

FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 ADMINISTRATOR SALARY SCHEDULE

	Principals	Special Ed Director	Technology Director	Business Manager	Federal Grants, Curriculum and Assessment Director
STEP	A	B	D	E	F
1	94,000	94,000	91,000	95,000	105,000
2	94,975	94,975	91,975	95,975	105,975
3	95,950	95,950	92,950	96,950	106,950
4	96,925	96,925	93,925	97,925	107,925
5	97,900	97,900	94,900	98,900	108,900
6	98,875	98,875	95,875	99,875	109,875
7	99,850	99,850	96,850	100,850	110,850
8	100,825	100,825	97,825	101,825	111,825
9	101,800	101,800	98,800	102,800	112,800
10	102,775	102,775	99,775	103,775	113,775
11	103,750	103,750	100,750	104,750	114,750
12	104,725	104,725	101,725	105,725	115,725
13	105,700	105,700	102,700	106,700	116,700
14	106,675	106,675	103,675	107,675	117,675
15	107,650	107,650	104,650	108,650	118,650
16	108,625	108,625	105,625	109,625	119,625
17	109,600	109,600	106,600	110,600	120,600
18	110,575	110,575	107,575	111,575	121,575
19	111,550	111,550	108,550	112,550	122,550
20	112,525	112,525	109,525	113,525	123,525
	210 DAYS	210 DAYS	260 DAYS	260 DAYS	260 DAYS

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**FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 CERTIFIED NON-TEACHER SALARY SCHEDULE**

	School Counselors	School Nurse	MTSS Coordinator	Activity Director	Food Services Director	Building Supervisor	Grounds Supervisor	Transportation Supervisor	Security Supervisor
STEP	A	B	C	D	E	F	G	H	I
1	70,500	75,000	70,500	78,100	73,000	65,000	65,000	65,000	65,000
2	71,475	75,975	71,275	78,875	73,975	65,975	65,975	65,975	65,975
3	72,450	76,950	72,050	79,650	74,750	66,950	66,950	66,950	66,950
4	73,425	77,925	72,825	80,425	75,525	67,925	67,925	67,925	67,925
5	74,400	78,900	73,600	81,200	76,300	68,900	68,900	68,900	68,900
6	75,375	79,875	74,375	81,975	77,075	69,875	69,875	69,875	69,875
7	76,350	80,850	75,150	82,750	77,850	70,850	70,850	70,850	70,850
8	77,325	81,825	75,925	83,525	78,625	71,825	71,825	71,825	71,825
9	78,300	82,800	76,700	84,300	79,400	72,800	72,800	72,800	72,800
10	79,275	83,775	77,475	85,075	80,175	73,775	73,775	73,775	73,775
11	80,250	84,750	78,250	85,850	80,950	74,750	74,750	74,750	74,750
12	81,225	85,725	79,025	86,625	81,725	75,725	75,725	75,725	75,725
13	82,200	86,700	79,800	87,400	82,500	76,700	76,700	76,700	76,700
14	83,175	87,675	80,575	88,175	83,275	77,675	77,675	77,675	77,675
15	84,150	88,650	81,350	88,950	84,050	78,650	78,650	78,650	78,650
16	85,125	89,625	82,125	89,725	84,825	79,625	79,625	79,625	79,625
17	86,100	90,600	82,900	90,500	85,600	80,600	80,600	80,600	80,600
18	87,075	91,575	83,675	91,275	86,375	81,575	81,575	81,575	81,575
19	88,050	92,550	84,450	92,050	87,150	82,550	82,550	82,550	82,550
20	89,025	93,525	85,225	92,825	87,925	83,525	83,525	83,525	83,525
	185 DAYS	185 DAYS	210 DAYS	210 DAYS	260 DAYS	260 DAYS	260 DAYS	260 DAYS	260 DAYS

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Additional \$4,000 for National Board Certification, NCSC or NCC (Paid in December of each year as long as certification is current)

Additional \$2,000 for Mental Health Professions Licensing Board (Paid in December of each year as long as certification is current)

**FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 CLASSIFIED SALARY SCHEDULE**

STEP	Transportation		Kitchen Staff	Support Staff			Maintenance and Security			Administrative Support		
	Bus Aide	Bus Driver	Kitchen Staff	General Education/ Library Aides	SPED Aides	Speech and Language Specialist-Certified	Custodial/ Maintenance	Grounds	Security	School Secretary/ Clerk	Registrar, Executive Assistant, Business Office Staff	Technology Assistant, Accountant
	A	B	C	D	E	F	G	H	I	J	K	L
1	24.75	26.50	24.70	24.70	24.70	34.40	24.70	24.70	24.70	28.70	30.70	34.40
2	25.25	27.00	25.20	25.20	25.20	34.90	25.20	25.20	25.20	29.20	31.20	34.90
3	25.75	27.50	25.70	25.70	25.70	35.40	25.70	25.70	25.70	29.70	31.70	35.40
4	26.25	28.00	26.20	26.20	26.20	35.90	26.20	26.20	26.20	30.20	32.20	35.90
5	26.75	28.50	26.70	26.70	26.70	36.40	26.70	26.70	26.70	30.70	32.70	36.40
6	27.25	29.00	27.20	27.20	27.20	36.90	27.20	27.20	27.20	31.20	33.20	36.90
7	27.75	29.50	27.70	27.70	27.70	37.40	27.70	27.70	27.70	31.70	33.70	37.40
8	28.25	30.00	28.20	28.20	28.20	37.90	28.20	28.20	28.20	32.20	34.20	37.90
9	28.75	30.50	28.70	28.70	28.70	38.40	28.70	28.70	28.70	32.70	34.70	38.40
10	29.25	31.00	29.20	29.20	29.20	38.90	29.20	29.20	29.20	33.20	35.20	38.90
11	29.75	31.50	29.70	29.70	29.70	39.40	29.70	29.70	29.70	33.70	35.70	39.40
12	30.25	32.00	30.20	30.20	30.20	39.90	30.20	30.20	30.20	34.20	36.20	39.90
13	30.75	32.50	30.70	30.70	30.70	40.40	30.70	30.70	30.70	34.70	36.70	40.40
14	31.25	33.00	31.20	31.20	31.20	40.90	31.20	31.20	31.20	35.20	37.20	40.90
15	31.75	33.50	31.70	31.70	31.70	41.40	31.70	31.70	31.70	35.70	37.70	41.40
16	32.25	34.00	32.20	32.20	32.20	41.90	32.20	32.20	32.20	36.20	38.20	41.90
17	32.75	34.50	32.70	32.70	32.70	42.40	32.70	32.70	32.70	36.70	38.70	42.40
18	33.25	35.00	33.20	33.20	33.20	42.90	33.20	33.20	33.20	37.20	39.20	42.90
19	33.75	35.50	33.70	33.70	33.70	43.40	33.70	33.70	33.70	37.70	39.70	43.40
20	34.25	36.00	34.20	34.20	34.20	43.90	34.20	34.20	34.20	38.20	40.20	43.90
21	34.75	36.50	34.70	34.70	34.70	44.40	34.70	34.70	34.70	38.70	40.70	44.40
22	35.25	37.00	35.20	35.20	35.20	44.90	35.20	35.20	35.20	39.20	41.20	44.90
23	35.75	37.50	35.70	35.70	35.70	45.40	35.70	35.70	35.70	39.70	41.70	45.40
24	36.25	38.00	36.20	36.20	36.20	45.90	36.20	36.20	36.20	40.20	42.20	45.90
25	36.75	38.50	36.70	36.70	36.70	46.40	36.70	36.70	36.70	40.70	42.70	46.40
	185 DAYS	185 DAYS	185 DAYS	185 DAYS	185 DAYS	185 DAYS	260 DAYS	260 DAYS	260 DAYS	210 DAYS	260 DAYS	260 DAYS

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FREMONT COUNTY SCHOOL DISTRICT #21

2025-2026 Extra Duty Salary Schedule

POSITION	PAY TYPE	AMOUNT
Coaching		
High School Head Coach	Season	\$6,156
High School Assistant Coach	Season	\$5,130
JH/YH Head Coach	Season	\$5,063
JH/YH Assistant Coach	Season	\$4,104
Uncertified Assistant Coaching Aide	Hour	\$15.00
Cheerleading Coach	Season	\$3,078
Game/Meet support		
Wrestling/Track Meets/Cross Country Meets staff general support	Per Hour	\$15.00
Ticket Taker	Per Hour	\$15.00
Timeclock	Per Hour	\$15.00
Bookkeeper	Per Hour	\$15.00
Activity Bus Driver	Hourly	Current Pay Rate
Referee/Officials/Line Jud	Per Hour	Per Agreement w/ WRCAA
Certified Staff Extra Duty		
School Sponsors/Advisors	Stipend	\$1,500
Staff Development activities, including special writing project curriculum revisions, standards revisions, accreditation, non supervisory after school and so forth.	Per Hour	\$21.75
Supervisors Teaching assignments after school or Homebound (i.e. LETRS Coach, training other staff)	Per Hour	\$42.00
Supervisors of any of the above activities that is designated as such by the Superintendent shall earn an hourly rate of 15% over hourly rate above(i.e. LETRS Coach, training other staff)	Per Hour	\$47.00
Summer School/ Extended School Year	Per Hour	\$42.00
Summer School Lead Teacher	Per Hour	\$47.00
Non-Certified Staff Extra Duty		
Non-Teacher Staff assigned to teaching duties	Per Hour	\$21.75
Non-certified or degreed staff supervision of athletic or extra curricular events	Per Hour	\$15.00
Chaperoning students on travel, before and after regular hours	Per Hour	\$15.00

FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 Extra Duty Salary Schedule Continued

Classified Staff Extra Duty		
School Sponsors/Advisors	Stipend	\$1,500
Professional Development weekends and before/after school hours	Per Hour	\$18.00
Professional Development travel time	Per Hour	\$15.00
After School Program	Per Hour	\$15.00
Chaperone students on travel, before and after regular hours	Per Hour	\$15.00
Summer School/ Extended School Year	Per Hour	\$22.00
Tutor/Homework Helpers	Per Hour	\$15.00
Community Involvement		
Community Helpers	Per Hour	\$16.50
Elders working in the school (Grandparents)	Per Hour	\$21.00
Hand Drums	Person	\$50.00
Drum Group	Group	\$150.00
Cultural Consultants hourly rate	Hour	\$30.50
Cultural Consultants daily rate	Daily Rate	\$250.00
Students over 16 years old		
Teaching after school activity	Per Hour	\$12.50
Helping with activity but not teaching	Per Hour	\$10.00
Student Mentor	Per Hour	\$7.50

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**FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 INDIAN EDUCATION SALARY SCHEDULE**

	Shoshone Indian Education Coordinator	Arapahoe Indian Education Coordinator	IEO Language Teacher
STEP	A	B	C
1	70,500	70,500	32.30
2	71,250	71,250	32.85
3	72,000	72,000	33.40
4	72,750	72,750	33.95
5	73,500	73,500	34.50
6	74,250	74,250	35.05
7	75,000	75,000	35.60
8	75,750	75,750	36.15
9	76,500	76,500	36.70
10	77,250	77,250	37.25
11	78,000	78,000	37.80
12	78,750	78,750	38.35
13	79,500	79,500	38.90
14	80,250	80,250	39.45
15	81,000	81,000	40.00
16	81,750	81,750	40.55
17	82,500	82,500	41.10
18	83,250	83,250	41.65
19	84,000	84,000	42.20
20	84,750	84,750	42.75
	210 DAYS	210 DAYS	185 DAYS

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**DISTRICT #21
SPEECH PATHOLOGIST
SALARY SCHEDULE
2025-2026**

STEP	MA	MA15	MA30	MA45
1	\$ 64,050	\$ 65,050	\$ 66,050	\$ 67,050
2	\$ 64,825	\$ 65,825	\$ 66,825	\$ 67,825
3	\$ 65,600	\$ 66,600	\$ 67,600	\$ 68,600
4	\$ 66,375	\$ 67,375	\$ 68,375	\$ 69,375
5	\$ 67,150	\$ 68,150	\$ 69,150	\$ 70,150
6	\$ 67,925	\$ 68,925	\$ 69,925	\$ 70,925
7	\$ 68,700	\$ 69,700	\$ 70,700	\$ 71,700
8	\$ 69,475	\$ 70,475	\$ 71,475	\$ 72,475
9	\$ 70,250	\$ 71,250	\$ 72,250	\$ 73,250
10	\$ 71,025	\$ 72,025	\$ 73,025	\$ 74,025
11	\$ 71,800	\$ 72,800	\$ 73,800	\$ 74,800
12	\$ 72,575	\$ 73,575	\$ 74,575	\$ 75,575
13	\$ 73,350	\$ 74,350	\$ 75,350	\$ 76,350
14	\$ 74,125	\$ 75,125	\$ 76,125	\$ 77,125
15	\$ 74,900	\$ 75,900	\$ 76,900	\$ 77,900
16	\$ 75,675	\$ 76,675	\$ 77,675	\$ 78,675
17	\$ 76,450	\$ 77,450	\$ 78,450	\$ 79,450
18	\$ 77,225	\$ 78,225	\$ 79,225	\$ 80,225
19	\$ 78,000	\$ 79,000	\$ 80,000	\$ 81,000
20	\$ 78,775	\$ 79,775	\$ 80,775	\$ 81,775
21		\$ 80,550	\$ 81,550	\$ 82,550
22		\$ 81,325	\$ 82,325	\$ 83,325
23		\$ 82,100	\$ 83,100	\$ 84,100
24			\$ 83,875	\$ 84,875
25			\$ 84,650	\$ 85,650
26				\$ 86,425
27				\$ 87,200
28				\$ 87,975

For every year after step 28, there will be an amount added equal to the amount of the increment.

FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 Substitute Salary Schedule

Job Description	PAY TYPE	AMOUNT
Substitute Teacher- Teacher Certified	Daily Rate	\$200
Substitute Teacher- Sub Certified	Daily Rate	\$185
Long Term Sub (Certified & sub certified in area they are teaching), begins on the 11th consecutive day, non benefited position	Hourly Rate	\$40
Aide Substituting for Teacher- Must have admin permission	Hourly Rate	\$30
Substitute/ Temporary Cook	Hourly Rate	\$21.75
Substitute/ Temporary Custodial/Maintenance	Per Hour	\$21.75
Substitute/ Temporary Grounds	Per Hour	\$21.75
Substitute/ Temporary Bus Driver	Per Hour	\$21.75
Substitute/ Temporary Aide	Per Hour	\$21.75

**FREMONT COUNTY SCHOOL DISTRICT #21
2025-2026 TEACHER SALARY SCHEDULE**

	BA	BA15	BA30	MA	MA15	MA30	MA45	Doctorate
STEP	A	B	C	D	E	F	G	H
1	60,000	61,000	62,000	64,000	65,000	66,000	67,000	68,000
2	60,775	61,775	62,775	64,775	65,775	66,775	67,775	68,775
3	61,550	62,550	63,550	65,550	66,550	67,550	68,550	69,550
4	62,325	63,325	64,325	66,325	67,325	68,325	69,325	70,325
5	63,100	64,100	65,100	67,100	68,100	69,100	70,100	71,100
6	63,875	64,875	65,875	67,875	68,875	69,875	70,875	71,875
7	64,650	65,650	66,650	68,650	69,650	70,650	71,650	72,650
8	65,425	66,425	67,425	69,425	70,425	71,425	72,425	73,425
9	66,200	67,200	68,200	70,200	71,200	72,200	73,200	74,200
10	66,975	67,975	68,975	70,975	71,975	72,975	73,975	74,975
11		68,750	69,750	71,750	72,750	73,750	74,750	75,750
12		69,525	70,525	72,525	73,525	74,525	75,525	76,525
13		70,300	71,300	73,300	74,300	75,300	76,300	77,300
14		71,075	72,075	74,075	75,075	76,075	77,075	78,075
15		71,850	72,850	74,850	75,850	76,850	77,850	78,850
16			73,625	75,625	76,625	77,625	78,625	79,625
17			74,400	76,400	77,400	78,400	79,400	80,400
18			75,175	77,175	78,175	79,175	80,175	81,175
19				77,950	78,950	79,950	80,950	81,950
20				78,725	79,725	80,725	81,725	82,725
21				79,500	80,500	81,500	82,500	83,500
22					81,275	82,275	83,275	84,275
23						83,050	84,050	85,050
24						83,825	84,825	85,825
25						84,600	85,600	86,600
	185 DAYS							

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