

# BVEA Salary Placement Guidelines

## Guidelines for Outside Experience

All new licensed hires will be placed at Lane A. Additional lanes will be awarded based upon completed years of full-time experience under a state license as follows:

## Years of Full-Time Licensed Experience

0-7  
years



Lane  
A

15-21  
years



Lane  
C

8-14  
years



Lane  
B

22+  
years



Lane  
D

Hired into a hard  
to fill position  
(District  
discretion)



1  
additional  
lane

## Education Level Placement and Credit Approval Process:

Boulder Valley School District has developed a course approval process to assist you in receiving timely approval of courses offered by institutions or third party providers that can be used for salary advancement. Please review the list of pre-approved courses [here](#).

Credits above your highest degree **must be documented on an official university transcript** and have **been completed after the conferred date of your highest degree**.

After an official recommendation to hire has been made, Human Resources will review your completed courses taken beyond your highest degree earned, and will inform you of which courses we can and cannot accept.

Any additional questions regarding course eligibility can be directed to [Professional Learning](#).

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## Type-39 Contracts

If an employee is hired **below 0.50 FTE** (20 hours per week) and/or is in a position for **more than 60 but less than 89 days**, the employee will be paid at the **BA, Lane A salary** and prorated to the contracted FTE.

If the employee has **earned a degree beyond a Bachelor's**, the employee will **earn a stipend** as follows



**Master's  
5%**

**OR**

**PhD  
10%**

## Horizontal Movement

BVSD offers licensed employees the opportunity to **advance horizontally** on the salary schedule after accruing qualifying credits, as outlined as followed in section E-40 of the **BVEA Negotiated Agreement**, by using three options:

- College or University credit
  - Credits earned **must be through a BVSD approved institution** of higher learning or equivalent
  - Credits earned **must be applicable to the employee's teaching or related education fields**, and aligned to the BVSD Educator Effectiveness Standards
- BVSD Salary Credit
- BVSD Leadership Credit

Employees are limited to applying **12 qualifying credits** for a pay change. Any additional questions regarding horizontal movement can be directed to [horizontal.helpdesk@bvsd.org](mailto:horizontal.helpdesk@bvsd.org).

**Questions? Please contact [hrpartners@bvsd.org](mailto:hrpartners@bvsd.org)**