

**Manitou Springs School District 14
 Certified Salary Schedule
 Fiscal Year 2023-2024
 181 Day Contract**

	B.A.	B.A.+ 10 S.H.	B.A.+ 20 S.H.	B.A.+ 30 S.H.	B.A. + 45/ M.A.	M.A.+ 10 S.H.	M.A.+ 20 S.H.	M.A.+ 30 S.H.	M.A. + 40/ 2 M.A. Ed.S.	M.A. + 50/ 2 M.A. + 10 Ed.S. + 10	Ed.D/ Ph.D	
Minimum	\$ 48,000	\$ 48,949	\$ 49,899	\$ 50,848	\$ 51,797	\$ 52,747	\$ 53,696	\$ 54,645	\$ 55,595	\$ 56,544	\$ 57,493	Minimum

- Initial salary is based on licensed experience in a PK-12 educational system and commensurate with salaries of existing staff with similar experience.
- SSPs and positions that require more days, will receive the per diem rate for the additional days contracted.
- District nurses will receive an additional \$15,000 stipend from the School Nurse Workforce Grant for FY23 and FY24.
- Credits for lane advancement must be graduate semester hours or courses pre-approved by district administration.
- A salary increase may be added to the salary schedule per approval of the BOE. Approved increases will be applied to each certified teacher's salary.
- Please contact Human Resources if you have any additional questions about salary placement.

Manitou Springs School District 14
Classified Employee Hourly Wage Schedule
Fiscal Year 2023-2024

	Minimum
Nutrition Services	
Sous Chef	\$ 16.50
Pantry Chef	\$ 16.00
Nutrition Services Assistant	\$ 15.50
Instructional Support	
Transition Paraprofessional	\$ 18.36
Health Tech	\$ 17.00
SPED Paraprofessional	\$ 15.50
Instructional Paraprofessional	\$ 15.50
Playground Paraprofessional	\$ 15.00
Administrative Support	
Superintendent Secretary	\$ 22.00
Accountant	\$ 22.00
Accounts Payable Specialist	\$ 22.00
School Principal Secretary	\$ 19.00
School Registrar	\$ 19.00
Athletic Director Secretary	\$ 19.00
Transportation Secretary	\$ 18.00
Facilities Secretary	\$ 18.00
Nutrition Services Secretary	\$ 18.00
Community Liason	\$ 18.00

	Minimum
Technology	
Data Specialist	\$ 20.00
Building Technician	\$ 20.00
Facilities	
HVAC Technician	\$ 23.50
Building Projects Techniciar	\$ 20.00
Grounds Technician	\$ 18.00
Building Day Tech - MSHS	\$ 17.00
Building Day Tech - MSES	\$ 17.00
Building Day Tech - MSMS	\$ 16.50
Building Day Tech - UPES	\$ 16.00
Evening Custodian	\$ 16.00
Transportation	
Mechanic	\$ 20.00
Bus Driver	\$ 19.00

- Employees may be placed at an appropriate wage dependent on market demand and/or district need.
- A wage increase may be added to the wage schedule per approval of the Board of Education.
- SPED paraprofessionals will receive an addition \$2.86/hour for time working directly with SSN students.

**Manitou Springs School District 14
Administrator, Director and Professional-Technical Salary Schedule
Fiscal Year 2023-2024**

	Days	Minimum	Maximum
District Level Administrators/Directors			
Assistant Superintendent	220	\$ 112,000	\$ 142,400
Chief Financial Officer	220	\$ 112,000	\$ 142,400
Director of Student Success	220	\$ 95,800	\$ 125,350
Director of Human Resources	220	\$ 95,800	\$ 125,350
Director of Technology	260	\$ 80,000	\$ 113,400
Director of Transportation	260	\$ 80,000	\$ 113,400
Director of Buildings & Grounds	260	\$ 80,000	\$ 113,400
Director of Arts & Community Wellness	220	\$ 75,000	\$ 100,000
Director of Food Service	207	\$ 59,400	\$ 86,400
Director of Security	200	\$ 59,400	\$ 86,400
Wellness Coordinator	195	\$ 45,900	\$ 68,000
Building Level Administrators			
High School Principal	200	\$ 105,000	\$ 130,000
Middle School Principal	200	\$ 97,000	\$ 126,000
Elementary School Principal	200	\$ 90,000	\$ 122,000
High School Assistant Principal	200	\$ 87,500	\$ 113,000
High School Athletic Director	200	\$ 87,500	\$ 113,000
Middle School Assistant Principal	200	\$ 82,000	\$ 110,000
Elementary School Assistant Principal	200	\$ 80,000	\$ 107,000
High School Dean	190	\$ 65,000	\$ 80,000
Middle School Dean	190	\$ 65,000	\$ 80,000
Elementary School Dean	190	\$ 65,000	\$ 80,000
Professional-Technical			
Communications Specialist	260	\$ 45,000	\$ 70,000
Custodial Supervisor	260	\$ 45,000	\$ 70,000
Human Resources Specialist	260	\$ 45,000	\$ 70,000
Network Manager	260	\$ 45,000	\$ 70,000
Payroll Specialist	260	\$ 45,000	\$ 70,000

Placement within the applicable range is dependent on market demand and/or district need.

**Manitou Springs School District 14
Activities and Coaching Salary Schedule
Fiscal Year 2023-2024**

Tier 1 Sponsor Or Coach	Tier 2 Sponsor Or Coach	Tier 3 Sponsor Or Coach	Tier 4 Sponsor Or Coach	Tier 5 Sponsor Or Coach
Range: \$1,696 - \$3,652	Range: \$2,124 - \$4,475	Range: \$2,973 - \$5,072	Range: \$4,245 - \$6,260	Range: \$5,095 - \$7,601
High School Activities Forensics Instrumental Music Key Club Knowledge Bowl Vocal Music	High School Activities Major Drama (Asst) Minor Drama (Director) Musical (Asst) NHS Robotics - FTC (Head, Asst)	High School Sports Cheer - Winter (Head) Cross Country (Head) Golf - B&G (Head)	High School Activities Major Drama (Director) Major Musical (Director)	High School Activities Student Council
High School Sports Golf - B&G (Asst)	High School Sports Cheer - Winter (Asst) Summer Conditioning	Baseball (Asst) Basketball - B&G (Asst) Cheer - Fall (Asst) Football (Asst) Soccer - B&G (Asst) Swim (Asst) Track - B&G (Asst) Volleyball (Asst) Wrestling	Middle School Activities Major Musical (Director)	High School Sports HS Head Coach Baseball (Head) Basketball - B & G (Head) Cheer - Fall (Head) Football (Head) Soccer - B&G (Head) Swim (Head) Track - B&G (Head) Volleyball (Head) Wrestling (Head)
Middle School Activities Builder's Club Forensics Knowledge Bowl NJHS	Middle School Sports Basketball - B&G (a,b,c) Football (Head, Asst) Soccer - B&G (a,b,c) Track (Head, Asst) Volleyball (a,b,c) Wrestling (Head, Asst)			
Middle School Sports Cross Country Golf - B&G (Head)	Middle School Activities Robotics - FRC (Head, Asst)			
Miscellaneous Concessions (per season)	Miscellaneous Dist. Auditorium Manager			

Salaries may be apportioned, shared, or split with district administration approval.