

## **Support Staff Salary Schedules**

The Board shall establish salary schedules for classifications of the support staff, including the secretarial staff, aides, custodians, maintenance personnel, transportation personnel, 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 guide shall require the superintendent's recommendation and Board approval.

Adopted December 15, 1992  
Revised October 28, 2003

LEGAL REFS.: C.R.S. 22-32-109 (1)(f)  
C.R.S. 22-32-110 (5)  
C.R.S. 22-44-115.5 (2)

CROSS REFS.: DBK\*. Fiscal Emergencies

*NOTE: Policies pertaining to the various salary schedules can follow under code GDBA. These would concern placement and progression on the schedules, anniversary dates, etc. The schedules themselves can be inserted as exhibits coded GDBA-E. Any compensation plans, salary schedules or other personnel policies negotiated with employee units should be so noted. Under state law, no agreement may commit revenues beyond a period of one year unless the agreement has a provision for reopening the portion related to salaries and benefits.*