

SALARY SCHEDULE
2013-2014

- ◆ Teachers applying for National Board of Professional Teaching Standards Certification will pay \$300 of the cost of application with the balance being paid through District, Foundation, State, and Federal sources. Candidates who complete the process and are not yet certified will receive a one-time \$3,000 stipend. Successful candidates will receive a one-time \$2,500 honorarium, provided they are employed by the Custer County School District when they become certified. In addition, a 5% stipend based on current placement on the certified salary schedule for NBPTS certified teachers will be paid annually for as long as the teacher is employed by the Custer County School District and continues to meet District standards as identified by the teacher evaluation process.
- ◆ Teachers new to the district will get a maximum of 7 (seven) years teaching experience credit.
- ◆ Horizontal movement will be allowed on this schedule upon the completion of coursework by September 1 and receipt of college transcripts by November 1.
- ◆ A one-time stipend of \$500 will be awarded to teachers that receive a Master's degree while employed by the district, if in their teaching assignment.
- ◆ A stipend of \$250 per year will be awarded to teachers who mentor new teachers in the district.
- ◆ All teachers must maintain a current Colorado Teaching Certificate.
- ◆ Teachers are allowed 9 days of annual leave per year, no limit on accumulation. (Policy GBGG)
- ◆ Hospital and medical insurance benefits: District pays employee's share of hospital and medical insurance premium. A \$25,000 life insurance policy is also provided by the district for each regular employee.

The following shall be considered work above the regular teaching load and will carry the following increments:

<u>TITLE</u>	<u>Percent of Base Pay</u>
Athletic Director (If school district employee who receives administration time during the regularly scheduled work day)	15.0%
Head Football, Volleyball, X Country, Basketball, Wrestling, Baseball, Track, Cheerleading Coach, and Student Council Sponsor	9.5%
Assistant Football, Volleyball, Cross Country, Basketball, Wrestling, Baseball, and Track Coach	6.0%
"C" Squad Football, Volleyball, Basketball, Wrestling, Baseball, and Track Coach	4.5%
Head Middle School Coach - Football, Volleyball, Basketball, Wrestling, and Track, Middle School Student Council Sponsor	3.5% (Per Sport)
Assistant Middle School Coach - Football, Volleyball, Basketball, Wrestling, and Track	2.5% (Per Sport)
Middle School Drama Sponsor	2.5%
Junior Class Sponsor	4.0%
Senior Class Sponsor	3.0%
Sophomore Class Sponsor	2.0%
Middle School Class or Freshman Class Sponsor	1.0%
Drama Sponsor (2 productions/year)	9.5%
Assistant Drama Sponsor (2 productions/year)	6.0%
Rodeo Club Sponsor	4.0%
Speech, Knowledge Bowl, Band Director, Choir Director	.2% per home event; .4% per away event
Middle School Student Council Sponsor	2.0%
Snowcats & M.S. History Club Sponsor	2.0%
Substitute Teacher Salary	Certified \$75 per day/\$40 per half day

- ◆ Experience will be granted for up to eight years on the BA column only for salary placement for coaching and sponsorship assignments.