

## Instructional Staff Contracts/Compensation/Salary Schedules

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

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.

The district shall comply with statutory provisions regarding salary schedules.

Placement on the salary schedule shall be in accordance with requirements developed by the administration and approved by the Board as follows:

1. Teachers will be placed on the salary schedule with BA up to 36 semester hours or MA up to 36 hours. Only hours pertaining to relevant subject area will be considered.
2. Transcripts must be furnished on or before October 1 for semester hours earned during the summer prior to the year for which pay is due. Only hours pertaining to relevant subject area gained after a Bachelor in Education degree is granted will be considered in placing the teacher on the proper salary scale level. No hours will be accepted on current contracts that were not earned prior to the start of the academic year. In converting quarter hours to semester hours, only whole number hours will be accepted.
3. Credit for experience outside the district will be given up to four years. A teacher with four or more year's experience will be placed on the 5<sup>th</sup> step on the salary schedule. Up to two years experience for military service, at the ratio of one-year experience for two years military, will be included in the credit given for experience outside the district.

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.: DBK\*, Fiscal Emergencies  
GCQA, Instructional Staff Reduction in Force

**[Revised July 2008]**  
COLORADO SAMPLE POLICY 1992©

*Adopted December 2004  
San Juan County School District #1, Silverton, Colorado  
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