

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. It is the Board's intent to review all compensation plans annually with representatives of the district's teaching staff.

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 the Board's policy on fiscal emergency, 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.

Placement on the salary schedule shall be in accordance with the human resources process and procedures requirements developed by the administration and approved by the Board.

The district shall comply with statutory provisions regarding salary schedules.

Adopted February 18, 1968
Revised September 8, 1993
Revised to conform with practice June 8, 1994
Revised November 10, 1999
Revised August 8, 2007
Revised November 9, 2011
Revised and recoded: November 11, 2015

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 REFS.: DBK*, Fiscal Emergencies
GBQA, Instructional Staff Reduction in Force

CONTRACT REFS.: SVVEA Agreement

St. Vrain Valley School District RE-1J, Longmont, Colorado