

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Step	Lane 1 - B.S. Degree															
	Lane 1 Teach Base			Lane 1A Elementary (K-6) + 14.2857%			Lane 1B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 1C Secondary Extra Period for Half Year + 17.5676%			Lane 1D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	
1	1.00000	\$46,557	\$4,200	\$50,757	\$53,208	\$4,200	\$57,408	\$51,087	\$4,200	\$55,287	\$54,736	\$4,200	\$58,936	\$58,385	\$4,200	\$62,585
2	1.02030	\$47,502	\$4,200	\$51,702	\$54,288	\$4,200	\$58,488	\$52,124	\$4,200	\$56,324	\$55,847	\$4,200	\$60,047	\$59,570	\$4,200	\$63,770
3	1.04060	\$48,447	\$4,200	\$52,647	\$55,368	\$4,200	\$59,568	\$53,161	\$4,200	\$57,361	\$56,958	\$4,200	\$61,158	\$60,755	\$4,200	\$64,955
4	1.06097	\$49,396	\$4,200	\$53,596	\$56,453	\$4,200	\$60,653	\$54,202	\$4,200	\$58,402	\$58,074	\$4,200	\$62,274	\$61,945	\$4,200	\$66,145
5	1.09800	\$51,120	\$4,200	\$55,320	\$58,423	\$4,200	\$62,623	\$56,094	\$4,200	\$60,294	\$60,101	\$4,200	\$64,301	\$64,107	\$4,200	\$68,307
6	1.13493	\$52,839	\$4,200	\$57,039	\$60,387	\$4,200	\$64,587	\$57,980	\$4,200	\$62,180	\$62,121	\$4,200	\$66,321	\$66,263	\$4,200	\$70,463
7	1.18666	\$55,247	\$4,200	\$59,447	\$63,139	\$4,200	\$67,339	\$60,622	\$4,200	\$64,822	\$64,952	\$4,200	\$69,152	\$69,282	\$4,200	\$73,482
8	1.23845	\$57,659	\$4,200	\$61,859	\$65,896	\$4,200	\$70,096	\$63,269	\$4,200	\$67,469	\$67,788	\$4,200	\$71,988	\$72,307	\$4,200	\$76,507
9	1.29015	\$60,066	\$4,200	\$64,266	\$68,647	\$4,200	\$72,847	\$65,910	\$4,200	\$70,110	\$70,618	\$4,200	\$74,818	\$75,326	\$4,200	\$79,526
10	1.34194	\$62,477	\$4,200	\$66,677	\$71,402	\$4,200	\$75,602	\$68,556	\$4,200	\$72,756	\$73,453	\$4,200	\$77,653	\$78,350	\$4,200	\$82,550
11	1.39366	\$64,885	\$4,200	\$69,085	\$74,154	\$4,200	\$78,354	\$71,198	\$4,200	\$75,398	\$76,284	\$4,200	\$80,484	\$81,369	\$4,200	\$85,569
12	1.44545	\$67,296	\$4,200	\$71,496	\$76,910	\$4,200	\$81,110	\$73,844	\$4,200	\$78,044	\$79,119	\$4,200	\$83,319	\$84,393	\$4,200	\$88,593

Secondary Substitute Pay (Per Period) = \$44.85

LANE 1 = 7 HRS/DAY, 185 DAYS

LANE 1A = 8 HRS/DAY, 185 DAYS

LANE 1B = 8 HRS/DAY, 185 DAYS

LANE 1C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 1D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

- Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
- Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 2 - B.S. Degree + 20 Sem Hrs.																
Step	Lane 2 Teacher Base			Lane 2A Elementary (K-6) + 14.2857%			Lane 2B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 2C Secondary Extra Period for Half Year + 17.5676%			Lane 2D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total
1	1.01445	\$47,230	\$4,200	\$51,430	\$53,977	\$4,200	\$58,177	\$51,825	\$4,200	\$56,025	\$55,527	\$4,200	\$59,727	\$59,229	\$4,200	\$63,429
2	1.03981	\$48,410	\$4,200	\$52,610	\$55,326	\$4,200	\$59,526	\$53,120	\$4,200	\$57,320	\$56,914	\$4,200	\$61,114	\$60,709	\$4,200	\$64,909
3	1.06512	\$49,589	\$4,200	\$53,789	\$56,673	\$4,200	\$60,873	\$54,414	\$4,200	\$58,614	\$58,301	\$4,200	\$62,501	\$62,187	\$4,200	\$66,387
4	1.09053	\$50,772	\$4,200	\$54,972	\$58,025	\$4,200	\$62,225	\$55,712	\$4,200	\$59,912	\$59,691	\$4,200	\$63,891	\$63,671	\$4,200	\$67,871
5	1.12755	\$52,495	\$4,200	\$56,695	\$59,994	\$4,200	\$64,194	\$57,603	\$4,200	\$61,803	\$61,718	\$4,200	\$65,918	\$65,832	\$4,200	\$70,032
6	1.17187	\$54,559	\$4,200	\$58,759	\$62,353	\$4,200	\$66,553	\$59,867	\$4,200	\$64,067	\$64,143	\$4,200	\$68,343	\$68,419	\$4,200	\$72,619
7	1.22366	\$56,970	\$4,200	\$61,170	\$65,109	\$4,200	\$69,309	\$62,513	\$4,200	\$66,713	\$66,978	\$4,200	\$71,178	\$71,443	\$4,200	\$75,643
8	1.27538	\$59,378	\$4,200	\$63,578	\$67,861	\$4,200	\$72,061	\$65,155	\$4,200	\$69,355	\$69,809	\$4,200	\$74,009	\$74,463	\$4,200	\$78,663
9	1.32717	\$61,789	\$4,200	\$65,989	\$70,616	\$4,200	\$74,816	\$67,801	\$4,200	\$72,001	\$72,644	\$4,200	\$76,844	\$77,487	\$4,200	\$81,687
10	1.37890	\$64,197	\$4,200	\$68,397	\$73,368	\$4,200	\$77,568	\$70,443	\$4,200	\$74,643	\$75,475	\$4,200	\$79,675	\$80,506	\$4,200	\$84,706
11	1.43069	\$66,609	\$4,200	\$70,809	\$76,125	\$4,200	\$80,325	\$73,090	\$4,200	\$77,290	\$78,311	\$4,200	\$82,511	\$83,531	\$4,200	\$87,731
12	1.51941	\$70,739	\$4,200	\$74,939	\$80,845	\$4,200	\$85,045	\$77,622	\$4,200	\$81,822	\$83,166	\$4,200	\$87,366	\$88,711	\$4,200	\$92,911

Secondary Substitute Pay (Per Period) = \$44.85

LANE 2 = 7 HRS/DAY, 185 DAYS

LANE 2A = 8 HRS/DAY, 185 DAYS

LANE 2B = 8 HRS/DAY, 185 DAYS

LANE 2C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 2D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 3 - B.S. Degree + 37 Sem Hrs.																
Step	Lane 3 Teacher Base			Lane 3A Elementary (K-6) + 14.2857%			Lane 3B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 3C Secondary Extra Period for Half Year + 17.5676%			Lane 3D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total
1	1.02901	\$47,908	\$4,200	\$52,108	\$54,752	\$4,200	\$58,952	\$52,569	\$4,200	\$56,769	\$56,324	\$4,200	\$60,524	\$60,079	\$4,200	\$64,279
2	1.05692	\$49,207	\$4,200	\$53,407	\$56,237	\$4,200	\$60,437	\$53,995	\$4,200	\$58,195	\$57,852	\$4,200	\$62,052	\$61,709	\$4,200	\$65,909
3	1.08485	\$50,507	\$4,200	\$54,707	\$57,722	\$4,200	\$61,922	\$55,421	\$4,200	\$59,621	\$59,380	\$4,200	\$63,580	\$63,338	\$4,200	\$67,538
4	1.11276	\$51,807	\$4,200	\$56,007	\$59,208	\$4,200	\$63,408	\$56,848	\$4,200	\$61,048	\$60,909	\$4,200	\$65,109	\$64,969	\$4,200	\$69,169
5	1.14972	\$53,528	\$4,200	\$57,728	\$61,175	\$4,200	\$65,375	\$58,736	\$4,200	\$62,936	\$62,931	\$4,200	\$67,131	\$67,127	\$4,200	\$71,327
6	1.20151	\$55,939	\$4,200	\$60,139	\$63,930	\$4,200	\$68,130	\$61,382	\$4,200	\$65,582	\$65,766	\$4,200	\$69,966	\$70,151	\$4,200	\$74,351
7	1.25321	\$58,346	\$4,200	\$62,546	\$66,681	\$4,200	\$70,881	\$64,023	\$4,200	\$68,223	\$68,596	\$4,200	\$72,796	\$73,169	\$4,200	\$77,369
8	1.30503	\$60,758	\$4,200	\$64,958	\$69,438	\$4,200	\$73,638	\$66,670	\$4,200	\$70,870	\$71,432	\$4,200	\$75,632	\$76,194	\$4,200	\$80,394
9	1.35673	\$63,165	\$4,200	\$67,365	\$72,189	\$4,200	\$76,389	\$69,311	\$4,200	\$73,511	\$74,262	\$4,200	\$78,462	\$79,213	\$4,200	\$83,413
10	1.40852	\$65,576	\$4,200	\$69,776	\$74,944	\$4,200	\$79,144	\$71,956	\$4,200	\$76,156	\$77,096	\$4,200	\$81,296	\$82,235	\$4,200	\$86,435
11	1.46022	\$67,983	\$4,200	\$72,183	\$77,695	\$4,200	\$81,895	\$74,598	\$4,200	\$78,798	\$79,926	\$4,200	\$84,126	\$85,255	\$4,200	\$89,455
12	1.53418	\$71,427	\$4,200	\$75,627	\$81,631	\$4,200	\$85,831	\$78,377	\$4,200	\$82,577	\$83,975	\$4,200	\$88,175	\$89,574	\$4,200	\$93,774
15	1.60812	\$74,869	\$4,200	\$79,069	\$85,565	\$4,200	\$89,765	\$82,154	\$4,200	\$86,354	\$88,022	\$4,200	\$92,222	\$93,890	\$4,200	\$98,090
18	1.69684	\$79,000	\$4,200	\$83,200	\$90,286	\$4,200	\$94,486	\$86,686	\$4,200	\$90,886	\$92,878	\$4,200	\$97,078	\$99,070	\$4,200	\$103,270

Secondary Substitute Pay (Per Period) = \$44.85

LANE 3 = 7 HRS/DAY, 185 DAYS

LANE 3A = 8 HRS/DAY, 185 DAYS

LANE 3B = 8 HRS/DAY, 185 DAYS

LANE 3C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 3D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 4 - B.S. Degree + 50 Sem Hrs.																
Step	Lane 4 Teacher Base			Lane 4A Elementary (K-6) + 14.2857%			Lane 4B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 4C Secondary Extra Period for Half Year + 17.5676%			Lane 4D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total			
1	1.04377	\$48,595	\$4,200	\$52,795	\$55,537	\$4,200	\$59,737	\$53,323	\$4,200	\$57,523	\$57,132	\$4,200	\$61,332	\$60,941	\$4,200	\$65,141
2	1.07909	\$50,239	\$4,200	\$54,439	\$57,416	\$4,200	\$61,616	\$55,127	\$4,200	\$59,327	\$59,065	\$4,200	\$63,265	\$63,002	\$4,200	\$67,202
3	1.11440	\$51,883	\$4,200	\$56,083	\$59,295	\$4,200	\$63,495	\$56,931	\$4,200	\$61,131	\$60,998	\$4,200	\$65,198	\$65,064	\$4,200	\$69,264
4	1.14972	\$53,528	\$4,200	\$57,728	\$61,175	\$4,200	\$65,375	\$58,736	\$4,200	\$62,936	\$62,931	\$4,200	\$67,131	\$67,127	\$4,200	\$71,327
5	1.18666	\$55,247	\$4,200	\$59,447	\$63,139	\$4,200	\$67,339	\$60,622	\$4,200	\$64,822	\$64,952	\$4,200	\$69,152	\$69,282	\$4,200	\$73,482
6	1.24583	\$58,002	\$4,200	\$62,202	\$66,288	\$4,200	\$70,488	\$63,645	\$4,200	\$67,845	\$68,191	\$4,200	\$72,391	\$72,737	\$4,200	\$76,937
7	1.29762	\$60,413	\$4,200	\$64,613	\$69,043	\$4,200	\$73,243	\$66,291	\$4,200	\$70,491	\$71,026	\$4,200	\$75,226	\$75,761	\$4,200	\$79,961
8	1.34934	\$62,821	\$4,200	\$67,021	\$71,795	\$4,200	\$75,995	\$68,933	\$4,200	\$73,133	\$73,857	\$4,200	\$78,057	\$78,781	\$4,200	\$82,981
9	1.40113	\$65,232	\$4,200	\$69,432	\$74,551	\$4,200	\$78,751	\$71,579	\$4,200	\$75,779	\$76,692	\$4,200	\$80,892	\$81,805	\$4,200	\$86,005
10	1.45283	\$67,639	\$4,200	\$71,839	\$77,302	\$4,200	\$81,502	\$74,220	\$4,200	\$78,420	\$79,521	\$4,200	\$83,721	\$84,823	\$4,200	\$89,023
11	1.50465	\$70,052	\$4,200	\$74,252	\$80,059	\$4,200	\$84,259	\$76,868	\$4,200	\$81,068	\$82,359	\$4,200	\$86,559	\$87,849	\$4,200	\$92,049
12	1.57856	\$73,493	\$4,200	\$77,693	\$83,992	\$4,200	\$88,192	\$80,644	\$4,200	\$84,844	\$86,404	\$4,200	\$90,604	\$92,165	\$4,200	\$96,365
15	1.65246	\$76,934	\$4,200	\$81,134	\$87,925	\$4,200	\$92,125	\$84,419	\$4,200	\$88,619	\$90,449	\$4,200	\$94,649	\$96,479	\$4,200	\$100,679
18	1.72639	\$80,376	\$4,200	\$84,576	\$91,858	\$4,200	\$96,058	\$88,196	\$4,200	\$92,396	\$94,496	\$4,200	\$98,696	\$100,795	\$4,200	\$104,995
21	1.80036	\$83,819	\$4,200	\$88,019	\$95,793	\$4,200	\$99,993	\$91,974	\$4,200	\$96,174	\$98,544	\$4,200	\$102,744	\$105,113	\$4,200	\$109,313
24	1.89767	\$88,350	\$4,200	\$92,550	\$100,971	\$4,200	\$105,171	\$96,946	\$4,200	\$101,146	\$103,871	\$4,200	\$108,071	\$110,795	\$4,200	\$114,995

Secondary Substitute Pay (Per Period) = \$44.85

LANE 4 = 7 HRS/DAY, 185 DAYS

LANE 4A = 8 HRS/DAY, 185 DAYS

LANE 4B = 8 HRS/DAY, 185 DAYS

LANE 4C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 4D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

- Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
- Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 5 - B.S. Degree + 70 Sem Hrs.																
Step	Index	Lane 5 Teacher Base			Lane 5A Elementary (K-6) + 14.2857%			Lane 5B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 5C Secondary Extra Period for Half Year + 17.5676%			Lane 5D Secondary Extra Period for Full Year + 25.4054%		
		Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total
1	1.04377	\$48,595	\$4,200	\$52,795	\$55,537	\$4,200	\$59,737	\$53,323	\$4,200	\$57,523	\$57,132	\$4,200	\$61,332	\$60,941	\$4,200	\$65,141
2	1.07909	\$50,239	\$4,200	\$54,439	\$57,416	\$4,200	\$61,616	\$55,127	\$4,200	\$59,327	\$59,065	\$4,200	\$63,265	\$63,002	\$4,200	\$67,202
3	1.11440	\$51,883	\$4,200	\$56,083	\$59,295	\$4,200	\$63,495	\$56,931	\$4,200	\$61,131	\$60,998	\$4,200	\$65,198	\$65,064	\$4,200	\$69,264
4	1.14972	\$53,528	\$4,200	\$57,728	\$61,175	\$4,200	\$65,375	\$58,736	\$4,200	\$62,936	\$62,931	\$4,200	\$67,131	\$67,127	\$4,200	\$71,327
5	1.18666	\$55,247	\$4,200	\$59,447	\$63,139	\$4,200	\$67,339	\$60,622	\$4,200	\$64,822	\$64,952	\$4,200	\$69,152	\$69,282	\$4,200	\$73,482
6	1.24583	\$58,002	\$4,200	\$62,202	\$66,288	\$4,200	\$70,488	\$63,645	\$4,200	\$67,845	\$68,191	\$4,200	\$72,391	\$72,737	\$4,200	\$76,937
7	1.29762	\$60,413	\$4,200	\$64,613	\$69,043	\$4,200	\$73,243	\$66,291	\$4,200	\$70,491	\$71,026	\$4,200	\$75,226	\$75,761	\$4,200	\$79,961
8	1.34934	\$62,821	\$4,200	\$67,021	\$71,795	\$4,200	\$75,995	\$68,933	\$4,200	\$73,133	\$73,857	\$4,200	\$78,057	\$78,781	\$4,200	\$82,981
9	1.40113	\$65,232	\$4,200	\$69,432	\$74,551	\$4,200	\$78,751	\$71,579	\$4,200	\$75,779	\$76,692	\$4,200	\$80,892	\$81,805	\$4,200	\$86,005
10	1.45283	\$67,639	\$4,200	\$71,839	\$77,302	\$4,200	\$81,502	\$74,220	\$4,200	\$78,420	\$79,521	\$4,200	\$83,721	\$84,823	\$4,200	\$89,023
11	1.50465	\$70,052	\$4,200	\$74,252	\$80,059	\$4,200	\$84,259	\$76,868	\$4,200	\$81,068	\$82,359	\$4,200	\$86,559	\$87,849	\$4,200	\$92,049
12	1.57856	\$73,493	\$4,200	\$77,693	\$83,992	\$4,200	\$88,192	\$80,644	\$4,200	\$84,844	\$86,404	\$4,200	\$90,604	\$92,165	\$4,200	\$96,365
15	1.65246	\$76,934	\$4,200	\$81,134	\$87,925	\$4,200	\$92,125	\$84,419	\$4,200	\$88,619	\$90,449	\$4,200	\$94,649	\$96,479	\$4,200	\$100,679
18	1.72639	\$80,376	\$4,200	\$84,576	\$91,858	\$4,200	\$96,058	\$88,196	\$4,200	\$92,396	\$94,496	\$4,200	\$98,696	\$100,795	\$4,200	\$104,995
21	1.80036	\$83,819	\$4,200	\$88,019	\$95,793	\$4,200	\$99,993	\$91,974	\$4,200	\$96,174	\$98,544	\$4,200	\$102,744	\$105,113	\$4,200	\$109,313
24	1.89767	\$88,350	\$4,200	\$92,550	\$100,971	\$4,200	\$105,171	\$96,946	\$4,200	\$101,146	\$103,871	\$4,200	\$108,071	\$110,795	\$4,200	\$114,995
27	1.97443	\$91,924	\$4,200	\$96,124	\$105,056	\$4,200	\$109,256	\$100,868	\$4,200	\$105,068	\$108,073	\$4,200	\$112,273	\$115,278	\$4,200	\$119,478
Secondary Substitute Pay (Per Period) = \$44.85																

LANE 5 = 7 HRS/DAY, 185 DAYS

LANE 5A = 8 HRS/DAY, 185 DAYS

LANE 5B = 8 HRS/DAY, 185 DAYS

LANE 5C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 5D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Step	Lane 6 - M.S. Degree															
	Lane 6 Teacher Base			Lane 6A Elementary (K-6) + 14.2857%			Lane 6B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 6C Secondary Extra Period for Half Year + 17.5676%			Lane 6D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total			
1	1.04377	\$48,595	\$4,200	\$52,795	\$55,537	\$4,200	\$59,737	\$53,323	\$4,200	\$57,523	\$57,132	\$4,200	\$61,332	\$60,941	\$4,200	\$65,141
2	1.07909	\$50,239	\$4,200	\$54,439	\$57,416	\$4,200	\$61,616	\$55,127	\$4,200	\$59,327	\$59,065	\$4,200	\$63,265	\$63,002	\$4,200	\$67,202
3	1.11440	\$51,883	\$4,200	\$56,083	\$59,295	\$4,200	\$63,495	\$56,931	\$4,200	\$61,131	\$60,998	\$4,200	\$65,198	\$65,064	\$4,200	\$69,264
4	1.14972	\$53,528	\$4,200	\$57,728	\$61,175	\$4,200	\$65,375	\$58,736	\$4,200	\$62,936	\$62,931	\$4,200	\$67,131	\$67,127	\$4,200	\$71,327
5	1.18666	\$55,247	\$4,200	\$59,447	\$63,139	\$4,200	\$67,339	\$60,622	\$4,200	\$64,822	\$64,952	\$4,200	\$69,152	\$69,282	\$4,200	\$73,482
6	1.24583	\$58,002	\$4,200	\$62,202	\$66,288	\$4,200	\$70,488	\$63,645	\$4,200	\$67,845	\$68,191	\$4,200	\$72,391	\$72,737	\$4,200	\$76,937
7	1.29762	\$60,413	\$4,200	\$64,613	\$69,043	\$4,200	\$73,243	\$66,291	\$4,200	\$70,491	\$71,026	\$4,200	\$75,226	\$75,761	\$4,200	\$79,961
8	1.34934	\$62,821	\$4,200	\$67,021	\$71,795	\$4,200	\$75,995	\$68,933	\$4,200	\$73,133	\$73,857	\$4,200	\$78,057	\$78,781	\$4,200	\$82,981
9	1.40113	\$65,232	\$4,200	\$69,432	\$74,551	\$4,200	\$78,751	\$71,579	\$4,200	\$75,779	\$76,692	\$4,200	\$80,892	\$81,805	\$4,200	\$86,005
10	1.45283	\$67,639	\$4,200	\$71,839	\$77,302	\$4,200	\$81,502	\$74,220	\$4,200	\$78,420	\$79,521	\$4,200	\$83,721	\$84,823	\$4,200	\$89,023
11	1.50465	\$70,052	\$4,200	\$74,252	\$80,059	\$4,200	\$84,259	\$76,868	\$4,200	\$81,068	\$82,359	\$4,200	\$86,559	\$87,849	\$4,200	\$92,049
12	1.57856	\$73,493	\$4,200	\$77,693	\$83,992	\$4,200	\$88,192	\$80,644	\$4,200	\$84,844	\$86,404	\$4,200	\$90,604	\$92,165	\$4,200	\$96,365
15	1.65246	\$76,934	\$4,200	\$81,134	\$87,925	\$4,200	\$92,125	\$84,419	\$4,200	\$88,619	\$90,449	\$4,200	\$94,649	\$96,479	\$4,200	\$100,679
18	1.72639	\$80,376	\$4,200	\$84,576	\$91,858	\$4,200	\$96,058	\$88,196	\$4,200	\$92,396	\$94,496	\$4,200	\$98,696	\$100,795	\$4,200	\$104,995
21	1.80036	\$83,819	\$4,200	\$88,019	\$95,793	\$4,200	\$99,993	\$91,974	\$4,200	\$96,174	\$98,544	\$4,200	\$102,744	\$105,113	\$4,200	\$109,313
24	1.89767	\$88,350	\$4,200	\$92,550	\$100,971	\$4,200	\$105,171	\$96,946	\$4,200	\$101,146	\$103,871	\$4,200	\$108,071	\$110,795	\$4,200	\$114,995
27	1.97443	\$91,924	\$4,200	\$96,124	\$105,056	\$4,200	\$109,256	\$100,868	\$4,200	\$105,068	\$108,073	\$4,200	\$112,273	\$115,278	\$4,200	\$119,478
Secondary Substitute Pay (Per Period) = \$44.85																

LANE 6 = 7 HRS/DAY, 185 DAYS

LANE 6A = 8 HRS/DAY, 185 DAYS

LANE 6B = 8 HRS/DAY, 185 DAYS

LANE 6C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 6D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 7 - M.S. Degree + 20 Sem Hrs.																
Step	Index	Lane 7 Teacher Base			Lane 7A Elementary (K-6) + 14.2857%			Lane 7B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 7C Secondary Extra Period for Half Year + 17.5676%			Lane 7D Secondary Extra Period for Full Year + 25.4054%		
		Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total
1	1.05115	\$48,938	\$4,200	\$53,138	\$55,929	\$4,200	\$60,129	\$53,700	\$4,200	\$57,900	\$57,536	\$4,200	\$61,736	\$61,371	\$4,200	\$65,571
2	1.09385	\$50,926	\$4,200	\$55,126	\$58,201	\$4,200	\$62,401	\$55,881	\$4,200	\$60,081	\$59,873	\$4,200	\$64,073	\$63,864	\$4,200	\$68,064
3	1.13655	\$52,914	\$4,200	\$57,114	\$60,473	\$4,200	\$64,673	\$58,062	\$4,200	\$62,262	\$62,209	\$4,200	\$66,409	\$66,357	\$4,200	\$70,557
4	1.17925	\$54,902	\$4,200	\$59,102	\$62,745	\$4,200	\$66,945	\$60,244	\$4,200	\$64,444	\$64,547	\$4,200	\$68,747	\$68,850	\$4,200	\$73,050
5	1.21628	\$56,626	\$4,200	\$60,826	\$64,715	\$4,200	\$68,915	\$62,136	\$4,200	\$66,336	\$66,574	\$4,200	\$70,774	\$71,013	\$4,200	\$75,213
6	1.27538	\$59,378	\$4,200	\$63,578	\$67,861	\$4,200	\$72,061	\$65,155	\$4,200	\$69,355	\$69,809	\$4,200	\$74,009	\$74,463	\$4,200	\$78,663
7	1.32717	\$61,789	\$4,200	\$65,989	\$70,616	\$4,200	\$74,816	\$67,801	\$4,200	\$72,001	\$72,644	\$4,200	\$76,844	\$77,487	\$4,200	\$81,687
8	1.37890	\$64,197	\$4,200	\$68,397	\$73,368	\$4,200	\$77,568	\$70,443	\$4,200	\$74,643	\$75,475	\$4,200	\$79,675	\$80,506	\$4,200	\$84,706
9	1.43069	\$66,609	\$4,200	\$70,809	\$76,125	\$4,200	\$80,325	\$73,090	\$4,200	\$77,290	\$78,311	\$4,200	\$82,511	\$83,531	\$4,200	\$87,731
10	1.48243	\$69,017	\$4,200	\$73,217	\$78,877	\$4,200	\$83,077	\$75,732	\$4,200	\$79,932	\$81,141	\$4,200	\$85,341	\$86,551	\$4,200	\$90,751
11	1.53418	\$71,427	\$4,200	\$75,627	\$81,631	\$4,200	\$85,831	\$78,377	\$4,200	\$82,577	\$83,975	\$4,200	\$88,175	\$89,574	\$4,200	\$93,774
12	1.60812	\$74,869	\$4,200	\$79,069	\$85,565	\$4,200	\$89,765	\$82,154	\$4,200	\$86,354	\$88,022	\$4,200	\$92,222	\$93,890	\$4,200	\$98,090
15	1.68208	\$78,313	\$4,200	\$82,513	\$89,501	\$4,200	\$93,701	\$85,933	\$4,200	\$90,133	\$92,071	\$4,200	\$96,271	\$98,209	\$4,200	\$102,409
18	1.75595	\$81,752	\$4,200	\$85,952	\$93,431	\$4,200	\$97,631	\$89,706	\$4,200	\$93,906	\$96,114	\$4,200	\$100,314	\$102,521	\$4,200	\$106,721
21	1.82991	\$85,195	\$4,200	\$89,395	\$97,366	\$4,200	\$101,566	\$93,484	\$4,200	\$97,684	\$100,161	\$4,200	\$104,361	\$106,839	\$4,200	\$111,039
24	1.91244	\$89,037	\$4,200	\$93,237	\$101,757	\$4,200	\$105,957	\$97,700	\$4,200	\$101,900	\$104,679	\$4,200	\$108,879	\$111,657	\$4,200	\$115,857
27	2.00406	\$93,303	\$4,200	\$97,503	\$106,632	\$4,200	\$110,832	\$102,381	\$4,200	\$106,581	\$109,694	\$4,200	\$113,894	\$117,007	\$4,200	\$121,207
Secondary Substitute Pay (Per Period) = \$44.85																

LANE 7 = 7 HRS/DAY, 185 DAYS

LANE 7A = 8 HRS/DAY, 185 DAYS

LANE 7B = 8 HRS/DAY, 185 DAYS

LANE 7C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 7D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 8 - M.S. Degree + 37 Sem Hrs.																
Step	Lane 8 Teacher Base			Lane 8A Elementary (K-6) + 14.2857%			Lane 8B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 8C Secondary Extra Period for Half Year + 17.5676%			Lane 8D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total			
1	1.05854	\$49,282	\$4,200	\$53,482	\$56,322	\$4,200	\$60,522	\$54,077	\$4,200	\$58,277	\$57,940	\$4,200	\$62,140	\$61,802	\$4,200	\$66,002
2	1.10864	\$51,615	\$4,200	\$55,815	\$58,989	\$4,200	\$63,189	\$56,637	\$4,200	\$60,837	\$60,683	\$4,200	\$64,883	\$64,728	\$4,200	\$68,928
3	1.15872	\$53,947	\$4,200	\$58,147	\$61,654	\$4,200	\$65,854	\$59,196	\$4,200	\$63,396	\$63,424	\$4,200	\$67,624	\$67,653	\$4,200	\$71,853
4	1.20890	\$56,283	\$4,200	\$60,483	\$64,323	\$4,200	\$68,523	\$61,759	\$4,200	\$65,959	\$66,170	\$4,200	\$70,370	\$70,582	\$4,200	\$74,782
5	1.24583	\$58,002	\$4,200	\$62,202	\$66,288	\$4,200	\$70,488	\$63,645	\$4,200	\$67,845	\$68,191	\$4,200	\$72,391	\$72,737	\$4,200	\$76,937
6	1.30503	\$60,758	\$4,200	\$64,958	\$69,438	\$4,200	\$73,638	\$66,670	\$4,200	\$70,870	\$71,432	\$4,200	\$75,632	\$76,194	\$4,200	\$80,394
7	1.35673	\$63,165	\$4,200	\$67,365	\$72,189	\$4,200	\$76,389	\$69,311	\$4,200	\$73,511	\$74,262	\$4,200	\$78,462	\$79,213	\$4,200	\$83,413
8	1.40852	\$65,576	\$4,200	\$69,776	\$74,944	\$4,200	\$79,144	\$71,956	\$4,200	\$76,156	\$77,096	\$4,200	\$81,296	\$82,235	\$4,200	\$86,435
9	1.46022	\$67,983	\$4,200	\$72,183	\$77,695	\$4,200	\$81,895	\$74,598	\$4,200	\$78,798	\$79,926	\$4,200	\$84,126	\$85,255	\$4,200	\$89,455
10	1.51203	\$70,396	\$4,200	\$74,596	\$80,453	\$4,200	\$84,653	\$77,245	\$4,200	\$81,445	\$82,763	\$4,200	\$86,963	\$88,280	\$4,200	\$92,480
11	1.56373	\$72,803	\$4,200	\$77,003	\$83,203	\$4,200	\$87,403	\$79,887	\$4,200	\$84,087	\$85,593	\$4,200	\$89,793	\$91,299	\$4,200	\$95,499
12	1.63767	\$76,245	\$4,200	\$80,445	\$87,137	\$4,200	\$91,337	\$83,663	\$4,200	\$87,863	\$89,639	\$4,200	\$93,839	\$95,615	\$4,200	\$99,815
15	1.71161	\$79,687	\$4,200	\$83,887	\$91,071	\$4,200	\$95,271	\$87,440	\$4,200	\$91,640	\$93,686	\$4,200	\$97,886	\$99,931	\$4,200	\$104,131
18	1.78557	\$83,131	\$4,200	\$87,331	\$95,007	\$4,200	\$99,207	\$91,219	\$4,200	\$95,419	\$97,735	\$4,200	\$101,935	\$104,250	\$4,200	\$108,450
21	1.85944	\$86,570	\$4,200	\$90,770	\$98,937	\$4,200	\$103,137	\$94,993	\$4,200	\$99,193	\$101,778	\$4,200	\$105,978	\$108,563	\$4,200	\$112,763
24	1.94199	\$90,413	\$4,200	\$94,613	\$103,329	\$4,200	\$107,529	\$99,210	\$4,200	\$103,410	\$106,296	\$4,200	\$110,496	\$113,383	\$4,200	\$117,583
27	2.03361	\$94,679	\$4,200	\$98,879	\$108,205	\$4,200	\$112,405	\$103,891	\$4,200	\$108,091	\$111,312	\$4,200	\$115,512	\$118,733	\$4,200	\$122,933
Secondary Substitute Pay (Per Period) = \$44.85																

LANE 8 = 7 HRS/DAY, 185 DAYS

LANE 8A = 8 HRS/DAY, 185 DAYS

LANE 8B = 8 HRS/DAY, 185 DAYS

LANE 8C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 8D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

1. Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - a. Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - b. Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - c. Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
2. Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

**Alpine School District
Teacher Salary Schedule
Fiscal Year 2023-24**

Lane 9 - Doctorate Degree																
Step	Lane 9 Teacher Base			Lane 9A Elementary (K-6) + 14.2857%			Lane 9B Secondary Teachers (including Media) 6 Periods + 9.7297%			Lane 9C Secondary Extra Period for Half Year + 17.5676%			Lane 9D Secondary Extra Period for Full Year + 25.4054%			
	Index	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total	Base +	ESA = Total			
1	1.06592	\$49,626	\$4,200	\$53,826	\$56,715	\$4,200	\$60,915	\$54,454	\$4,200	\$58,654	\$58,344	\$4,200	\$62,544	\$62,233	\$4,200	\$66,433
2	1.12341	\$52,303	\$4,200	\$56,503	\$59,775	\$4,200	\$63,975	\$57,392	\$4,200	\$61,592	\$61,491	\$4,200	\$65,691	\$65,591	\$4,200	\$69,791
3	1.18087	\$54,978	\$4,200	\$59,178	\$62,832	\$4,200	\$67,032	\$60,327	\$4,200	\$64,527	\$64,636	\$4,200	\$68,836	\$68,945	\$4,200	\$73,145
4	1.23845	\$57,659	\$4,200	\$61,859	\$65,896	\$4,200	\$70,096	\$63,269	\$4,200	\$67,469	\$67,788	\$4,200	\$71,988	\$72,307	\$4,200	\$76,507
5	1.29015	\$60,066	\$4,200	\$64,266	\$68,647	\$4,200	\$72,847	\$65,910	\$4,200	\$70,110	\$70,618	\$4,200	\$74,818	\$75,326	\$4,200	\$79,526
6	1.34934	\$62,821	\$4,200	\$67,021	\$71,795	\$4,200	\$75,995	\$68,933	\$4,200	\$73,133	\$73,857	\$4,200	\$78,057	\$78,781	\$4,200	\$82,981
7	1.40113	\$65,232	\$4,200	\$69,432	\$74,551	\$4,200	\$78,751	\$71,579	\$4,200	\$75,779	\$76,692	\$4,200	\$80,892	\$81,805	\$4,200	\$86,005
8	1.45283	\$67,639	\$4,200	\$71,839	\$77,302	\$4,200	\$81,502	\$74,220	\$4,200	\$78,420	\$79,521	\$4,200	\$83,721	\$84,823	\$4,200	\$89,023
9	1.50465	\$70,052	\$4,200	\$74,252	\$80,059	\$4,200	\$84,259	\$76,868	\$4,200	\$81,068	\$82,359	\$4,200	\$86,559	\$87,849	\$4,200	\$92,049
10	1.55635	\$72,459	\$4,200	\$76,659	\$82,810	\$4,200	\$87,010	\$79,509	\$4,200	\$83,709	\$85,188	\$4,200	\$89,388	\$90,867	\$4,200	\$95,067
11	1.60812	\$74,869	\$4,200	\$79,069	\$85,565	\$4,200	\$89,765	\$82,154	\$4,200	\$86,354	\$88,022	\$4,200	\$92,222	\$93,890	\$4,200	\$98,090
12	1.68208	\$78,313	\$4,200	\$82,513	\$89,501	\$4,200	\$93,701	\$85,933	\$4,200	\$90,133	\$92,071	\$4,200	\$96,271	\$98,209	\$4,200	\$102,409
15	1.75595	\$81,752	\$4,200	\$85,952	\$93,431	\$4,200	\$97,631	\$89,706	\$4,200	\$93,906	\$96,114	\$4,200	\$100,314	\$102,521	\$4,200	\$106,721
18	1.82991	\$85,195	\$4,200	\$89,395	\$97,366	\$4,200	\$101,566	\$93,484	\$4,200	\$97,684	\$100,161	\$4,200	\$104,361	\$106,839	\$4,200	\$111,039
21	1.90385	\$88,638	\$4,200	\$92,838	\$101,301	\$4,200	\$105,501	\$97,262	\$4,200	\$101,462	\$104,209	\$4,200	\$108,409	\$111,157	\$4,200	\$115,357
24	1.98642	\$92,482	\$4,200	\$96,682	\$105,694	\$4,200	\$109,894	\$101,480	\$4,200	\$105,680	\$108,729	\$4,200	\$112,929	\$115,977	\$4,200	\$120,177
27	2.07793	\$96,742	\$4,200	\$100,942	\$110,562	\$4,200	\$114,762	\$106,155	\$4,200	\$110,355	\$113,738	\$4,200	\$117,938	\$121,320	\$4,200	\$125,520
Secondary Substitute Pay (Per Period) = \$44.85																

LANE 9 = 7 HRS/DAY, 185 DAYS

LANE 9A = 8 HRS/DAY, 185 DAYS

LANE 9B = 8 HRS/DAY, 185 DAYS

LANE 9C = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 1 SEMESTER

LANE 9D = 8 HRS/DAY, 185 DAYS + 1 ADDITIONAL CLASS FOR 2 SEMESTER

For the fiscal year 2023-24, the salary schedule base was increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

Summer School Rate	2020	\$38.55
	2021	\$38.94
	2022	\$40.50
	2023	\$43.97
	2023	\$44.85

Lane Placement Provisions

- Educators are placed on lanes in accordance with the current status of the educator. Lane placement may be changed if the status of the educator changes. Reasons for change can include, but are not limited to:
 - Mutual agreement between the educator and administrator that total hours worked increase or decrease.
 - Unsatisfactory performance by the educator where the supervisor made a sincere effort to help the educator remediate the unsatisfactory performance, resulting in a decrease of total hours worked.
 - Reasonable advance written notice of planned increase/decrease. A minimum of 20 working days' notice is recommended. In case of extreme or serious problems, no advance notice is required.
- Compensation for lanes beyond the base lane is excluded from the computation of any early retirement stipend benefit.

Alpine School District
Fiscal Year 2023-24

Schedule A - Extra Hourly and Addenda Pay Summary for Certified Staff

1. Extracurricular Addendas (Certified Policies #4030 & #4031)	See Schedules B & C
2. Activity Supervision - For example, ticket sales, crowd supervision, dance supervision, scorekeeper, timer, PA announcer, AP test proctor	\$ 20.00 /hr (school staff)
3. Adult Education - Adult HS Completion Teacher:	\$ 35.95 /contract hr
4. Teach Hourly - Less than 1/2 time, teaching in a classroom (non-contract)	\$ 35.95 /hr
5. Curriculum	\$ 24.79 /hr
6. Secondary Substitute Pay (Teachers covering during their Prep)	\$ 50.00 /period
7. Home and Hospital Bound - Plus mileage to and from child's home and school at IRS standard mileage rate	\$ 24.79 /hr
8. Inservice Instructor	\$ 24.79 /hr
9. Advanced Placement - For extra hourly help	\$ 24.79 /hr
10. Driver's Education (payment per student)	
- Coordinator:	\$ 6.00
- Classroom (taught online or before/after school):	\$ 30.00
- Behind the wheel:	\$ 120.00
- Behind the wheel test:	\$ 20.00
<i>Note: An instructor may be paid \$25 of the \$120 for a student that does not complete the behind the wheel instruction but has completed the range instruction. This will be paid after the student has been in the incomplete file for a minimum of four (4) months.</i>	
11. Mileage	IRS Standard Mileage Rate
12. Summer School (see policy #4113)	\$44.85 /hr
13. Summer Band	Paid the same as summer school
14. Clear Creek Certified	\$ 1,000 /wk Certified Instructor
	\$ 1,000 /wk Certified Head Instructor
15. Bantam Basketball Supervision	\$ 17.00 /hr
16. Athletic Trainer (additional hours)	\$44.85 /hr
17. Mail Driver Sub - flat rate	\$ 78.00 (sub for 4.5 hr contract driver)
	\$ 138.00 (sub for 8 hr contract driver)

All people who have a contract with the District should record their extra time on a time card and submit to the school's payroll secretary.

People who work for the District without a contract should keep a time card and submit it to the school's payroll secretary.

Hourly rate changes are effective as of the next fulltime attendance period after new rates are approved.

Alpine School District
Fiscal Year 2023-24

Schedule B - Extracurricular Addendas

High Schools

Use Account Number YR.23.LOC.0000.3310.0134.000000.00

Points			Points		
Men's Basketball			Women's Basketball		
HEAD	23	\$ 3,647	HEAD	23	\$ 3,647
Asst. (3)		\$ 2,443	Asst. (3)		\$ 2,443
Men's Football			Women's Track		
HEAD	27	\$ 4,281	HEAD	18	\$ 2,854
Asst. (7)		\$ 2,868	Asst. (2)		\$ 1,912
Men's Wrestling			Women's Volleyball		
HEAD	19.5	\$ 3,092	HEAD	19	\$ 3,013
Asst. (2)		\$ 2,072	Asst. (2)		\$ 2,019
Men's Baseball			Women's Softball		
HEAD	18.5	\$ 2,933	HEAD	18.5	\$ 2,933
Asst. (3)		\$ 1,965	Asst. (3)		\$ 1,965
Men's Track			Women's Soccer		
HEAD	18	\$ 2,854	HEAD	16.5	\$ 2,616
Asst. (2)		\$ 1,912	Asst. (2)		\$ 1,753
Men's Lacrosse			Women's Lacrosse		
HEAD	18.5	\$ 2,933	HEAD	18.5	\$ 2,933
Asst. (2)		\$ 1,965	Asst. (2)		\$ 1,965
Men's Soccer			Women's Wrestling		
HEAD	16.5	\$ 2,616	HEAD	19.5	\$ 3,092
Asst. (2)		\$ 1,753	Asst. (1)		\$ 2,072
Tennis			Non-Athletic Addendas		
Men's HEAD	13.5	\$ 2,141	Ballroom	11.5	\$ 1,823
Women's HEAD	13.5	\$ 2,141	Color Guard	11.5	\$ 1,823
Cross Country			Dance	14	\$ 2,220
Men's HEAD	14.5	\$ 2,299	Debate	14	\$ 2,220
Women's HEAD	14.5	\$ 2,299	Drama - General	16	\$ 2,537
Golf			Drama - Musical	17	\$ 2,696
Men's HEAD	12.5	\$ 1,982	Drumline - Winter	11.5	\$ 1,823
Women's HEAD	12.5	\$ 1,982	Instru Music (Band)	18.5	\$ 2,933
Swimming			Marching Band - Fall	20.5	\$ 3,250
Men's HEAD	16.5	\$ 2,616	Asst. (2)		\$ 2,178
Women's HEAD	16.5	\$ 2,616	Marching Band - Summer	18.5	\$ 2,933
Cheer - Fall			Asst. (2)		\$ 1,965
HEAD	18	\$ 2,854	Marching Band Pit	11.5	\$ 1,823
Asst.		\$ 1,912	Newspaper	9.5	\$ 1,506
Cheer - Winter			Orchestra	15.5	\$ 2,458
HEAD	18	\$ 2,854	Student Council	18.5	\$ 2,933
Asst.		\$ 1,912	Asst. (2)		\$ 1,965
Drill			Vocal Music	17.5	\$ 2,775
HEAD	22	\$ 3,488	Winter Guard	11.5	\$ 1,823
Asst. (1)		\$ 2,337	Yearbook	9.5	\$ 1,506
1 Point = \$ 158.56			Discretionary Fund		
			42.834	\$	6,792

For the fiscal year 2023-24, the point base was increased by 2% over the prior year.

Discretionary Funds can be used for: Assistant Athletic Director, additional coaches, etc.

If an assistant coach is listed above, they will receive 67% of the head coach addenda.

Longevity Steps - All coaches will receive the following longevity steps. *The time must be continuous years in Alpine School District and be in that sport. Starting in FY2019-20: years in the sport will be given both in and out of the district (even if there is a break in years). This is going forward (not retroactive).*

- 1-2 years = base amount
- 3-5 years = base amount plus 25%
- 6-10 years = base amount plus 50%
- 11-15 years = base amount plus 100%
- 16 or more years = base amount plus 125%

Alpine School District
Fiscal Year 2023-24

Schedule C - Extracurricular Addendas

Junior High Schools / Middle Schools

Use Account Number YR.23.LOC.0000.3310.0134.000000.00 (same as High School)

Points		
Men's Basketball		
HEAD	16.5	\$ 2,616
Asst.		\$ 1,753

Points		
Women's Basketball		
HEAD	16.5	\$ 2,616
Asst.		\$ 1,753

Men's Track		
HEAD	13	\$ 2,061
Asst.		\$ 1,381

Women's Track		
HEAD	13	\$ 2,061
Asst.		\$ 1,381

Cross Country		
Men's HEAD	10	\$ 1,586
Women's HEAD	10	\$ 1,586

Non-Athletic Addendas		
Newspaper*	3	\$ 476
Yearbook	8	\$ 1,268
Drama - General**	6.5	\$ 1,031
Drama - Musical**	8.5	\$ 1,348
Student Council***	5	\$ 793
Orchestra	4	\$ 634
Choir	5	\$ 793
Band	5	\$ 793
Dance Team	4	\$ 634

Intramurals		
HEAD	6.5	\$ 1,031

Discretionary Fund		
	23.622	\$ 3,746

1 Point = \$ 158.56

- * If a monthly newspaper/If bi-monthly 1/2 pay
- ** Single one-act play, if practices are after school
- *** If requires after school responsibilities

For the fiscal year 2023-24, the point base was increased by 2% over the prior year.

If an assistant coach is listed above, they will receive 67% of the head coach addenda.

Longevity Steps - All coaches will receive the following longevity steps. The time must be continuous years in Alpine School District and be in that sport. **Starting in FY2019-20: years in the sport will be given both in and out of the district (even if there is a break in years). This is going forward (not retroactive).**

- 1-2 years = base amount
- 3-5 years = base amount plus 25%
- 6-10 years = base amount plus 50%
- 11-15 years = base amount plus 100%
- 16 or more years = base amount plus 125%

Alpine School District
Occupational/Physical Therapist Salary Schedule
Fiscal Year 2023-24
185 Days (8 hrs per day)

Step	Lane 1 B.S. Degree		Lane 2 BS+20 Sem Hrs		Lane 3 BS+37 Sem Hrs		Lane 4 Master Degree		Lane 5 MS+20 Sem Hrs		Lane 6 MS+37 Sem Hrs		Lane 7 Ph.D Degree	
	Index		Index		Index		Index		Index		Index		Index	
1	1.39528	\$71,110	1.45664	\$74,238	1.51801	\$77,365	1.57938	\$80,493	1.64062	\$83,614	1.71074	\$87,188	1.76336	\$89,870
2	1.45664	\$74,238	1.51801	\$77,365	1.57938	\$80,493	1.64062	\$83,614	1.71074	\$87,188	1.76336	\$89,870	1.83372	\$93,456
3	1.51801	\$77,365	1.57938	\$80,493	1.64062	\$83,614	1.71074	\$87,188	1.76336	\$89,870	1.83372	\$93,456	1.89734	\$96,698
4	1.57938	\$80,493	1.64062	\$83,614	1.71074	\$87,188	1.76336	\$89,870	1.83372	\$93,456	1.89734	\$96,698	1.96328	\$100,059
5	1.64062	\$83,614	1.71074	\$87,188	1.76336	\$89,870	1.83372	\$93,456	1.89734	\$96,698	1.96328	\$100,059	2.03167	\$103,544

Salary Schedule Base: \$ 50,965

For the fiscal year 2023-24, the salary schedule base was increased by 14.29% (1/7th) to move from 7 to 8 hours per day then increased by 2% over the prior year.

**Alpine School District
Audiologist Salary Schedule
Fiscal Year 2023-24
185 Days (8 hrs per day)**

<u>Step</u>	<u>Lane 1</u> B.S. Degree				<u>Lane 2</u> BS+20 Sem Hrs				<u>Lane 3</u> BS+37 Sem Hrs				<u>Lane 4</u> Master Degree			
	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total
1	1.39528	\$71,110	\$4,200	\$75,310	1.45664	\$74,238	\$4,200	\$78,438	1.51801	\$77,365	\$4,200	\$81,565	1.57938	\$80,493	\$4,200	\$84,693
2	1.45664	\$74,238	\$4,200	\$78,438	1.51801	\$77,365	\$4,200	\$81,565	1.57938	\$80,493	\$4,200	\$84,693	1.64062	\$83,614	\$4,200	\$87,814
3	1.51801	\$77,365	\$4,200	\$81,565	1.57938	\$80,493	\$4,200	\$84,693	1.64062	\$83,614	\$4,200	\$87,814	1.71074	\$87,188	\$4,200	\$91,388
4	1.57938	\$80,493	\$4,200	\$84,693	1.64062	\$83,614	\$4,200	\$87,814	1.71074	\$87,188	\$4,200	\$91,388	1.76336	\$89,870	\$4,200	\$94,070
5	1.64062	\$83,614	\$4,200	\$87,814	1.71074	\$87,188	\$4,200	\$91,388	1.76336	\$89,870	\$4,200	\$94,070	1.83372	\$93,456	\$4,200	\$97,656

<u>Step</u>	<u>Lane 5</u> MS+20 Sem Hrs				<u>Lane 6</u> MS+37 Sem Hrs				<u>Lane 7</u> Ph.D Degree			
	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total	Index	Base +	ESA	= Total
1	1.64062	\$83,614	\$4,200	\$87,814	1.71074	\$87,188	\$4,200	\$91,388	1.76336	\$89,870	\$4,200	\$94,070
2	1.71074	\$87,188	\$4,200	\$91,388	1.76336	\$89,870	\$4,200	\$94,070	1.83372	\$93,456	\$4,200	\$97,656
3	1.76336	\$89,870	\$4,200	\$94,070	1.83372	\$93,456	\$4,200	\$97,656	1.89734	\$96,698	\$4,200	\$100,898
4	1.83372	\$93,456	\$4,200	\$97,656	1.89734	\$96,698	\$4,200	\$100,898	1.96328	\$100,059	\$4,200	\$104,259
5	1.89734	\$96,698	\$4,200	\$100,898	1.96328	\$100,059	\$4,200	\$104,259	2.03167	\$103,544	\$4,200	\$107,744

Salary Schedule Base: \$ 50,965

For the fiscal year 2023-24, the salary schedule base was increased by 14.29% (1/7th) to move from 7 to 8 hours per day then increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

**Alpine School District
Psychologist Salary Schedule
Fiscal Year 2023-24**

Step	Lane 1 M.S. Degree			Lane 2 M.S. +20			Lane 3 M.S. +37 (Ed.S.)			Lane 4 PH.D Degree		
	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total	Base +	ESA	= Total
1	\$64,190	\$4,200	\$68,390	\$66,758	\$4,200	\$70,958	\$69,325	\$4,200	\$73,525	\$71,893	\$4,200	\$76,093
2	\$66,758	\$4,200	\$70,958	\$69,428	\$4,200	\$73,628	\$72,098	\$4,200	\$76,298	\$74,769	\$4,200	\$78,969
3	\$69,428	\$4,200	\$73,628	\$72,205	\$4,200	\$76,405	\$74,982	\$4,200	\$79,182	\$77,760	\$4,200	\$81,960
4	\$72,205	\$4,200	\$76,405	\$75,093	\$4,200	\$79,293	\$77,981	\$4,200	\$82,181	\$80,870	\$4,200	\$85,070
5	\$75,093	\$4,200	\$79,293	\$78,097	\$4,200	\$82,297	\$81,100	\$4,200	\$85,300	\$84,105	\$4,200	\$88,305
6	\$78,097	\$4,200	\$82,297	\$81,221	\$4,200	\$85,421	\$84,344	\$4,200	\$88,544	\$87,469	\$4,200	\$91,669
7	\$81,221	\$4,200	\$85,421	\$84,470	\$4,200	\$88,670	\$87,718	\$4,200	\$91,918	\$90,968	\$4,200	\$95,168
8	\$84,470	\$4,200	\$88,670	\$87,849	\$4,200	\$92,049	\$91,227	\$4,200	\$95,427	\$94,607	\$4,200	\$98,807
9	\$87,849	\$4,200	\$92,049	\$91,363	\$4,200	\$95,563	\$94,876	\$4,200	\$99,076	\$98,391	\$4,200	\$102,591
10	\$91,363	\$4,200	\$95,563	\$95,018	\$4,200	\$99,218	\$98,671	\$4,200	\$102,871	\$102,327	\$4,200	\$106,527
11	\$95,018	\$4,200	\$99,218	\$98,819	\$4,200	\$103,019	\$102,618	\$4,200	\$106,818	\$106,420	\$4,200	\$110,620
12	\$98,819	\$4,200	\$103,019	\$102,772	\$4,200	\$106,972	\$106,723	\$4,200	\$110,923	\$110,677	\$4,200	\$114,877
13	\$102,772	\$4,200	\$106,972	\$106,883	\$4,200	\$111,083	\$110,992	\$4,200	\$115,192	\$115,104	\$4,200	\$119,304

Assignment:

Two schools - base contract

Three schools - base contract + \$6,000 stipend

Notes:

1) **Salary Schedule Base:** Step 1 of Lane 1 is the base for the entire salary schedule.

Base: \$ 64,190 For the fiscal year 2023-24, the salary schedule base was increased by 14.29% (1/7th) to move from 7 to 8 hours per day then increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

2) **Cost of Living Adjustment:** COLA's will be applied directly to Step 1 of Lane 1.

3) **Lane and Step Indexing:** Step 1 of Lane 2 is 104% of the salary schedule base. Step 1 of Lane 3 is 108% of the salary schedule base. Step 1 of Lane 4 is 112% of the salary schedule base. Steps 2 through 13 of each lane are indexed at 104% of the preceding step.

4) **Base Contract:** 195 days (8 HRS/DAY)

Alpine School District
Board Certified Behavior Analyst (BCBA) Salary Schedule
 Fiscal Year 2023-24

Step	Lane 1 M.S. Degree				Lane 2 M.S. +20				Lane 3 M.S. +37 (Ed.S.)				Lane 4 PH.D Degree			
	Base +	ESA +	Stipend	= Total	Base +	ESA +	Stipend	= Total	Base +	ESA +	Stipend	= Total	Base +	ESA +	Stipend	= Total
1	\$64,190	\$4,200	\$6,000	\$74,390	\$66,758	\$4,200	\$6,000	\$76,958	\$69,325	\$4,200	\$6,000	\$79,525	\$71,893	\$4,200	\$6,000	\$82,093
2	\$66,758	\$4,200	\$6,000	\$76,958	\$69,428	\$4,200	\$6,000	\$79,628	\$72,098	\$4,200	\$6,000	\$82,298	\$74,769	\$4,200	\$6,000	\$84,969
3	\$69,428	\$4,200	\$6,000	\$79,628	\$72,205	\$4,200	\$6,000	\$82,405	\$74,982	\$4,200	\$6,000	\$85,182	\$77,760	\$4,200	\$6,000	\$87,960
4	\$72,205	\$4,200	\$6,000	\$82,405	\$75,093	\$4,200	\$6,000	\$85,293	\$77,981	\$4,200	\$6,000	\$88,181	\$80,870	\$4,200	\$6,000	\$91,070
5	\$75,093	\$4,200	\$6,000	\$85,293	\$78,097	\$4,200	\$6,000	\$88,297	\$81,100	\$4,200	\$6,000	\$91,300	\$84,105	\$4,200	\$6,000	\$94,305
6	\$78,097	\$4,200	\$6,000	\$88,297	\$81,221	\$4,200	\$6,000	\$91,421	\$84,344	\$4,200	\$6,000	\$94,544	\$87,469	\$4,200	\$6,000	\$97,669
7	\$81,221	\$4,200	\$6,000	\$91,421	\$84,470	\$4,200	\$6,000	\$94,670	\$87,718	\$4,200	\$6,000	\$97,918	\$90,968	\$4,200	\$6,000	\$101,168
8	\$84,470	\$4,200	\$6,000	\$94,670	\$87,849	\$4,200	\$6,000	\$98,049	\$91,227	\$4,200	\$6,000	\$101,427	\$94,607	\$4,200	\$6,000	\$104,807
9	\$87,849	\$4,200	\$6,000	\$98,049	\$91,363	\$4,200	\$6,000	\$101,563	\$94,876	\$4,200	\$6,000	\$105,076	\$98,391	\$4,200	\$6,000	\$108,591
10	\$91,363	\$4,200	\$6,000	\$101,563	\$95,018	\$4,200	\$6,000	\$105,218	\$98,671	\$4,200	\$6,000	\$108,871	\$102,327	\$4,200	\$6,000	\$112,527
11	\$95,018	\$4,200	\$6,000	\$105,218	\$98,819	\$4,200	\$6,000	\$109,019	\$102,618	\$4,200	\$6,000	\$112,818	\$106,420	\$4,200	\$6,000	\$116,620
12	\$98,819	\$4,200	\$6,000	\$109,019	\$102,772	\$4,200	\$6,000	\$112,972	\$106,723	\$4,200	\$6,000	\$116,923	\$110,677	\$4,200	\$6,000	\$120,877
13	\$102,772	\$4,200	\$6,000	\$112,972	\$106,883	\$4,200	\$6,000	\$117,083	\$110,992	\$4,200	\$6,000	\$121,192	\$115,104	\$4,200	\$6,000	\$125,304

Assignment:

1) All BCBA's will serve three or more schools: Base Contract (195 at 8 Hours per Day) + Annual Stipend

Notes:

1) **Salary Schedule Base:** Step 1 of Lane 1 is the base for the entire salary schedule.

Base: \$64,190 For the fiscal year 2023-24, the salary schedule base was increased by 14.29% (1/7th) to move from 7 to 8 hours per day then increased by 2% over the prior year. Also, new columns were added for HB215 (Legislative General Session 2023) - \$4,200 ESA.

2) **Cost of Living Adjustment:** COLA's will be applied directly to Step 1 of Lane 1.

3) **Lane and Step Indexing:** Step 1 of Lane 2 is 104% of the salary schedule base. Step 1 of Lane 3 is 108% of the salary schedule base. Step 1 of Lane 4 is 112% of the salary schedule base. Steps 2 through 13 of each lane are indexed at 104% of the preceding step.

4) **Base Contract:** 195 days (8 HRS/DAY)

