

## Southwest Early College Salary Schedules 2019-2020 School Year

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

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

	<b>½ Day</b>	<b>Full Day</b>
Substitute Teacher	\$60.00	\$120.00
Long-term Substitute Teacher	\$85.00	\$170.00

### *Non- Certified Payscale*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
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