



2019-2020
Salary Schedule

The Education reEnvisioned BOCES is an unconventional public education entity compared to what Colorado traditionally sees. That matches the unconventional nature of online and blended education and Education reEnvisioned BOCES' role in innovating this segment of public education. In terms of compensating our employees, Education reEnvisioned BOCES does not rely on a fixed salary schedule and/or salary table. Instead, Education reEnvisioned BOCES has established salary ranges for various position categories as follows:

Role	Range Floor	Range Ceiling
Teacher	\$40,000	\$65,000
Counselor	\$40,000	\$65,000
Social Worker	\$40,000	\$65,000
Principal	\$75,000	\$105,000
Coordinator	\$60,000	\$90,000
Professional/Technical	\$50,000	\$80,000
Assistant Director	\$80,000	\$110,000
Director	\$100,000	\$130,000
Executive Director	\$125,000	\$160,000

There is overlap to many of the roles' pay ranges which intentionally creates opportunity for career progression between roles and pay progression within a role. Education reEnvisioned BOCES values skillsets and job performance more than paper qualifications and the number of years of experience. We intend to be competitive for 'starting out' talent that lacks skillset and performance evidence; and we intend to be superior compensators for employees that demonstrate superior skills and have evidence of high performance results. Annual employee increases to compensation will reflect similar values.