

Adopted 4/18/2023



**Norwood Public School District  
2023-2024**

	<b>Para</b>
1	\$18.00
2	\$18.18
3	\$18.36
4	\$18.55
5	\$18.73
6	\$18.92
7	\$19.11
8	\$19.30
9	\$19.49
10	\$19.69
11	\$19.88
12	\$20.08
13	\$20.28
14	\$20.49
15	\$20.69
16	\$20.90
17	\$21.11
18	\$21.32
19	\$21.53
20	\$21.75
21	\$21.96
22	\$22.18
23	\$22.40
24	\$22.63
25	\$22.86



Norwood Public School District  
2023-2024

Secretary w/ Kitchen Manager Duties

1	\$34,960	\$20.00
2	\$35,834	\$20.50
3	\$36,730	\$21.01
4	\$37,648	\$21.54
5	\$38,589	\$22.08
6	\$39,554	\$22.63
7	\$40,543	\$23.19
8	\$41,556	\$23.77
9	\$42,595	\$24.37
10	\$43,660	\$24.98
11	\$44,752	\$25.60
12	\$45,871	\$26.24
13	\$47,017	\$26.90
14	\$48,193	\$27.57
15	\$49,398	\$28.26
16	\$50,633	\$28.97
17	\$51,898	\$29.69
18	\$53,196	\$30.43
19	\$54,526	\$31.19
20	\$55,889	\$31.97

Based on 184 Days 9.5 hrs per day



**Norwood Public School District  
2023-2024**

<b>Step</b>	<b>Tech Director</b>
1	\$52,469
2	\$53,169
3	\$53,869
4	\$54,569
5	\$55,269
6	\$55,969
7	\$56,669
8	\$57,369
9	\$58,069
10	\$58,769
11	\$59,469
12	\$60,169
13	\$60,869
14	\$61,569
15	\$62,269
16	\$62,969
17	\$63,669
18	\$64,369
19	\$65,069
20	\$65,769
21	\$66,469
22	\$67,169
23	\$67,869
24	\$68,569
25	\$69,269

Technology Position based on 195 days, 8 hours per day



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**Norwood Public School District**  
**2023-2024**

**Step**                      **Director of Food Service/Business Assistant**

1	43,450
2	43,950
3	44,450
4	44,950
5	45,450
6	45,950
7	46,450
8	46,950
9	47,450
10	47,950
11	48,450
12	48,950
13	49,450
14	49,950
15	50,450
16	50,950
17	51,450
18	51,950
19	52,450
20	52,950
21	53,450
22	53,950
23	54,450
24	54,950
25	55,450

Based on 195 work days @ 8.5 hours per day



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**Norwood Public School District**  
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<b>Step</b>	<b>Business/HR Manager</b>
1	55,000
2	55,700
3	56,400
4	57,100
5	57,800
6	58,500
7	59,200
8	59,900
9	60,600
10	61,300
11	62,000
12	62,700
13	63,400
14	64,100
15	64,800
16	65,500
17	66,200
18	66,900
19	67,600
20	68,300
21	69,000
22	69,700
23	70,400
24	71,100
25	71,800

Based on 247 work days @ 8.5 hours per day

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**Norwood Public School District**  
**2023-2024**

<b>Step</b>	<b>Director of Maintenance</b>	<b>Custodian</b>
1	42,000	\$ 18.00
2	42,500	\$ 18.18
3	43,000	\$ 18.36
4	43,500	\$ 18.55
5	44,000	\$ 18.73
6	44,500	\$ 18.92
7	45,000	\$ 19.11
8	45,500	\$ 19.30
9	46,000	\$ 19.49
10	46,500	\$ 19.69
11	47,000	\$ 19.88
12	47,500	\$ 20.08
13	48,000	\$ 20.28
14	48,500	\$ 20.49
15	49,000	\$ 20.69
16	49,500	\$ 20.90
17	50,000	\$ 21.11
18	50,500	\$ 21.32
19	51,000	\$ 21.53
20	51,500	\$ 21.75
21	52,000	\$ 21.96
22	52,500	\$ 22.18
23	53,000	\$ 22.40
24	53,500	\$ 22.63
25	54,000	\$ 22.86

8 hrs 247 days



**Norwood Public School District  
2023-2024**

<b>Steps</b>	<b>Principal</b>
1	74,891
2	75,991
3	77,091
4	78,191
5	79,291
6	80,391
7	81,491
8	82,591
9	83,691
10	84,791
11	85,891
12	86,991
13	88,091
14	89,191
15	90,291
16	91,391
17	92,491
18	93,591
19	94,691
20	95,791
21	96,891
22	97,991
23	99,091
24	100,191
25	101,291

Principal Certification Required

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**Norwood Public School District  
2023-2024 BUS DRIVER SALARY SCHEDULE**

<b><u>ROUTE Bus Drivers (including Substitutes)</u></b>		\$ 23.23 per hour
<b>Activity Bus Driver</b>	CDL Holder	\$ 23.23 per hour
<b>Activity Bus Driver</b>	Non-CDL Holder	\$ 15.76 per hour
<b>Activity Driver</b>	Stand By Time	\$ 13.56 per hour
	Coach/Sponsor does not receive standby time	
<b>Trainings/Cleaning/General Maintenance (for full-time drivers)</b>		\$ 23.23 per hour
<b>Overnight Trip Driver</b>		\$ 125.00 per day

Activity and Trip Drivers will receive a meal per diem determined by the time traveling

\* increase will be 1% each year unless otherwise adjusted for inflation or affordability, to be determined by Administration annually. Stand-by will always be paid at the Minimum Wage rate set by the State.





## Norwood Public School District Substitute Pay – 2023-2024

**Current Colorado Teacher's License      Pay    \$150.00**

**5 year- Substitute Authorization      Pay    \$150.00**

*A 5-year substitute authorization requires a current or expired Colorado teacher's license/certificate or a current out-of-state teacher's license/certificate. During the application process, the applicant will be required to upload a copy of the teacher's license.*

**3 year- Substitute Authorization      Pay    \$ 125.00**

*A 3-year substitute authorization requires a bachelor's degree or higher from an accepted, regionally accredited college or university. During the application process, the applicant will be required to upload a copy of the official transcript(s), as well as mailing the original(s) to CDE.*

**1 year- Substitute Authorization Pay      \$116.50**

*A one-year substitute authorization requires a high school diploma or equivalent. Not all school districts in Colorado will hire an applicant who holds a one-year substitute authorization. Additionally, the applicant must have been requested by the specific school district prior to being issued the one-year authorization. Once issued, the authorization can only be used at that specific school district.*

Substitute Pay will be based on .25, .50, .75 or 1 day