

Licensed Staff Contracts/Salary Schedules

The District recognizes the link between the educational preparation of its licensed staff and the ability of teachers to respond to the educational and psychological needs of the students. In order to promote the welfare of both the students and the staff, the District has adopted the following salary policy which recognizes the relationship between professional development and the ability to respond to students' needs. This policy will reward educational attainment that advances the staff member toward an educational goal stated in a salary schedule advancement plan.

There shall be no discrimination in salary because of race, color, or sex.

REGULATIONS:

1. All teachers will be classified at the beginning of the school year for the purpose of placement on the salary schedule. Initial placement on the schedule will be at a level warranted by position, education, and experience. In calculating experience, two full semesters of full-time teaching shall be counted as one year's experience.
2. It is the responsibility of the teacher to maintain an appropriate Colorado license and endorsement. Licenses must be registered in the Human Resource Services Office. Failure to maintain and renew one's license will be considered breach of contract.

A statement of the next year's salary will communicate probationary or non-probationary status.

3. A full year of employment will be credited in the District if the employee works at least the last 120 days of the academic year in a continuous assignment for at least 20 hours per week.
4. Up to ten complete years of experience in a public PreK-12 school district, fully accredited private school, college or university, or relevant clinical/vocational setting that directly pertains to the individual's assignment in the District shall be recognized for initial placement on the salary schedule. Teachers with these related experiences will be granted experience credit for the years employed at least 20 hours per week under regular contract while holding appropriate credential endorsements. To qualify for non-probationary status the teacher must work at least four (4) hours per day on a continuous basis for three (3) successive years.
5. Out-of-district experience will not count towards attaining non-probationary status in the District.

Licensed employees returning to the District after a break in service (as defined by a separation of employment where the licensed employee is not present due to a resignation on his/her scheduled work and/or contract days) will be placed on the salary schedule

either as a new employee to the district or they will be placed with the salary that they were earning at the time of their separation which ever is greater. Licensed employees returning to the district will receive credit for experience as follows:

Full credit will be allowed for all teaching experience (*in or out of district*) up to ten years.

Experience above ten years will be calculated at a 2-to-1 ratio for those years of experience in the District to a maximum of 15 years. Years of experience between 10 and 15 will be calculated based on the difference between year 9 and 10 on the licensed salary range.

Example: A teacher with a total of eighteen years of experience (*8 from another district and 10 from the Eagle County School District*) would be placed with 13 years of experience on the salary schedule *eight years of experience is allowed for full credit for out-of-district service and the 10 years of in-district experience are calculated at one-half*).

Decisions regarding initial placement on the salary schedule will be made by the Director of Human Resources when the initial contract is tendered. Salary decisions will be based upon documentation of experience and transcripts available at the time the initial contract is offered.

6. In order to be compensated for obtaining on a Masters degree or 36 semester hours, the degree or semester hours must be an area of District priority according to the District Academic Achievement Plan (Reading, Writing, Math), ELA, Special Education or Science.
7. Upon completion of a degree or 36 semester hours, an official transcript must be on file in the Human Resource Services Office on the first day of each month to receive payment on the 20th of that same month. Only official transcripts will be kept on file and used for degree advancement on the salary schedule.

Direct pay consists of salary schedule pay. Direct pay is prorated based upon the percentage of full time equivalent (FTE) employment.

8. Items not covered in this policy that arise will be left to the discretion of the Superintendent or his/her designee.
9. Placement on the salary schedule shall be in accordance with prudent and appropriate administrative procedures and all applicable statutory provisions.
10. Degrees earned for the purpose of gaining a teacher or administrator license prior to employment will not be compensated.

LEGAL REFS.: C.R.S. 22-32-110 (5)
C.R.S. 22-60.5-110 (*renewal of teacher license*)

C.R.S. 22-63-401 through 403

C.R.S. 22-66-101 et. seq.

CROSS REF.: GCI, Professional Staff Development Opportunities
 GDM, Classified Staff Career Development
 GCBA, District Inservice Credit