
AURORA PUBLIC SCHOOLS

APS Code: GCBA

Adopted May 1977

Recoded May 1995

Revised June 2005

Revised November 2007

Reviewed February 2018

PROFESSIONAL STAFF CONTRACTS/COMPENSATION/SALARY SCHEDULES

Salary Schedules

Employees of the District shall be paid in accordance with the salary schedules or individual contracts adopted by the Board of Education.

Placement of an employee on the appropriate salary schedule shall be made by the chief personnel officer, consistent with the policies adopted by the Board of Education and with established regulations.

TEACHER SALARY SCHEDULE

STEP	BA	BA 15	BA 30	BA 45	MA	MA 15	MA 30	MA 45	MA 60	MA 75	DOC
1	39,757	40,895	42,019	43,153	44,300	45,427	46,553	47,694	48,824	49,953	51,089
2	41,048	42,196	43,337	44,483	45,639	46,777	47,920	49,071	50,215	51,360	52,504
3	42,340	43,497	44,651	45,811	46,976	48,128	49,288	50,446	51,607	52,759	53,925
4	43,629	44,796	45,969	47,140	48,315	49,483	50,652	51,825	52,996	54,165	55,339
5	44,919	46,096	47,285	48,468	49,654	50,831	52,018	53,201	54,385	55,566	56,760
6	47,395	48,577	49,766	50,938	52,125	53,312	54,489	55,676	56,860	58,046	59,227
7	49,869	51,053	52,239	53,426	54,609	55,787	56,969	58,164	59,344	60,526	61,710
8	52,352	53,536	54,719	55,897	57,081	58,268	59,452	60,636	61,821	63,004	64,192
9	54,825	56,010	57,194	58,377	59,562	60,749	61,929	63,112	64,300	65,479	66,660
10	57,305	58,492	59,677	60,853	62,048	63,226	64,407	65,596	66,778	67,964	69,148
11	59,787	60,969	62,149	63,333	64,517	65,709	66,887	68,076	69,251	70,437	71,628
12	60,534	61,731	64,636	65,817	67,000	68,189	69,368	70,555	71,736	72,915	74,096
13	61,280	62,493	65,445	66,642	69,480	70,665	71,847	73,029	74,215	75,397	76,587
14	62,029	63,254	66,254	67,465	70,349	71,549	74,323	75,510	76,690	77,875	79,060
15	62,774	64,018	67,061	68,286	71,217	72,433	75,252	76,455	77,649	78,848	80,048
16	63,522	64,779	67,870	69,107	72,086	73,315	76,186	77,399	78,607	79,823	81,036
17	64,268	65,542	68,676	69,932	72,954	74,198	77,112	78,343	79,565	80,798	82,026
18	65,019	66,305	69,486	70,756	73,823	75,081	78,041	79,288	80,525	81,771	83,012
19	65,764	67,065	70,293	71,577	74,692	75,966	78,971	80,233	81,483	82,744	84,001
20	66,512	67,828	71,102	72,398	75,560	76,848	79,898	81,176	82,442	83,717	84,989
21	67,259	68,590	71,910	73,221	76,429	77,731	80,826	82,121	83,401	84,693	85,976
22	68,005	69,353	72,719	74,046	77,300	78,615	81,758	83,063	84,359	85,664	86,966
23	68,753	70,115	73,526	74,867	78,167	79,498	82,687	84,008	85,317	86,638	87,953
24	69,501	70,877	74,335	75,691	79,034	80,380	83,615	84,951	86,277	87,611	88,941
25	70,247	71,640	75,141	76,514	79,902	81,264	84,546	85,897	87,235	88,584	89,929
26	70,996	72,401	75,953	77,336	80,772	82,147	85,476	86,840	88,196	89,558	90,917
27	71,742	73,164	76,757	78,158	81,641	83,030	86,404	87,784	89,152	90,533	91,906
28	72,491	73,926	77,568	78,980	82,509	83,914	87,333	88,726	90,112	91,508	92,895
29	73,237	74,689	78,374	79,804	83,378	84,796	88,263	89,673	91,070	92,479	93,882
30	73,985	75,452	79,184	80,626	84,247	85,682	89,191	90,615	92,028	93,452	94,870
31	74,732	76,213	79,991	81,448	85,116	86,561	90,122	91,562	92,987	94,426	95,858
32	75,478	76,974	80,800	82,272	85,984	87,446	91,049	92,504	93,947	95,399	96,846
33	76,227	77,737	81,606	83,094	86,853	88,330	91,979	93,449	94,904	96,374	97,834
34	76,973	78,500	82,416	83,917	87,721	89,214	92,908	94,392	95,863	97,347	98,823
35	77,721	79,260	83,224	84,740	88,590	90,096	93,837	95,336	96,820	98,318	99,810
36	78,468	80,024	84,031	85,563	89,458	90,980	94,766	96,282	97,780	99,294	100,799
37	79,214	80,787	84,840	86,384	90,327	91,862	95,697	97,226	98,739	100,267	101,788
38	79,964	81,548	85,649	87,208	91,194	92,747	96,625	98,169	99,698	101,241	102,775
39	80,711	82,311	86,455	88,031	92,064	93,628	97,554	99,114	100,657	102,215	103,763

TEACHER SALARY SCHEDULE

STEP	BA	BA 15	BA 30	BA 45	MA	MA 15	MA 30	MA 45	MA 60	MA 75	DOC
40	81,457	83,073	87,265	88,853	92,933	94,512	98,483	100,056	101,616	103,190	104,753
41	82,205	83,834	88,071	89,677	93,802	95,395	99,413	101,000	102,574	104,162	105,739
42	82,953	84,596	88,882	90,499	94,671	96,279	100,342	101,943	103,534	105,135	106,728

EXTRACURRICULAR ACTIVITIES SALARY SCHEDULE

Compiled on the BA, Step 1 Salary = \$39,757

Head Basketball HS Head Cheerleader HS Head Football HS Band HS Vocal HS Dramatics HS Speech HS	Head Baseball HS Head Track HS Head Wrestling HS Head Gymnastics HS Head Swimming HS Head Pom Pon Head Lacrosse Head Soccer HS Head Volleyball HS Head X Country HS Head Golf HS Head Tennis HS Head Softball HS Annual Sponsor HS Journalism HS	Asst. Cheerleader HS Asst. Pom Pon HS All Asst. Coaches HS	Intramurals HS/MS Instrumental Music MS Vocal Music MS Head Coaches MS Head Student Council	Asst. Coaches MS Asst. Student Council
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YEARS	INDEX	10.50%	9%	8%	7%	6%
1	1.0000	4,174	3,578	3,181	2,783	2,385
2	1.0410	4,346	3,725	3,311	2,897	2,483
3	1.0820	4,517	3,872	3,441	3,011	2,581
4	1.1435	4,774	4,092	3,637	3,182	2,728
5	1.2050	5,030	4,312	3,833	3,354	2,874
6	1.2665	5,287	4,532	4,028	3,525	3,021
7	1.3280	5,544	4,752	4,224	3,696	3,168
8	1.3895	5,800	4,972	4,419	3,867	3,315
9	1.4510	6,057	5,192	4,615	4,038	3,461
10	1.5125	6,314	5,412	4,811	4,209	3,608
11	1.5491	6,571	5,632	5,006	4,380	3,755

Credit for outside experience: Credit for outside experience in coaching shall be allowed on a step-for-each-year basis up to five years. This experience must be in the activity to which the teacher is assigned. For teachers hired after Jan. 1, 1979, no credit shall be given for outside experience at a middle or junior high level if the teacher is performing duties under this Appendix B at the high school level, except that teacher with ninth-grade coaching experience shall receive credit assigned to a ninth-grade coaching assignment in the same activity. In addition, in its sole discretion, the District may give year-for-year credit or it may give less than year-for-year credit for outside coaching experience of more than five years. The District shall not grant more than five years credit unless the chief personnel officer deems it necessary to do so to obtain highly qualified coaches in a particular sport.

Experience credit within the District: Those teachers within the school district shall receive experience credit for each year in a given activity without penalty for grade level or title (e.g. an assistant coach in basketball at the middle school level shall receive full credit for years of experience toward a position in basketball at the senior level).

ADMINISTRATOR AND PROFESSIONAL/TECHNICAL STAFF COMPENSATION

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Administrators and professional/technical staff in the Aurora Public Schools shall be compensated according to the following regulations.

Salary ranges for administrator and professional/technical staff shall be determined annually by analysis of the competitive market. The competitive market shall be defined as the six similarly sized Denver metropolitan school districts.

Annually, the Board of Education shall determine any compensation increase for administrator and professional/technical staff. Compensation shall mean salary and all benefits paid or provided by the Aurora Public Schools.

- A. Administrator and professional/technical staff **new to the profession** (no previous experience in the technical role or as an administrator) shall be placed in the range appropriate to the position between the minimum and the midpoint of the range.

These administrators and professional/technical staff shall be formally evaluated annually. If the individual is meeting all Aurora Public Schools evaluation standards, with Board approval, their compensation shall be adjusted annually until the individual is at the midpoint of the range at the beginning of the fourth contract year. Administrators and professional/technical staff new to the profession and below the midpoint of their range may receive “inconsistently meets” ratings or “rarely meets or does not meet ratings” during the first two years of employment without those ratings affecting their compensation.

- B. **Experienced** administrators and professional/technical staff **new to Aurora Public Schools** shall be placed in the range, appropriate to the position, based upon a competitive market analysis. If an individual's first year compensation is below the midpoint of the range, with Board approval, their compensation shall be adjusted in the same manner as an individual new to the profession as described above. If an individual's first year compensation is at or above the range midpoint, their compensation shall be adjusted in the same manner as experienced administrators and professional/technical staff in the district. These administrators and professional/technical staff shall be formally evaluated annually.

ADMINISTRATOR AND PROFESSIONAL/TECHNICAL STAFF COMPENSATION

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C. **Experienced Aurora Public School** administrators and professional/technical staff (more than three years in current administrator or professional/technical role in Aurora Public Schools).

1. Compensation for all experienced Aurora Public School administrators and professional/technical staff shall be determined by their performance in the role as measured by the district performance standards and the "competitive market" average which shall be determined annually by survey.
2. Administrator and professional/technical staff shall receive an annual evaluation that shall serve as the performance benchmark in determining administrator and professional/technical staff compensation adjustments. Annual goals and/or growth plans will be determined as a part of the administrator and professional/technical staff performance evaluation.
3. The following "rubric" shall apply for experienced administrators and professional/technical staff in the determination of annual compensation adjustments.

PERFORMANCE BASED COMPENSATION RUBRIC FOR ADMINISTRATOR AND PROFESSIONAL/TECHNICAL STAFF

Evaluation Standard	Definition	Next Steps	Salary
Consistently Meets (CM) or Exemplary or Accomplished	Weighted average of ratings is CM with no critical IMs and/or R/DNMs	Set annual goals for next year	Maximum percentage annual increase
Inconsistently Meets (IM) or Partially Proficient	Weighted average of ratings is IM or one or more critical IMs with no critical R/DNMs	Growth plan for next year	Mid-level percentage annual increase
Rarely Meets or Does Not Meet (R/DNM) or Basic	Weighted average of ratings is R/DNM or one or more critical R/DNMs	Growth plan, demotion or termination may result	No annual increase
Please Note: When determining the preponderance of scores, the overall job duties rating will be counted twice, as it covers a large portion of job-related tasks.			

AURORA PUBLIC SCHOOLS
Effective January 1, 2017

APS Code: GCBB-1-E
(also GDBA-2-E)

ADMINISTRATOR AND PROFESSIONAL/TECHNICAL SALARY SCHEDULE

RANGE	MINIMUM	MIDPOINT	MAXIMUM
1	\$49,656	\$58,417	\$67,181
2	\$56,336	\$66,280	\$76,221
3	\$67,347	\$79,232	\$91,114
4	\$71,777	\$84,442	\$97,109
5	\$77,725	\$91,438	\$105,152
6	\$85,539	\$100,632	\$115,727
7	\$86,279	\$101,503	\$116,730
8	\$92,531	\$108,861	\$125,187
9	\$98,245	\$115,585	\$132,921
10	\$105,649	\$124,293	\$142,935
11	\$121,269	\$142,671	\$

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ADMINISTRATOR AND PROFESSIONAL/TECHNICAL SALARY SCHEDULE

RANGE	MINIMUM	MIDPOINT	MAXIMUM
1	\$51,225	\$60,263	\$69,304
2	\$58,116	\$68,374	\$78,630
3	\$69,475	\$81,736	\$93,993
4	\$74,045	\$87,110	\$100,179
5	\$80,181	\$94,327	\$108,475
6	\$88,242	\$10,812	\$119,384
7	\$89,005	\$104,710	\$120,419
8	\$95,455	\$112,301	\$129,143
9	\$101,350	\$119,237	\$137,121
10	\$108,988	\$128,221	\$147,452
11	\$125,101	\$147,179	

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**LICENSED ADMINISTRATOR AND PROFESSIONAL/TECHNICAL
SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
1	Coordinator, Career Placement	210
2	Coordinator, Child Care Services	205
2	Instructor, Online Education	261
3	Consultant, Early Childhood Education Program	210
3	Consultant, Culturally and Linguistically Diverse Education	205
3	Consultant, Exceptional Student Services	210/261
3	Coordinator, Career and Technical Education	261
3	Coordinator, Counseling Services	261
3	Coordinator, Culturally and Linguistically Diverse Education	215
3	Coordinator, Gifted Education	205
3	Coordinator, Project	261
4	Assistant Principal, Elementary	205
4	Assistant Principal, William Smith High School	210
4	Coordinator, Early Childhood Education	210
5	Assistant Principal, K-8	210
5	Assistant Principal, Middle School	210
5	Coordinator, Instruction Teaching and Learning	261
5	Coordinator, Instructional ELA	261
6	Assistant Director, Early Childhood Education	261
6	Assistant Principal, High School	210
6	Coordinator, Exceptional Student Services	261
6	Director, Personalized Learning	261
6	Director, Health Services Program	261
6	Director, Student Support Services Program	261
7	Assistant Director, Exceptional Student Services	261
7	Director, Leadership Development Program	261

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**LICENSED ADMINISTRATOR AND PROFESSIONAL/TECHNICAL
SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
7	Director, Mental Health & Counseling Program	261
7	Director, Professional Learning Program	261
8	Director, Early Childhood Education Program	261
8	Director, Educator Development	261
8	Director, Learning Resources	261
8	Director, Federal Programs	261
8	Director, Grants	261
8	Director, School and Community Services	261
8	Director, Strategic Support & Innovation	261
8	Principal, Elementary School	210
8	Principal, Online High School	261
9	Principal, K-8	261
9	Principal, Middle School	261
9	Principal, William Smith High School	261
10	Director, Culturally and Linguistically Diverse Education	261
10	Director, P-20 Learning Community	261
10	Director, Student Services	261
10	Director, Teaching & Learning	261
10	Executive Director, Autonomous Schools	261
10	Executive Director, Career & Technical Education	261
10	Principal, High School	261
11	Chief Academic Officer	261
11	Chief Operating Officer	261
11	Chief Personnel Officer	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
1	Advisor, College & Career Center	210
1	Advocate, Young Parent	205
1	Advocate, Student Engagement	205/210
1	Assistant, Design & Construction	261
1	Assistant, Planning	261
1	Athletic Trainer	261
1	Coordinator, Aquatics	261
1	Coordinator, Childcare Programs	261
1	Coordinator, College and Career Success	215
1	Coordinator, Community School	205
1	Coordinator, Exceptional Student Services Language Services	261
1	Coordinator, Grants Projects	215
1	Coordinator, Healthy Schools	205
1	Coordinator, Migrant Education Id & R	261
1	Coordinator, Natural & Renewable Resources	261
1	Coordinator, SWAP, Exceptional Student Services	210
1	Coordinator, Transportation Scheduling	261
1	District Translator	261
1	Manager, Charter School Support and Accountability	261
1	Specialist, Ascent	215
1	Specialist, College and Career Success	261
1	Specialist, Data Submission	261
1	Supervisor, Career and Technical Educational Budgets, Grants and Finance	261
2	Accountant	261
2	Accountant, Grants	261
2	Advocate, Community Engagement	261
2	Analyst, Budget	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
2	Coordinator, Community in Schools	215
2	Coordinator, Data Submission	261
2	Coordinator, Language Services	261
2	Coordinator, Nutrition Services	261
2	Coordinator, Custodial Operations & Training	261
2	District Registrar, Centralized Admissions and Student Records	261
2	Lead Coordinator, College and Career Success	215
2	Manager, Loss Control	261
2	Manager, Purchasing	261
2	Project Specialist, Grants Development	261
2	Project Specialist, Grants & Federal Programs	261
2	Specialist, Early Childhood Education Program	261
2	Specialist, Grant Writer	261
2	Specialist, Post-Secondary Workforce Readiness Partnerships	261
2	Supervisor, Campus Security	261
2	Supervisor, Warehouse	261
3	Accountant, Senior	261
3	Analyst, Accountability & Research	261
3	Assistant Director, Food Service Operations & Systems, Nutrition Services	261
3	Assistant Director, Food Service Support, Nutrition Services	261
3	Coordinator, Assessment & Research	261
3	Coordinator, Grants & Federal Programs	261
3	Coordinator, Human Resources	261
3	Coordinator, Project – Welcome/Newcomer Center	261
3	Executive Director, APS Education Foundation & External Affairs	261
3	Internal Auditor	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
3	Manager, Innovation School Performance	261
3	Manager, Payroll	261
3	Manager, Print Services	261
3	Manager, Risk	261
3	Project Manager, Autonomous Schools	261
3	Public Information Officer	261
3	Specialist, Admissions / Registration and Records	261
3	Specialist, Computer Applications	261
3	Specialist, Computer Applications – Human Resources	261
3	Specialist, Desktop Engineer	261
3	Specialist, News Media	261
3	Specialist, Program Evaluator	261
3	Supervisor, Electronic & Control Systems	261
3	Supervisor, Exterior Operations	261
3	Supervisor, Transportation	261
4	Analyst / Programmer	261
4	Coordinator, Charter Schools	261
4	Coordinator, Communication	261
4	Coordinator, Design & Construction Projects	261
4	Coordinator, Direct Support	261
4	Coordinator, Life Safety Systems	261
4	Coordinator, Planning	261
4	Manager, Accounting	261
4	Manager, Environmental Compliance	261
4	Manager, Fleet Maintenance	261
4	Manager, Natural & Renewable Resources	261
4	Network Administrator	261
4	Specialist, District Web Manager	261

**NON-LICENSED ADMINISTRATOR AND
PROFESSIONAL/TECHNICAL SALARY SCHEDULE**

Pay Range	Job Title	Number of Days*
4	Supervisor, Custodial Operations	261
4	System Administrator	261
4	System Administrator, Security	261
5	Director, Materials Management	261
5	Manager, Design and Construction	261
5	Specialist, Policy Advisor	261
6	Analyst, Functional - Finance	261
6	Analyst, Functional – Human Resources	261
6	Analyst, Functional – Maintenance and Operations	261
6	Analyst, Functional – Project Manager	261
6	Analyst, Functional – Student Information Systems	261
6	Director, Budget	261
6	Director, College and Career Success	261
6	Director, Security	261
7	Analyst/Programmer, Project Manager, Senior	261
7	Director, Accountability & Data Reporting	261
7	Director, Construction and Management	261
7	Director, District Athletics & Activities	261
7	Director, Federal Programs	261
7	Director, Maintenance and Operations	261
7	Director, Nutrition Services	261
7	Director, Transportation	261
8	Director, Assessment & Research	261
8	Director, Employee Relations	261
8	Director, Human Resources	261
8	Director, IT Application Services	261
8	Director, IT Infrastructure	261
8	Director, Leadership Development	261