

Two Roads

2019-2020 Salary Schedules

Two Roads' salary schedules are based on Jeffco's published schedules from the previous school year. Some are a percentage of the Jeffco schedule, others are 100% of the previous year. The salary schedules are used as a point of reference for entry. The Two Roads BOD determines each year how and if the schedules change and how employees move through the schedules.

2019-2020 Two RoadsTeacher Salary Schedule

92% of Jeffco 18-19 Schedule

183 days

Step	Level 1 B.A.		Level 2 B.A. and M.A. (in education or your subject area)		Level 3 B.A., M.A., and Doctorate or + 75 semester hours (graduate level)	
1	\$	36,729.16	\$	40,033.80	\$	43,494.84
2	\$	37,463.32	\$	40,835.12	\$	45,669.72
3	\$	38,213.12	\$	41,652.08	\$	47,861.16
4	\$	39,931.68	\$	43,776.36	\$	50,014.88
5	\$	41,668.64	\$	45,965.04	\$	52,015.88
6	\$	43,439.64	\$	48,172.12	\$	54,096.92
7	\$	45,248.36	\$	50,470.28	\$	56,263.52
8	\$	46,786.60	\$	52,589.96	\$	58,514.76
9	\$	48,330.36	\$	54,746.44	\$	60,561.76
10	\$	49,876.88	\$	56,881.76	\$	62,681.44
11	\$	51,423.40	\$	59,099.88	\$	64,813.08
12	\$	52,966.24	\$	61,168.96	\$	66,887.68
13	\$	54,555.08	\$	62,086.20	\$	68,158.20
14	\$	55,646.20	\$	62,954.68	\$	69,181.24
15	\$	56,703.28	\$	63,836.04	\$	69,941.16
16	\$	57,723.56	\$	64,665.88	\$	70,570.44
17	\$	58,706.12	\$	65,442.36	\$	71,205.24
18	\$	59,644.52	\$	66,227.12	\$	71,847.40
19	\$	60,540.60	\$	67,022.00	\$	72,493.24
20	\$	61,448.64	\$	67,792.04	\$	73,146.44
21	\$	62,371.40	\$	68,572.20	\$	73,804.24
22	\$	63,243.56	\$	69,360.64	\$	74,468.48
23	\$	64,128.60	\$	70,055.24	\$	75,138.24
24	\$	65,027.44	\$	70,755.36	\$	75,814.44
25	\$	65,936.40	\$	71,462.84	\$	76,497.08
26	\$	66,596.04	\$	71,462.84	\$	77,185.24
27	\$	66,596.04	\$	71,462.84	\$	77,880.76
28	\$	66,596.04	\$	71,462.84	\$	78,580.88
29	\$	66,596.04	\$	71,462.84	\$	79,288.36

Two Roads Licensed Salary Schedule - 2019-2020

Social workers, Psychologists, Nurses, Educational Consultants,
Speech/Language, Audiologists, ESS area coordinator
187 Days

	Level 1	Level 2	Level 3
	B.A.	B.A. +40	B.A. +75
		or Masters	Includes Masters
Steps			
1	\$ 37,731.81	\$ 41,291.78	\$ 48,052.56
2	\$ 39,155.36	\$ 43,784.09	\$ 50,547.06
3	\$ 40,583.29	\$ 46,273.12	\$ 53,038.28
4	\$ 42,002.46	\$ 48,768.72	\$ 55,532.78
5	\$ 43,430.40	\$ 51,213.94	\$ 58,025.09
6	\$ 44,853.95	\$ 53,750.06	\$ 60,517.41
7	\$ 46,273.12	\$ 56,241.27	\$ 63,008.62
8	\$ -	\$ 58,736.87	\$ 65,498.75
9	\$ -	\$ 61,224.80	\$ 67,991.06
10	\$ -	\$ 63,720.40	\$ 70,482.27
11	\$ -	\$ 66,211.62	\$ 72,975.68
12	\$ -	\$ -	\$ 75,465.80
13	\$ -	\$ -	\$ 77,955.92
14	\$ -	\$ -	\$ 78,669.89
15	\$ -	\$ -	\$ 79,381.67
16	\$ -	\$ 71,195.15	\$ 80,444.95
17	\$ -	\$ 71,903.64	\$ 81,161.11
18	\$ -	\$ 72,618.70	\$ 81,871.79
19	\$ 48,413.93	\$ 73,681.98	\$ 82,942.74
20	\$ -	\$ 74,573.34	\$ 83,828.63
21	\$ -	\$ 75,465.80	\$ 84,721.08
22	\$ 51,083.63	\$ 76,351.69	\$ 85,611.35
23	\$ -	\$ 77,246.34	\$ 86,500.52
24	\$ -	\$ 78,138.80	\$ 87,389.70
25	\$ 53,750.06	\$ 79,025.78	\$ 88,279.97
26	\$ -	\$ -	\$ -
27	\$ -	\$ -	\$ -
28	\$ -	\$ 81,695.49	\$ 90,950.77

**Two Roads 2019-2020
Classified salary Schedule - School Based Secretaries**

Principal's Secretary Senior (210 days)

Union Code	Job Code	Salary Plan	Salary Grade	Steps	1	2	3	4	5	6	7	8	9	10	11
CSE	5230	PSS	R-57	Hourly	\$ 18.39	\$ 19.09	\$ 19.81	\$ 20.48	\$ 21.20	\$ 21.94	\$ 22.72	\$ 23.51			\$ 24.34
				Monthly	\$ 2,696.83	\$ 2,800.08	\$ 2,905.17	\$ 3,003.25	\$ 3,110.00	\$ 3,218.50	\$ 3,332.33	\$ 3,448.00			\$ 3,570.58
				Annual	\$32,362.00	\$33,601.00	\$34,862.00	\$36,039.00	\$37,320.00	\$38,622.00	\$39,988.00	\$41,376.00	\$42,111.50	\$42,847.00	\$42,847.00
Union Code	Job Code	Salary Plan	Salary Grade	Steps	12	13	14	15	16	17	18	19	20	21	
CSE	5230	PSS	R-57	Hourly					\$ 25.20					\$ 26.10	
				Monthly					\$ 3,696.58					\$ 3,828.00	
				Annual					\$44,359.00					\$45,936.00	

School Secretary (197 days)

Union Code	Job Code	Salary Plan	Salary Grade	Steps	1	2	3	4	5	6	7	8	9	10	11
CSE	5234	SBS	R-73	Hourly	\$ 16.40	\$ 17.04	\$ 17.71	\$ 18.44	\$ 19.03	\$ 19.76	\$ 20.49	\$ 21.19			\$ 21.94
				Monthly	\$ 2,240.33	\$ 2,327.72	\$ 2,420.24	\$ 2,519.30	\$ 2,601.70	\$ 2,699.20	\$ 2,800.06	\$ 2,895.93			\$ 2,998.25
				Annual	\$26,884.03	\$27,932.57	\$29,042.91	\$30,231.53	\$31,220.33	\$32,390.41	\$33,600.66	\$34,751.17			\$35,978.93
Union Code	Job Code	Salary Plan	Salary Grade	Steps	12	13	14	15	16	17	18	19	20	21	
CSE	5234	SBS	R-73	Hourly					\$ 22.71					\$ 23.51	
				Monthly					\$ 3,104.16					\$ 3,213.52	
				Annual					\$37,249.95					\$38,562.17	

Two Roads 2019-2020
Classified salary Schedule - Tutor, Instructional; Lead Para

Tutor, Instructional; lead para-Educator; Tutor, Transition Support

Union Code	Job Code	Salary Plan	Salary Grade	Steps	1	2	3	4	5	6	7	8	9	10	11
CSE	5691	T80	F25	Hourly	\$ 15.72	\$ 16.69	\$ 17.70	\$ 18.55	\$ 19.47	\$ 20.47	\$ 21.40	\$ 22.40	\$ -		\$ 23.16
	5645			Monthly	\$ 1,865.67	\$ 1,979.48	\$ 2,099.86	\$ 2,201.45	\$ 2,309.52	\$ 2,429.17	\$ 2,540.16	\$ 2,658.35	\$ -		\$ 2,748.99
				Annual	\$22,388.08	\$ 23,753.86	\$ 25,191.74	\$ 26,417.44	\$ 27,714.21	\$ 29,150.03	\$ 30,481.82	\$ 31,900.13	\$ -		\$ 32,987.81
Union Code	Job Code	Salary Plan	Salary Grade	Steps	12	13	14	15	16	17	18	19	20	21	
CSE	5691	T80	F25	Hourly					\$ 23.97					\$ 24.81	
	5645			Monthly					\$ 2,843.75					\$ 2,944.51	
				Annual					\$ 34,124.93					\$ 35,334.15	