
AURORA PUBLIC SCHOOLS

Adopted May 1977

Recorded May 1995

Revised June 2005

Revised November 2007

APS Code: GCBA

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	39,286	40,410	41,521	42,641	43,775	44,888	46,001	47,128	48,245	49,361	50,483
2	40,561	41,696	42,823	43,956	45,098	46,222	47,352	48,489	49,620	50,751	51,881
3	41,838	42,981	44,122	45,268	46,419	47,557	48,704	49,848	50,995	52,133	53,286
4	43,112	44,265	45,424	46,581	47,742	48,896	50,051	51,210	52,368	53,523	54,683
5	44,386	45,549	46,724	47,893	49,065	50,228	51,401	52,570	53,740	54,907	56,087
6	46,833	48,001	49,176	50,334	51,507	52,680	53,843	55,016	56,186	57,358	58,525
7	49,278	50,448	51,620	52,792	53,961	55,125	56,293	57,474	58,640	59,808	60,978
8	51,731	52,901	54,070	55,234	56,404	57,577	58,747	59,917	61,088	62,257	63,431
9	54,175	55,346	56,516	57,685	58,856	60,029	61,195	62,364	63,538	64,703	65,870
10	56,625	57,798	58,969	60,131	61,312	62,476	63,643	64,818	65,986	67,158	68,328
11	59,078	60,246	61,412	62,582	63,752	64,930	66,094	67,269	68,430	69,602	70,779
12	59,816	60,999	63,870	65,037	66,206	67,380	68,545	69,718	70,885	72,050	73,217
13	60,553	61,752	64,669	65,852	68,656	69,827	70,995	72,163	73,335	74,503	75,679
14	61,293	62,504	65,468	66,665	69,515	70,701	73,442	74,615	75,781	76,952	78,123
15	62,030	63,259	66,266	67,476	70,373	71,574	74,360	75,548	76,728	77,913	79,099
16	62,769	64,011	67,065	68,288	71,231	72,446	75,283	76,481	77,675	78,876	80,075
17	63,506	64,765	67,862	69,103	72,089	73,318	76,198	77,414	78,622	79,840	81,053
18	64,248	65,519	68,662	69,917	72,948	74,191	77,116	78,348	79,570	80,801	82,028
19	64,984	66,270	69,459	70,728	73,806	75,065	78,035	79,282	80,517	81,763	83,005
20	65,723	67,024	70,259	71,540	74,664	75,937	78,951	80,213	81,464	82,724	83,981
21	66,461	67,777	71,057	72,353	75,523	76,809	79,868	81,147	82,412	83,689	84,957
22	67,199	68,531	71,857	73,168	76,383	77,683	80,789	82,078	83,359	84,648	85,935
23	67,938	69,284	72,654	73,979	77,240	78,555	81,707	83,012	84,305	85,611	86,910
24	68,677	70,037	73,454	74,793	78,097	79,427	82,624	83,944	85,254	86,572	87,886
25	69,414	70,791	74,250	75,607	78,955	80,300	83,543	84,878	86,201	87,534	88,863
26	70,154	71,542	75,052	76,419	79,814	81,173	84,462	85,810	87,150	88,496	89,839
27	70,891	72,296	75,847	77,231	80,673	82,045	85,379	86,743	88,095	89,459	90,816
28	71,631	73,049	76,648	78,043	81,531	82,919	86,297	87,674	89,043	90,423	91,793
29	72,369	73,803	77,445	78,858	82,389	83,791	87,216	88,610	89,990	91,382	92,769
30	73,108	74,557	78,245	79,670	83,248	84,666	88,133	89,541	90,937	92,344	93,745
31	73,846	75,309	79,042	80,482	84,107	85,535	89,053	90,476	91,884	93,306	94,721
32	74,583	76,061	79,842	81,296	84,964	86,409	89,969	91,407	92,833	94,268	95,698
33	75,323	76,815	80,638	82,109	85,823	87,283	90,888	92,341	93,779	95,231	96,674
34	76,060	77,569	81,439	82,922	86,681	88,156	91,806	93,273	94,726	96,193	97,651
35	76,799	78,320	82,237	83,735	87,540	89,028	92,724	94,206	95,672	97,152	98,626
36	77,538	79,075	83,035	84,548	88,397	89,901	93,642	95,140	96,621	98,117	99,604
37	78,275	79,829	83,834	85,360	89,256	90,773	94,562	96,073	97,568	99,078	100,581
38	79,016	80,581	84,633	86,174	90,113	91,647	95,479	97,005	98,516	100,041	101,556
39	79,754	81,335	85,430	86,987	90,972	92,518	96,397	97,939	99,463	101,003	102,533
40	80,491	82,088	86,230	87,799	91,831	93,391	97,315	98,870	100,411	101,966	103,511

TEACHER SALARY SCHEDULE

Step	BA	BA 15	BA 30	BA 45	MA	MA 15	MA 30	MA 45	MA 60	MA 75	DOC
41	81,230	82,840	87,027	88,614	92,690	94,264	98,234	99,802	101,358	102,927	104,485
42	81,969	83,593	87,828	89,426	93,548	95,137	99,152	100,734	102,306	103,888	105,462
43	82,707	84,347	88,626	90,239	94,406	96,011	100,070	101,667	103,254	104,850	106,438
44	83,445	85,101	89,425	91,052	95,265	96,884	100,988	102,601	104,202	105,812	107,415
45	84,183	85,854	90,223	91,864	96,124	97,757	101,906	103,534	105,150	106,775	108,391

EXTRACURRICULAR ACTIVITIES SALARY SCHEDULE

Compiled on the BA, Step 1 Salary = \$39,286

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	4,125	3,536	3,143	2,750	2,357
2	1.0410	4,294	3,681	3,272	2,863	2,454
3	1.0820	4,463	3,826	3,401	2,976	2,550
4	1.1435	4,717	4,043	3,594	3,145	2,695
5	1.2050	4,971	4,261	3,787	3,314	2,840
6	1.2665	5,224	4,478	3,980	3,483	2,985
7	1.3280	5,478	4,695	4,174	3,652	3,130
8	1.3895	5,732	4,913	4,367	3,821	3,275
9	1.4510	5,985	4,130	4,560	3,990	3,420
10	1.5125	6,239	5,348	4,754	4,159	3,565
11	1.5491	6,390	5,477	4,869	4,260	3,651

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

Page 1 of 2

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

Page 2 of 2

- 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)	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)	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)	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 July 1, 2015

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(also GDBA-2-E)

ADMINISTRATOR AND PROFESSIONAL/TECHNICAL SALARY SCHEDULE

RANGE	MINIMUM	MIDPOINT	MAXIMUM
1	\$49,067	\$57,724	\$66,384
2	\$55,668	\$65,494	\$75,317
3	\$66,458	\$78,292	\$90,034
4	\$70,926	\$83,441	\$95,958
5	\$76,803	\$90,354	\$103,905
6	\$84,525	\$99,439	\$114,355
7	\$85,256	\$100,299	\$115,346
8	\$91,434	\$107,570	\$123,703
9	\$97,080	\$114,214	\$131,345
10	\$104,396	\$122,819	\$141,240
11	\$119,831	\$140,979	\$

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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	Facilitator, Wraparound	205
2	Instructor, Online Education	261
3	Consultant, Early Childhood Education Program	261
3	Consultant, English Language Acquisition	205
3	Consultant, Exceptional Student Services	210/261
3	Coordinator, Career and Technical Education	261
3	Coordinator, Counseling Services	261
3	Coordinator, McKinney Vento & Family Engagement	210
3	Coordinator, Project	210
3	Specialist, Integrated Technology	261
4	Assistant Principal, Elementary	205
4	Assistant Principal, Small High School	210
4	Coordinator, Early Childhood Education	210
4	Director, Library Services Program	261
5	Assistant Principal, K-8	210
5	Assistant Principal, Middle School	210
5	Coordinator, Instructional	261
6	Assistant Director, Career & Technical Education	261
6	Assistant Director, Early Childhood Education	261
6	Assistant Principal, High School	210
6	Coordinator, Exceptional Student Services	261
6	Director, Health Services Program	261
7	Assistant Director, Exceptional Student Services	261
7	Director, Educator Effectiveness Program	261
7	Director, Mental Health & Counseling Program	261
7	Director, Professional Learning Program	261

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

Pay Range	Job Title	Number of Days*
8	Director, Early Childhood Education Program	261
8	Director, Educational Technology Program	261
8	Director, Grants & Federal Programs	261
8	Director, Instruction	210
8	Director, School and Community Services	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, English Language Acquisition	261
10	Director, P-20 Learning Community	261
10	Director, Student Services	261
10	Director, Teaching & Learning	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	Advocate, Student Engagement	205/210
1	Assistant, Design & Construction	261
1	Assistant, Planning	261
1	Coordinator, Aquatics	261
1	Coordinator, Childcare Programs	261
1	Coordinator, Community School	205
1	Coordinator, Custodial Operations & Training	261
1	Coordinator, Future Center – College Advisor	210
1	Coordinator, Grants Projects	205/261
1	Coordinator, Healthy Schools	205
1	Coordinator, Natural & Renewable Resources	261
1	Coordinator, Post-Secondary Workforce Readiness	215
1	Coordinator, School Based Communication	261
1	Coordinator, SWAP, Exceptional Student Services	210
1	Coordinator, Transportation Scheduling	261
1	District Translator	261
1	Specialist, Data Submission	261
1	Specialist, Expeditionary Development	205
1	Specialist, Library Technology Training	261
1	Specialist, Post-Secondary Workforce Readiness Concurrent Enrollment	261
2	Advocate, Community Engagement	261
2	Buyer, Senior	261
2	Coordinator, Centralized Admissions & Student Records	261
2	Coordinator, Data – Accountability & Research	210
2	Coordinator, Data Submission	261
2	Coordinator, Language Services	261
2	Coordinator, Nutrition Services	261
2	Coordinator, Operations – Autonomous Program	210

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

Pay Range	Job Title	Number of Days*
2	Manager, Innovation Hyper Lab	261
2	Project Specialist, Grants & Federal Programs	261
2	Specialist, Early Childhood Education Program	261
2	Specialist, Educator Effectiveness	261
2	Specialist, Graduation Initiative	205
2	Specialist, Grant Writer	261
2	Specialist, Post-Secondary Workforce Readiness Partnerships	261
2	Specialist, Student Engagement	205
2	Specialist, Student Information Systems – Pickens	261
2	Specialist, Truancy	205
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, Accountability & Research	261
3	Coordinator, Grants & Federal Programs	261
3	Coordinator, Project – Welcome/Newcomer Center	261
3	Coordinator, Title 1	261
3	Executive Director, APS Education Foundation & External Affairs	261
3	Internal Auditor	261
3	Manager, Facilities Support Systems	261
3	Manager, Payroll	261
3	Manager, Print Services	261
3	Manager, Risk	261
3	Network Administrator	261

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

Pay Range	Job Title	Number of Days*
3	Project Manager, Grants & Federal Programs	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, Human Resources	261
4	Coordinator, Planning	261
4	Manager, Environmental Compliance	261
4	Manager, Fleet Maintenance	261
4	Manager, Natural & Renewable Resources	261
4	Specialist, District Web Manager	261
4	Supervisor, Custodial Operations	261
4	System Administrator	261
5	Coordinator, Student Engagement	261
5	Director, Materials Management	261
5	Manager, Budget	261
5	Manager, Construction Management	261
5	Specialist, Policy Advisor	261

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

Pay Range	Job Title	Number of Days*
5	Strategic Data Partner	261
5	Systems Analyst, Data Warehouse	261
6	Analyst, Functional – Accountability & Research	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	Coordinator, Metro Migrant Education Program	261
6	Director, Accountability & Data Reporting	261
6	Director, Budget	261
6	Director, Post-Secondary Workforce Readiness Program	261
6	Director, Security	261
6	Director, Student Support Services Program	261
7	Analyst/Programmer, Project Manager, Senior	261
7	Director, Construction and Management	261
7	Director, District Athletics & Activities	261
7	Director, IT Application Services	261
7	Director, IT Infrastructure	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
9	Controller	261
10	Chief Information Officer	261
11	Chief Accountability & Research Officer	261

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**NON-LICENSED ADMINISTRATOR AND
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Pay Range	Job Title	Number of Days*
11	Chief Communication Officer	261
11	Chief Financial Officer	261
11	Chief of Staff	261
11	Legal Counsel	261
11	Superintendent of Schools	261

*All positions, unless otherwise noted, have been calculated as full-year positions.