

## **PROFESSIONAL STAFF SALARY SCHEDULES**

The Board of Education annually shall adopt a salary schedule for its regular teaching personnel and shall place each teacher in the 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 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.

The designations for salary schedule column placement, such as B.A. and M.A., presume an educational background, which qualified the teacher for certification or licensure by the Colorado Department of Education. Hours earned in excess of the baccalaureate or master's degree, which was used for meeting minimum teacher certification, or licensure requirements, shall not apply to salary schedule advancement beyond the degree level.

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.

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.

Adopted prior to 1985  
Reviewed March 1991  
Revised September 6, 1995  
Revised May 16, 2012

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)  
C.R.S. 22-69-101 *et seq.* (grant program for alternative teacher compensation plans)

Cross Ref.: GCQA, Instructional Staff Reduction in Force

Contract Ref.: TEA Agreement- Article 13, Teacher Compensation