health, SLP)
- 20-39 hours per week is considered part-time. Two consecutive part-time years will be granted as one year of service
- PRN work is not accepted
- Social Workers, School Psychologists and Nurses must provide job descriptions for work that is not at a school district

## **Degree(s) Conferred**

Jeffco Public Schools awards additional compensation for a conferred Master’s, a Bachelor’s + 60 graduate credit hours, including your Master’s degree; and a Bachelor’s + 75 graduate credit hours, again, including your Master’s degree. All degrees must be obtained from an accredited program and official transcripts will need to be submitted in order for a degree and additional credit hours to be evaluated and awarded.

## **Initial Salary**

Jeffco Public Schools has established an initial starting salary for licensed professionals. Presented below are initial salaries for those entering the profession without prior teaching experience.

- Bachelor’s: \$38,760
- Master’s: \$42,248
- Bachelor’s +60 graduate semester credits (including Masters): \$43,554
- Bachelor’s +75 graduate semester credits (including Masters): \$45,900

Teacher Librarian and Counselor positions will be prorated for additional days worked. These days are not reflected in the figures presented in the calculator below, or in the starting salaries listed above.

Teacher on Special Assignment (TOSA), Dean, Master Teacher and Instructional Coach will follow the Licensed Teacher Salary Schedule.

## Beginning Salary Calculator

You may use the calculator [here](#) to determine your potential starting salary with Jeffco Public Schools.

### What is your position?

**Disclaimer:** This salary calculator is for a full 1.0 FTE, full-year assignment. Positions less than a 1.0 FTE or which become effective after the start of the school year, salary will be prorated. **It does not finalize your starting salary** with Jeffco Public Schools, but is intended to be a guideline of potential salary. If you secure a position with Jeffco Public Schools your salary will be determined through a process where years of experience and degrees will be evaluated and finalized.

### Archived Salary Schedules

To see salary information and schedules from previous years, click below.