

## **Instructional Staff Contracts/Compensation/Salary Schedules**

In accordance with Board policy, the superintendent has adopted a salary plan for the regular teaching personnel of the district whereby each teacher in the school district shall be compensated at least commensurate with, but not limited to, education, prior experience and experience in the district.

Salary schedules shall remain in effect until changed or modified by the superintendent in accordance with law. If the Board declares a fiscal emergency during a budget year as allowed by state law, salaries for all employees may be reduced on a proportional basis. The district agrees to make reasonable deductions of moneys which employees voluntarily authorize the district to so deduct, provided such authorization is in writing.

Advancement on the salary schedule from year to year shall be subject to continued professional growth as well as evidence of satisfactory performance in all areas as illustrated on the most recent personnel evaluation results.

Placement on the salary schedule shall be in accordance with requirements developed by the administration.

The district shall comply with statutory provisions regarding salary schedules.

Adopted by the Board: December 1992

Revised by the Board: March 1995

Revised by the Board: December, 2005

LEGAL REFS.: C.R.S. 22-32-110 (5) *(agreement with employee group can't exceed one year term, unless subject to reopener on salaries and benefits)*

*(reductions in* C.R.S. 22-44-115.5 (2) *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)*

CROSS REFS.:

*Administration policy:*

GCQA, Instructional Staff Reduction in Force