

## **Support Staff Salary Schedules**

The Board shall establish salary schedules for classifications of the support staff, including the secretarial staff, aides, custodians, maintenance workers, bus drivers, cafeteria workers, and other categories as established by the Board.

Such schedules shall take into account the qualifications required, the responsibilities of the position, and the number of years the employee has been in service with the district.

If the Board declares a fiscal emergency during a budget year as allowed by state law, it may reduce salaries for all employees on a proportional basis or alter the work year of employees. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

Annual increments shall be dependent upon the employee's satisfactory performance in the position. Advancement from one step to another on the schedule shall require the superintendent's recommendation and Board approval.

Adopted: August 25, 1977  
Revised: September 26, 1978  
Revised: August 8, 1989  
Re-Adopted: October 14, 2003  
Revised: February 9, 2010  
Revised: November 16, 2021

LEGAL REFS.: C.R.S. 22-32-109 (1)(f) (*board duty to employ personnel*)  
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*)

CROSS REF.: DBK\*, Fiscal Emergencies