

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

Custodial

Step	Hourly	Annually
1	\$15.23	\$31,831
2	\$15.44	\$32,270
3	\$15.65	\$32,709
4	\$15.86	\$33,147
5	\$16.07	\$33,586
6	\$16.28	\$34,025
7	\$16.49	\$34,464
8	\$16.70	\$34,903
9	\$16.91	\$35,342
10	\$17.12	\$35,781
11	\$17.33	\$36,220
12	\$17.54	\$36,659
13	\$17.75	\$37,098
14	\$17.96	\$37,536
15	\$18.17	\$37,975
16	\$18.38	\$38,414
17	\$18.59	\$38,853
18	\$18.80	\$39,292
19	\$19.01	\$39,731
20	\$19.22	\$40,170
21	\$19.43	\$40,609
22	\$19.64	\$41,048
23	\$19.85	\$41,487
24	\$20.06	\$41,925
25	\$20.27	\$42,364
26	\$20.48	\$42,803
27	\$20.69	\$43,242
28	\$20.90	\$43,681
29	\$21.11	\$44,120
30	\$21.32	\$44,559

8 Hours per day, year-round
Substitute Custodians: Step 1 of the schedule

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

Maintenance Director

Step	Annually
1	\$44,200
2	\$45,400
3	\$46,600
4	\$47,800
5	\$49,000
6	\$50,200
7	\$51,400
8	\$52,600
9	\$53,800
10	\$55,000
11	\$56,200
12	\$57,400
13	\$58,600
14	\$59,800
15	\$61,000
16	\$62,200
17	\$63,400
18	\$64,600
19	\$65,800
20	\$67,000
21	\$68,200
22	\$69,400
23	\$70,600
24	\$71,800
25	\$73,000
26	\$74,200
27	\$75,400
28	\$76,600
29	\$77,800
30	\$79,000

8 Hours per day, year-round

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Transportation Department
Effective July 1, 2024**

**Driver daily route miles-school to home/home to school
Under 20 miles 20-39 miles 40-59 miles 60-79 miles 80-99 miles 100+**

Year	Daily Wage					
	Under 20 miles	20-39 miles	40-59 miles	60-79 miles	80-99 miles	100+
1	56.28	58.78	61.28	63.78	66.28	68.78
2	56.73	59.23	61.73	64.23	66.73	69.23
3	57.18	59.68	62.18	64.68	67.18	69.68
4	57.63	60.13	62.63	65.13	67.63	70.13
5	58.08	60.58	63.08	65.58	68.08	70.58
6	58.53	61.03	63.53	66.03	68.53	71.03
7	58.98	61.48	63.98	66.48	68.98	71.48
8	59.43	61.93	64.43	66.93	69.43	71.93
9	59.88	62.38	64.88	67.38	69.88	72.38
10	60.33	62.83	65.33	67.83	70.33	72.83
11	60.78	63.28	65.78	68.28	70.78	73.28
12	61.23	63.73	66.23	68.73	71.23	73.73
13	61.68	64.18	66.68	69.18	71.68	74.18
14	62.13	64.63	67.13	69.63	72.13	74.63
15	62.58	65.08	67.58	70.08	72.58	75.08
16	63.03	65.53	68.03	70.53	73.03	75.53
17	63.48	65.98	68.48	70.98	73.48	75.98
18	63.93	66.43	68.93	71.43	73.93	76.43
19	64.38	66.88	69.38	71.88	74.38	76.88
20	64.83	67.33	69.83	72.33	74.83	77.33
21	65.28	67.78	70.28	72.78	75.28	77.78
22	65.73	68.23	70.73	73.23	75.73	78.23
23	66.18	68.68	71.18	73.68	76.18	78.68
24	66.63	69.13	71.63	74.13	76.63	79.13
25	67.08	69.58	72.08	74.58	77.08	79.58
26	67.53	70.03	72.53	75.03	77.53	80.03
27	67.98	70.48	72.98	75.48	77.98	80.48
28	68.43	70.93	73.43	75.93	78.43	80.93
29	68.88	71.38	73.88	76.38	78.88	81.38
30	69.33	71.83	74.33	76.83	79.33	81.83

An additional \$0.45 per day will be paid for each year of service completed with the Sargent School District as a school bus driver for a maximum of 30 years.

Substitute drivers will receive the same pay.steps as the route drivers

Annual wage advancement will be contingent upon the employee's satisfactory performance. Employees new to the district may be granted up to 4 years of experience at the discretion of the superintendent and transportation director at the time of hiring.

Activity trip drivers will receive \$14.50/hr for pre/post trip inspection and drive time; current colorado minimum wage for down time.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

Transportation Director

Step Annually

1	\$37,771
2	\$38,971
3	\$40,171
4	\$41,371
5	\$42,571
6	\$43,771
7	\$44,971
8	\$46,171
9	\$47,371
10	\$48,571
11	\$49,771
12	\$50,971
13	\$52,171
14	\$53,371
15	\$54,571
16	\$55,771
17	\$56,971
18	\$58,171
19	\$59,371
20	\$60,571
21	\$61,771
22	\$62,971
23	\$64,171
24	\$65,371
25	\$66,571
26	\$67,771
27	\$68,971
28	\$70,171
29	\$71,371
30	\$72,571

Mechanic

\$25,000

Year -round 4- days per week

Transportation Director-8.75 hours per day for Student days and 8 hours per day non student days

Mechanic- As needed basis

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective November 18, 2024**

Business Manager

Step	Hourly	Annually
1	\$24.54	\$40,700
2	\$24.92	\$41,345
3	\$25.31	\$41,990
4	\$25.70	\$42,635
5	\$26.09	\$43,280
6	\$26.48	\$43,925
7	\$26.87	\$44,570
8	\$27.26	\$45,215
9	\$27.65	\$45,860
10	\$28.04	\$46,505
11	\$28.42	\$47,150
12	\$28.81	\$47,795
13	\$29.20	\$48,440
14	\$29.59	\$49,085
15	\$29.98	\$49,730
16	\$30.37	\$50,375
17	\$30.76	\$51,020
18	\$31.15	\$51,665
19	\$31.54	\$52,310
20	\$31.92	\$52,955
21	\$32.31	\$53,600
22	\$32.70	\$54,245
23	\$33.09	\$54,890
24	\$33.48	\$55,535
25	\$33.87	\$56,180
26	\$34.26	\$56,825
27	\$34.65	\$57,470
28	\$35.04	\$58,115
29	\$35.42	\$58,760
30	\$35.81	\$59,405

Year-round 4 days per week

8 hour day summer

8.75 hour day Student Days

5 hour day Teacher Work Days

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

District Nurse

Step	Hourly	Annually
1	\$27.37	\$24,469.32
2	\$27.91	\$24,952.08
3	\$28.45	\$25,434.84
4	\$28.99	\$25,917.60
5	\$29.53	\$26,400.36
6	\$30.07	\$26,883.12
7	\$30.61	\$27,365.88
8	\$31.15	\$27,848.64
9	\$31.69	\$28,331.40
10	\$32.23	\$28,814.16
11	\$32.77	\$29,296.92
12	\$33.31	\$29,779.68
13	\$33.85	\$30,262.44
14	\$34.39	\$30,745.20
15	\$34.93	\$31,227.96
16	\$35.47	\$31,710.72
17	\$36.01	\$32,193.48
18	\$36.55	\$32,676.24
19	\$37.09	\$33,159.00
20	\$37.63	\$33,641.76
21	\$38.17	\$34,124.52
22	\$38.71	\$34,607.28
23	\$39.25	\$35,090.04
24	\$39.79	\$35,572.80
25	\$40.33	\$36,055.56
26	\$40.87	\$36,538.32
27	\$41.41	\$37,021.08
28	\$41.95	\$37,503.84
29	\$42.49	\$37,986.60
30	\$43.03	\$38,469.36

6 hours per day/Student days + 2

BSN and/or RN required

May include some health teaching

Substitute pay \$20/hour

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective November 18, 2024**

School Administrative Assistant

Step	Hourly	Annually	
1	\$16.79	\$23,484.96	
2	\$17.02	\$23,803.69	
3	\$17.25	\$24,122.42	
4	\$17.47	\$24,441.15	
5	\$17.70	\$24,759.88	
6	\$17.93	\$25,078.61	Extra Duties Stipend \$1,275.00
7	\$18.16	\$25,397.34	
8	\$18.39	\$25,716.07	
9	\$18.61	\$26,034.80	
10	\$18.84	\$26,353.53	
11	\$19.07	\$26,672.26	
12	\$19.30	\$26,990.99	
13	\$19.53	\$27,309.72	
14	\$19.75	\$27,628.45	
15	\$19.98	\$27,947.18	
16	\$20.21	\$28,265.91	
17	\$20.44	\$28,584.64	
18	\$20.67	\$28,903.37	
19	\$20.89	\$29,222.10	
20	\$21.12	\$29,540.83	
21	\$21.35	\$29,859.56	
22	\$21.58	\$30,178.29	
23	\$21.81	\$30,497.02	
24	\$22.03	\$30,815.75	
25	\$22.26	\$31,134.48	
26	\$22.49	\$31,453.21	
27	\$22.72	\$31,771.94	
28	\$22.95	\$32,090.67	
29	\$23.17	\$32,409.40	
30	\$23.40	\$32,728.13	

8.75 hours per day student days

5 hours per day teacher work days

Teacher days plus 12 days

Substitute Pay: Current Colorado Minimum Wage

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

District Administrative Assistant

Step	Annually
1	\$33,709.04
2	\$34,032.94
3	\$34,356.84
4	\$34,680.74
5	\$35,004.64
6	\$35,328.54
7	\$35,652.44
8	\$35,976.34
9	\$36,300.24
10	\$36,624.14
11	\$36,948.04
12	\$37,271.94
13	\$37,595.84
14	\$37,919.74
15	\$38,243.64
16	\$38,567.54
17	\$38,891.44
18	\$39,215.34
19	\$39,539.24
20	\$39,863.14
21	\$40,187.04
22	\$40,510.94
23	\$40,834.84
24	\$41,158.74
25	\$41,482.64
26	\$41,806.54
27	\$42,130.44
28	\$42,454.34
29	\$42,778.24
30	\$43,102.14

Year-round 4 days per week

8 hour day summer

8.75 hour day Student Days

5 hour day Teacher Work Days

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

Infinite Campus & CDE Data Collection District Support

Step	Hourly	Annually
1	\$22.25	\$36,915.00
2	\$22.61	\$37,515.00
3	\$22.98	\$38,115.00
4	\$23.34	\$38,715.00
5	\$23.70	\$39,315.00
6	\$24.06	\$39,915.00
7	\$24.42	\$40,515.00
8	\$24.79	\$41,115.00
9	\$25.15	\$41,715.00
10	\$25.51	\$42,315.00
11	\$25.87	\$42,915.00
12	\$26.23	\$43,515.00
13	\$26.59	\$44,115.00
14	\$26.96	\$44,715.00
15	\$27.32	\$45,315.00
16	\$27.68	\$45,915.00
17	\$28.04	\$46,515.00
18	\$28.40	\$47,115.00
19	\$28.76	\$47,715.00
20	\$29.13	\$48,315.00
21	\$29.49	\$48,915.00
22	\$29.85	\$49,515.00
23	\$30.21	\$50,115.00
24	\$30.57	\$50,715.00
25	\$30.94	\$51,315.00
26	\$31.30	\$51,915.00
27	\$31.66	\$52,515.00
28	\$32.02	\$53,115.00
29	\$32.38	\$53,715.00
30	\$32.74	\$54,315.00

Year-round 4 days per week

8 hour day summer

8.75 hour day Student Days

5 hour day Teacher Work Days

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2023**

Paraprofessionals

Step	Hourly	Annually
1	\$15.94	\$21,035.19
2	\$16.17	\$21,344.26
3	\$16.41	\$21,653.33
4	\$16.64	\$21,962.40
5	\$16.87	\$22,271.47
6	\$17.11	\$22,580.54
7	\$17.34	\$22,889.61
8	\$17.58	\$23,198.68
9	\$17.81	\$23,507.75
10	\$18.04	\$23,816.82
11	\$18.28	\$24,125.89
12	\$18.51	\$24,434.96
13	\$18.75	\$24,744.03
14	\$18.98	\$25,053.10
15	\$19.22	\$25,362.17
16	\$19.45	\$25,671.24
17	\$19.68	\$25,980.31
18	\$19.92	\$26,289.38
19	\$20.15	\$26,598.45
20	\$20.39	\$26,907.52
21	\$20.62	\$27,216.59
22	\$20.86	\$27,525.66
23	\$21.09	\$27,834.73
24	\$21.32	\$28,143.80
25	\$21.56	\$28,452.87
26	\$21.79	\$28,761.94
27	\$22.03	\$29,071.01
28	\$22.26	\$29,380.08
29	\$22.50	\$29,689.15
30	\$22.73	\$29,998.22

8.75 hours per day

5 Hours Teacher Work days

Substitute Pay: Current Colorado minimum wage

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Certified Salary Schedule
Effective January 27, 2025**

K-12 Principal

Step	Annually
1	79,521.00
2	80,721.00
3	81,921.00
4	83,121.00
5	84,321.00
6	85,521.00
7	86,721.00
8	87,921.00
9	89,121.00
10	90,321.00
11	91,521.00
12	92,721.00
13	93,921.00
14	95,121.00
15	96,321.00
16	97,521.00
17	98,721.00
18	99,921.00
19	101,121.00
20	102,321.00

8.75 hours per day student days

8.75 hours per day teacher work days

Teacher days plus 20 days

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective February 23, 2026**

<u>Cook</u>	
Step	Hourly
1	\$15.80
2	\$15.96
3	\$16.12
4	\$16.28
5	\$16.44
6	\$16.60
7	\$16.76
8	\$16.92
9	\$17.08
10	\$17.24
11	\$17.40
12	\$17.56
13	\$17.72
14	\$17.88
15	\$18.04
16	\$18.20
17	\$18.36
18	\$18.52
19	\$18.68
20	\$18.84
21	\$19.00
22	\$19.16
23	\$19.32
24	\$19.48
25	\$19.64
26	\$19.80
27	\$19.96
28	\$20.12
29	\$20.28
30	\$20.44

6.0 hours per day

Student days plus two

Substitute Pay: Current Colorado minimum wage

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Transportation Department– Activity Drivers
5-22-23

Substitute drivers will receive the same pay.steps as the route drivers. Employees new to the district may be granted up to 4 years of experience at the discretion of the superintendent and transportation director at the time of hiring.

Activity Driver Schedule:

<u>Years:</u>	<u>In-Valley Trip</u>	<u>Out- of- Valley Trip:</u>	<u>Sitting Time</u>
1	14.50	16.50	Minimum Wage
2	15.00	17.00	Minimum Wage
3	15.50	17.50	Minimum Wage
4	16.00	18.00	Minimum Wage
5	16.50	18.50	Minimum Wage
6	17.00	19.00	Minimum Wage
7	17.50	19.50	Minimum Wage
8	18.00	20.00	Minimum Wage
9	18.50	20.50	Minimum Wage
10	19.00	21.00	Minimum Wage
11	19.50	21.50	Minimum Wage
12	20.00	22.00	Minimum Wage
13	20.20	22.50	Minimum Wage
14	21.00	23.00	Minimum Wage
15	21.50	23.50	Minimum Wage

Out of Valley trips are classified as any trip that does not take place on the Valley floor or in one of the Valley's 14 school districts. Overnight - \$60.00 stipend.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2023**

Food Service Director

Step	Annually
1	\$28,575.42
2	\$29,775.42
3	\$30,975.42
4	\$32,175.42
5	\$33,375.42
6	\$34,575.42
7	\$35,775.42
8	\$36,975.42
9	\$38,175.42
10	\$39,375.42
11	\$40,575.42
12	\$41,775.42
13	\$42,975.42
14	\$44,175.42
15	\$45,375.42
16	\$46,575.42
17	\$47,775.42
18	\$48,975.42
19	\$50,175.42
20	\$51,375.42
21	\$52,575.42
22	\$53,775.42
23	\$54,975.42
24	\$56,175.42
25	\$57,375.42
26	\$58,575.42
27	\$59,775.42
28	\$60,975.42
29	\$62,175.42
30	\$63,375.42

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Certified Staff Salary Schedule
Effective July 1, 2023**

Dean of Students & Athletic Director

Step	Annually
1	\$50,500.00
2	\$51,700.00
3	\$52,900.00
4	\$54,100.00
5	\$55,300.00
6	\$56,500.00
7	\$57,700.00
8	\$58,900.00
9	\$60,100.00
10	\$61,300.00
11	\$62,500.00
12	\$63,700.00
13	\$64,900.00
14	\$66,100.00
15	\$67,300.00
16	\$68,500.00
17	\$69,700.00
18	\$70,900.00
19	\$72,100.00
20	\$73,300.00

8.75 hours per day student days

8.75 hours per day teacher work days

Teacher days plus 20 days

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective July 1, 2024**

Teaching Assistant

Step	Hourly	Annually
1	\$21.89	\$30,000.00
2	\$22.13	\$30,325.00
3	\$22.37	\$30,650.00
4	\$22.60	\$30,975.00
5	\$22.84	\$31,300.00
6	\$23.08	\$31,625.00
7	\$23.32	\$31,950.00
8	\$23.55	\$32,275.00
9	\$23.79	\$32,600.00
10	\$24.03	\$32,925.00
11	\$24.27	\$33,250.00
12	\$24.50	\$33,575.00
13	\$24.74	\$33,900.00
14	\$24.98	\$34,225.00
15	\$25.21	\$34,550.00
16	\$25.45	\$34,875.00
17	\$25.69	\$35,200.00
18	\$25.93	\$35,525.00
19	\$26.16	\$35,850.00
20	\$26.40	\$36,175.00
21	\$26.64	\$36,500.00
22	\$26.87	\$36,825.00
23	\$27.11	\$37,150.00
24	\$27.35	\$37,475.00
25	\$27.59	\$37,800.00
26	\$27.82	\$38,125.00
27	\$28.06	\$38,450.00
28	\$28.30	\$38,775.00
29	\$28.54	\$39,100.00
30	\$28.77	\$39,425.00

8.75 hours per day

8 Hours Teacher Work days

Substitute Pay: Current Colorado minimum wage

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Assistant Principal Salary Schedule
Effective November 18, 2024**

Assistant Principal

Step	Annually
1	\$60,100.00
2	\$61,300.00
3	\$62,500.00
4	\$63,700.00
5	\$64,900.00
6	\$66,100.00
7	\$67,300.00
8	\$68,500.00
9	\$69,700.00
10	\$70,900.00
11	\$72,100.00
12	\$73,300.00
13	\$74,500.00
14	\$75,700.00
15	\$76,900.00
16	\$78,100.00
17	\$79,300.00
18	\$80,500.00
19	\$81,700.00
20	\$82,900.00

8.75 hours per day student days

8.75 hours per day teacher work days

Teacher days plus 20 days

As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.

**SARGENT SCHOOL DISTRICT
Support Staff Salary Schedule
Effective November 18, 2024**

Secondary School Administrative Assistant

Step	Hourly	Annually	
1	\$16.79	\$23,484.96	
2	\$17.02	\$23,803.69	
3	\$17.25	\$24,122.42	
4	\$17.47	\$24,441.15	
5	\$17.70	\$24,759.88	
6	\$17.93	\$25,078.61	
7	\$18.16	\$25,397.34	
8	\$18.39	\$25,716.07	
9	\$18.61	\$26,034.80	Extra Duties Stipend \$1,275.00
10	\$18.84	\$26,353.53	
11	\$19.07	\$26,672.26	
12	\$19.30	\$26,990.99	
13	\$19.53	\$27,309.72	
14	\$19.75	\$27,628.45	
15	\$19.98	\$27,947.18	
16	\$20.21	\$28,265.91	
17	\$20.44	\$28,584.64	
18	\$20.67	\$28,903.37	
19	\$20.89	\$29,222.10	
20	\$21.12	\$29,540.83	
21	\$21.35	\$29,859.56	
22	\$21.58	\$30,178.29	
23	\$21.81	\$30,497.02	
24	\$22.03	\$30,815.75	
25	\$22.26	\$31,134.48	
26	\$22.49	\$31,453.21	
27	\$22.72	\$31,771.94	
28	\$22.95	\$32,090.67	
29	\$23.17	\$32,409.40	
30	\$23.40	\$32,728.13	

8.75 hours per day student days

5 hours per day teacher work days

Teacher days plus 12 days

Substitute Pay: Current Colorado Minimum Wage As per policy GDBA, salary schedule advancement will be contingent upon the employee's satisfactory performance in the position. Employees new to the district may be granted up to 8 years of experience at the discretion of the superintendent at the time of hiring.