
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 | 39,757 | 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 |

AURORA PUBLIC SCHOOLS
Effective January 1, 2017

APS Code: GCBA-1-E

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 |
|---|--|--|---|---|

| 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) | 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 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 | \$ |

AURORA PUBLIC SCHOOLS
Effective July 1, 2016

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

**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, Gifted Education | 205 |
| 3 | Coordinator, McKinney Vento & Family Engagement | 210 |
| 3 | Coordinator, Project | 210 |
| 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 |
| 5 | Coordinator, Instructional ELA | 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, Blended Learning | 261 |
| 6 | Director, Health Services Program | 261 |
| 6 | Director, Student Support Services Program | 261 |
| 7 | Director, Educator Development | 261 |

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

| Pay Range | Job Title | Number of Days* |
|------------------|--|------------------------|
| 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 |
| 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 | 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, English Language Acquisition | 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, Community School | 205 |
| 1 | Coordinator, Custodial Operations & Training | 261 |
| 1 | Coordinator, Exceptional Student Services Language Services | 261 |
| 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 | District Translator | 261 |
| 1 | Specialist, Ascent | 215 |
| 1 | Specialist, Data Submission | 261 |
| 1 | Specialist, Expeditionary Development | 205 |
| 1 | Specialist, Post-Secondary Workforce Readiness Concurrent Enrollment | 261 |
| 1 | Supervisor, Career and Technical Educational Budgets, Grants and Finance | 261 |
| 2 | Advocate, Community Engagement | 261 |
| 2 | Buyer, Senior | 261 |
| 2 | Coordinator, Community in Schools | 215 |

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

| Pay Range | Job Title | Number of Days* |
|------------------|---|------------------------|
| 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 |
| 2 | District Registrar, Centralized Admissions and Student Records | 261 |
| 2 | Lead Coordinator, Post-Secondary Workforce Readiness | 215 |
| 2 | Manager, Innovation Hyper Lab | 261 |
| 2 | Manager, Loss Control | 261 |
| 2 | Project Specialist, Grants & Federal Programs | 261 |
| 2 | Specialist, Early Childhood Education Program | 261 |
| 2 | Specialist, Educator Effectiveness | 261 |
| 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 | 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 | Coordinator, Title 1 | 261 |

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

| Pay Range | Job Title | Number of Days* |
|------------------|---|------------------------|
| 3 | Executive Director, APS Education Foundation & External Affairs | 261 |
| 3 | Internal Auditor | 261 |
| 3 | Manager, Innovation School Performance | 261 |
| 3 | Manager, Payroll | 261 |
| 3 | Manager, Print Services | 261 |
| 3 | Manager, Risk | 261 |
| 3 | Network Administrator | 261 |
| 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, Planning | 261 |
| 4 | Coordinator, Strategic Plan Communication and Engagement | 261 |
| 4 | Manager, Accounting | 261 |
| 4 | Manager, Environmental Compliance | 261 |
| 4 | Manager, Fleet Maintenance | 261 |

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

| Pay Range | Job Title | Number of Days* |
|------------------|--|------------------------|
| 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, Design and Construction | 261 |
| 5 | Manager, Program – Community in Schools | 261 |
| 5 | Specialist, Policy Advisor | 261 |
| 5 | Strategic Data Partner | 261 |
| 5 | Systems Analyst, Data Warehouse | 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, Budget | 261 |
| 6 | Director, Post-Secondary Workforce Readiness Program | 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, IT Application Services | 261 |
| 7 | Director, IT Infrastructure | 261 |
| 7 | Director, Maintenance and Operations | 261 |

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

| Pay Range | Job Title | Number of Days* |
|------------------|---------------------------------|------------------------|
| 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 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.