

Instructional Staff Contracts/Compensation/Salary Schedules

The Board annually shall adopt a salary schedule for its regular teaching personnel and shall place each teacher in the school district on the salary schedule at least commensurate with, but not limited to, education, prior experience and experience in the district. The superintendent may recommend a higher starting step on the salary schedule for a teacher employed by the district in a difficult to fill position, subject to the Board's approval of such proposed placement.

The schedule adopted by the Board shall remain in effect until changed or modified by the Board in accordance with law. If the Board declares a fiscal emergency during a budget year as allowed by state law and discussed in policy DBK*, salaries may be reduced for all employees on a proportional basis or the work year of employees may be altered. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

Salary increments shall be conditioned upon evidence of the continued professional growth of the teacher. Within the framework of state statutes, employees who do not comply with the requirements of the Board and state may not be granted salary increases or may not be retained on the staff.

The district shall comply with statutory provisions regarding salary schedules.

Adopted: December 21, 1965
Reviewed: April 18, 1973
Revised: September 21, 1988
Revised: October 17, 2007
Revised and Recoded: May 18, 2011
Revised: July 17, 2014
Adopted: August 20, 2014

LEGAL REFS.: C.R.S. 22-32-110 (5) (*agreement with employee group cannot exceed one year term, unless subject to reopener on salaries and benefits*)
C.R.S. 22-44-115.5 (2) (*reductions in salary or alteration of work year due to fiscal emergency*)
C.R.S. 22-60.5-110 (*renewal of teacher license*)
C.R.S. 22-63-401 through 403 (*teacher compensation laws*)

CROSS REFS.: DBK*, Fiscal Emergencies
GCQA, Instructional Staff Reduction in Force