

**RESOLUTION OF THE BOARD OF EDUCATION
OF
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**(Regarding Approval of
Employee Compensation Pay Increases for the 2025-26 School Year)**

WHEREAS, the Douglas County School District RE-1 ("District") Board of Education ("Board") has authority under Colorado law to determine District employee compensation and is required by law to adopt by resolution any teacher salary schedule; and

WHEREAS, the Board seeks to retain its employees, reduce turnover, and communicate value to all employees for their commitment to the District; and

WHEREAS, District staff has recommended employee compensation increases for the 2025-26 school year to the Board in furtherance of efforts to promote a supportive working environment and to retain District employees, reduce turnover, and communicate value to District employees for their commitment to the District, including: compensation increases for licensed employees and changes to the salary schedules as reflected in the attached proposed salary schedules; a 3% increase to base pay compensation for classified staff not subject to a collective bargaining agreement, and; a 2% increase to base pay compensation for administrators and professional/technical employees.

NOW, THEREFORE, BE IT RESOLVED by the Board as follows:

1. Licensed employee salary schedules identified in Attachments A, B, and C to this resolution are approved for implementation in the 2025-2026 school year.
2. Base pay compensation for classified staff not subject to a collective bargaining agreement for the 2025-26 school year shall be increased by 3%.
3. Base pay compensation for administrators and professional/technical employees for the 2025-26 school year shall be increased by 2%.

ADOPTED and **APPROVED** this 4th day of March 2025, by a vote of 7-0.

AYES: Geiger, Meek, Moore, Myers, Thompson, Williams, Winegar

NAYS: N/A

DOUGLAS COUNTY SCHOOL DISTRICT RE-1



By: *Christy Williams*
Christy Williams, President
Board of Education

Becky Myers
Becky Myers, Secretary
Board of Education

PROPOSED 2025-2026 Licensed General Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 51,914	\$ 53,471	\$ 55,076	\$ 57,003	\$ 58,713	\$ 60,475	\$ 62,289	\$ 64,158	\$ 66,724
2	\$ 53,212	\$ 54,808	\$ 56,452	\$ 58,286	\$ 60,034	\$ 61,835	\$ 63,690	\$ 65,601	\$ 68,225
3	\$ 54,542	\$ 56,178	\$ 57,864	\$ 59,597	\$ 61,385	\$ 63,227	\$ 65,123	\$ 67,077	\$ 69,760
4	\$ 55,906	\$ 57,583	\$ 59,310	\$ 60,938	\$ 62,766	\$ 64,649	\$ 66,589	\$ 68,589	\$ 71,330
5	\$ 57,303	\$ 59,022	\$ 60,793	\$ 62,309	\$ 64,179	\$ 66,104	\$ 68,087	\$ 70,130	\$ 72,935
6	\$ 58,736	\$ 60,498	\$ 62,313	\$ 63,711	\$ 65,623	\$ 67,591	\$ 69,619	\$ 71,708	\$ 74,576
7	\$ 60,057	\$ 61,859	\$ 63,715	\$ 65,145	\$ 66,935	\$ 68,943	\$ 71,011	\$ 73,142	\$ 76,067
8	\$ 61,409	\$ 63,251	\$ 65,149	\$ 66,610	\$ 68,274	\$ 70,322	\$ 72,432	\$ 74,605	\$ 77,589
9	\$ 62,790	\$ 64,674	\$ 66,614	\$ 68,109	\$ 69,639	\$ 71,728	\$ 73,880	\$ 76,097	\$ 79,140
10	\$ 64,203	\$ 66,129	\$ 68,113	\$ 69,642	\$ 71,032	\$ 73,163	\$ 75,358	\$ 77,619	\$ 80,723
11	\$ 65,648	\$ 67,617	\$ 69,646	\$ 71,034	\$ 72,457	\$ 74,626	\$ 76,865	\$ 79,171	\$ 82,338
12	\$ 67,125	\$ 69,139	\$ 71,213	\$ 72,455	\$ 73,902	\$ 76,119	\$ 78,402	\$ 80,754	\$ 83,985
13	\$ 68,467	\$ 70,521	\$ 72,637	\$ 73,904	\$ 75,380	\$ 77,641	\$ 79,970	\$ 82,369	\$ 85,664
14	\$ 69,837	\$ 71,932	\$ 74,090	\$ 75,382	\$ 76,887	\$ 79,194	\$ 81,570	\$ 84,017	\$ 87,377
15	\$ 71,233	\$ 73,370	\$ 75,572	\$ 76,890	\$ 78,425	\$ 80,778	\$ 83,201	\$ 85,697	\$ 89,125
16	\$ 72,658	\$ 74,838	\$ 77,083	\$ 78,428	\$ 79,994	\$ 82,393	\$ 84,865	\$ 87,411	\$ 90,908
17	\$ 74,111	\$ 76,335	\$ 78,325	\$ 79,996	\$ 81,593	\$ 84,041	\$ 86,562	\$ 89,159	\$ 92,726
18	\$ 75,594	\$ 77,861	\$ 80,197	\$ 81,596	\$ 83,225	\$ 85,722	\$ 88,294	\$ 90,942	\$ 94,580
19	\$	\$ 79,119	\$ 81,801	\$ 83,228	\$ 84,890	\$ 87,436	\$ 90,060	\$ 92,761	\$ 96,472
20	\$	\$	\$ 83,437	\$ 84,893	\$ 86,588	\$ 89,185	\$ 91,861	\$ 94,617	\$ 98,401
21	\$	\$	\$	\$ 86,591	\$ 88,319	\$ 90,969	\$ 93,698	\$ 96,509	\$ 100,369
22	\$	\$	\$	\$	\$	\$ 92,788	\$ 95,572	\$ 98,439	\$ 102,377
23	\$	\$	\$	\$	\$	\$	\$ 97,483	\$ 100,408	\$ 104,424
24	\$	\$	\$	\$	\$	\$	\$	\$ 102,416	\$ 106,513
25	\$	\$	\$	\$	\$	\$	\$	\$	\$ 108,643
26	\$	\$	\$	\$	\$	\$	\$	\$	\$
27	\$	\$	\$	\$	\$	\$	\$	\$	\$
28	\$	\$	\$	\$	\$	\$	\$	\$	\$
29	\$	\$	\$	\$	\$	\$	\$	\$	\$
30	\$	\$	\$	\$	\$	\$	\$	\$	\$

Proposed Salary Schedule for 2025-2026 School Year

PROPOSED 2025-2026 Licensed Hard to Hire Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 56,366	\$ 58,057	\$ 59,799	\$ 61,892	\$ 63,748	\$ 65,661	\$ 67,631	\$ 69,660	\$ 72,446
2	\$ 57,775	\$ 59,508	\$ 61,294	\$ 63,284	\$ 65,183	\$ 67,138	\$ 69,152	\$ 71,227	\$ 74,076
3	\$ 59,220	\$ 60,996	\$ 62,826	\$ 64,708	\$ 66,649	\$ 68,649	\$ 70,708	\$ 72,822	\$ 75,743
4	\$ 60,700	\$ 62,521	\$ 64,397	\$ 66,164	\$ 68,149	\$ 70,194	\$ 72,299	\$ 74,463	\$ 77,447
5	\$ 62,218	\$ 64,084	\$ 66,007	\$ 67,653	\$ 69,682	\$ 71,773	\$ 73,926	\$ 76,144	\$ 79,190
6	\$ 63,773	\$ 65,686	\$ 67,657	\$ 69,175	\$ 71,250	\$ 73,388	\$ 75,589	\$ 77,857	\$ 80,971
7	\$ 65,208	\$ 67,164	\$ 69,179	\$ 70,731	\$ 72,853	\$ 75,039	\$ 77,290	\$ 79,609	\$ 82,793
8	\$ 66,675	\$ 68,675	\$ 70,736	\$ 72,323	\$ 74,493	\$ 76,727	\$ 79,029	\$ 81,400	\$ 84,656
9	\$ 68,175	\$ 70,221	\$ 72,327	\$ 73,950	\$ 76,169	\$ 78,454	\$ 80,807	\$ 83,232	\$ 86,561
10	\$ 69,709	\$ 71,801	\$ 73,955	\$ 75,614	\$ 77,882	\$ 80,219	\$ 82,626	\$ 85,104	\$ 88,508
11	\$ 71,278	\$ 73,416	\$ 75,619	\$ 77,126	\$ 79,440	\$ 81,823	\$ 84,278	\$ 86,806	\$ 90,279
12	\$ 72,881	\$ 75,068	\$ 77,320	\$ 78,669	\$ 81,029	\$ 83,460	\$ 85,964	\$ 88,542	\$ 92,084
13	\$ 74,339	\$ 76,569	\$ 78,866	\$ 80,242	\$ 82,649	\$ 85,129	\$ 87,683	\$ 90,313	\$ 93,926
14	\$ 75,826	\$ 78,101	\$ 80,444	\$ 81,347	\$ 84,302	\$ 86,832	\$ 89,437	\$ 92,120	\$ 95,804
15	\$ 77,342	\$ 79,663	\$ 82,053	\$ 83,484	\$ 85,989	\$ 88,568	\$ 91,225	\$ 93,962	\$ 97,720
16	\$ 78,889	\$ 81,256	\$ 83,694	\$ 85,154	\$ 87,708	\$ 90,340	\$ 93,050	\$ 95,841	\$ 99,675
17	\$ 80,467	\$ 82,881	\$ 85,367	\$ 86,857	\$ 89,462	\$ 92,146	\$ 94,911	\$ 97,758	\$ 101,668
18	\$ 82,076	\$ 84,539	\$ 87,075	\$ 88,594	\$ 91,252	\$ 93,989	\$ 96,809	\$ 99,713	\$ 103,702
19	\$	\$ 86,229	\$ 88,816	\$ 90,366	\$ 93,077	\$ 95,869	\$ 98,745	\$ 101,707	\$ 105,776
20	\$	\$	\$ 90,593	\$ 92,173	\$ 94,938	\$ 97,786	\$ 100,720	\$ 103,742	\$ 107,891
21	\$	\$	\$	\$ 94,017	\$ 96,837	\$ 99,742	\$ 102,734	\$ 105,816	\$ 110,049
22	\$	\$	\$	\$	\$	\$ 101,737	\$ 104,789	\$ 107,933	\$ 112,250
23	\$	\$	\$	\$	\$	\$	\$ 106,885	\$ 110,091	\$ 114,495
24	\$	\$	\$	\$	\$	\$	\$	\$ 112,293	\$ 116,785
25	\$	\$	\$	\$	\$	\$	\$	\$	\$ 119,121
26	\$	\$	\$	\$	\$	\$	\$	\$	\$
27	\$	\$	\$	\$	\$	\$	\$	\$	\$
28	\$	\$	\$	\$	\$	\$	\$	\$	\$
29	\$	\$	\$	\$	\$	\$	\$	\$	\$
30	\$	\$	\$	\$	\$	\$	\$	\$	\$


Proposed Salary Schedule for 2025-2026 School Year

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