

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 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, 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. Continued professional growth shall be defined as graduate hours or approved in-service credit. Staff members may submit evidence of professional growth activities for salary schedule advancement by September 1st^{or} February 1st. The district office will evaluate official transcripts or documentation of such growth activities in determining placement on the salary schedule. 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 they may not be retained on the staff.

All teachers new to the school system or returning to this system, without authorized leave of absence, will enter the schedule based on their experience. The Superintendent shall place new teachers at the appropriate step on the salary schedule. However, in the event the Board determines that there is limited availability of well qualified teachers for a certain position or positions, they may authorize placement of teachers in such position or positions on a higher step of the salary schedule. Placement on the salary schedule shall be in accordance with requirements developed by the administration and approved by the Board.

The district shall comply with statutory provisions regarding salary schedules.

ADOPTION DATE: January 15, 1985
REVISED AND ADOPTED: September 19, 1990
REVISION DATE: April 17, 1996
REVISION DATE: April 21, 1999
REVISION DATE: November 17, 1999
REVISION DATE: May 19, 2004
REVISION DATE: March 28, 2005
REVISION DATE: September 18, 2006

LEGAL REFS.: C.R.S. 22-32-110 (5) (agreement with employee group cannot exceed one year term, unless subject to re-opener 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 REF.: DBK, Fiscal Emergencies