

Southwest Early College Salary Schedules 2018-2019 School Year

Teacher initial salary placement guidelines (SWEC)- New Hires and Re-hires

STEP (Yrs. of teaching experience)	BA	MA	PH.D.
1	35,000	40,250	43,470
2	35,700	41,055	44,339
3	36,414	41,876	45,226
4	37,142	42,714	46,131
5	37,885	43,568	47,053
6	38,643	44,439	47,994
7	39,146	45,328	48,954
8	40,204	46,235	49,933
9	41,008	47,159	50,932
10	41,828	48,102	51,951
11	42,665	49,065	52,990
12	43,518	50,046	54,049
13	44,388	51,047	55,130
14	45,276	52,068	56,233

- * Administration or counseling endorsement, or special education endorsement add \$1500.
- * Teachers of Math and Science who meet NCLB Highly Qualified status, add \$2500.00
- * Teachers must be Highly Qualified for all subjects taught.
- * A maximum of 6 years experience given to new, incoming teachers who hold a Colorado License.
- * All non licensed staff will be placed on Step 1.
- * Salary level is determined by Southwest Early College's administration after evaluation of transcripts and full- time teaching experience and approval from the Board of Director's.

Guest Teacher

	½ Day	Full Day
Substitute Teacher	\$60.00	\$120.00
Long-term Substitute Teacher	\$85.00	\$170.00

Non- Certified Payscale

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Office Manager (220 days)	\$18.25	\$18.80	\$19.36	\$19.94	\$20.54	\$21.16	\$21.79	\$22.45
Receptionist/ Secretary	\$10.00	\$10.30	\$10.61	\$10.93	\$11.26	\$11.59	\$11.94	\$12.30
Certified Para-Professional	\$12.00	\$12.36	\$12.73	\$13.11	\$13.51	\$13.91	\$14.33	\$14.76
Paraprofessional	\$10.00	\$10.30	\$10.61	\$10.93	\$11.26	\$11.59	\$11.94	\$12.30
Custodian (220 days/ 4 hours)	\$9.00	\$9.27	\$9.55	\$9.83	\$10.13	\$10.43	\$10.75	\$11.07