

**RESOLUTION OF THE BOARD OF EDUCATION OF  
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**RESOLUTION REGARDING APPROVAL OF  
EMPLOYEE COMPENSATION PAY INCREASES FOR THE 2024-25 SCHOOL YEAR**

**WHEREAS**, the Douglas County School District RE-1 ("District") Board of Education ("Board") has authority under Colorado law to determine District employee compensation and is required by law to adopt by resolution any teacher salary schedule; and

**WHEREAS**, the Board's End Statements include "Outstanding Educators" where "quality educators and staff have been recruited, developed, supported, retained and celebrated" and "educators and staff are valued"; and

**WHEREAS**, the Board's End Statements address a "Safe, Positive Culture and Climate" with a "purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community"; and

**WHEREAS**, the Board believes that one of the greatest factors that influence students' cognitive, physical, social and emotional growth is outstanding educators and staff; and

**WHEREAS**, the Board seeks to retain its employees, reduce turnover, and communicate value of all employees for their commitment to the District; and

**WHEREAS**, District staff has recommended employee compensation increases for the 2024-25 school year to the Board in furtherance of efforts to promote a supportive working environment and to retain District employees, reduce turnover, and communicate value to District employees for their commitment to the District, including: compensation increases for licensed employees as reflected in the attached proposed salary schedules; a 3.5% increase to base pay compensation for classified staff not subject to a collective bargaining agreement; and, a 3% increase to base pay compensation for administrators and professional/technical employees. Employees who fall over cell or over range will receive a one-time stipend of \$1000.00 in lieu of an increase to base pay.

**NOW, THEREFORE, BE IT RESOLVED** by the Board as follows:

1. Licensed employee salary schedules identified in Attachments A, B, and C to this resolution are approved for implementation in the 2024-2025 school year.
2. Base pay compensation for classified staff not subject to a collective bargaining agreement for the 2024-25 school year shall be increased by 3.5%.
3. Base pay compensation for administrators and professional/technical employees for the 2024-25 school year shall be increased by 3%.

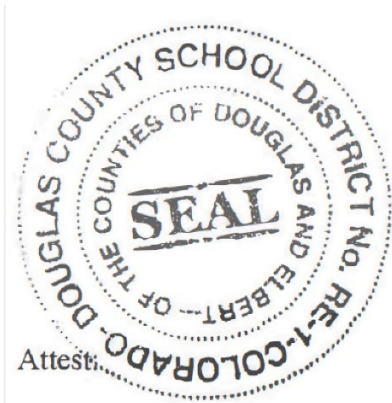
4. Employees who fall over cell or over range will receive a one-time stipend of \$1000.00 in lieu of an increase to base pay.

Adopted and approved this 27th day of February 2024 by a vote of 7-0.

AYES: Geiger, Meek, Moore, Myers, Thompson, Williams, Winegar

NAYS: N/A

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**



By: *Christy Williams*  
Christy Williams, President

*Becky Myers*  
Becky Myers, Secretary







## Document Details

<b>Title</b>	02.27.2024 Resolution Regarding Employee Compensation SY2024-2025
<b>File Name</b>	02.27.2024 Resolution Regarding Employee Compensation SY2024-2025.pdf
<b>Document ID</b>	67d94cf8458648e7a5f1d924296b6bd2
<b>Fingerprint</b>	a2f9dc5cd64b17d5f9d345a618aced9b
<b>Status</b>	<span style="background-color: #28a745; color: white; padding: 2px 5px;">Completed</span>

## Document History

<b>Document Created</b>	Document Created by Ronnae Brockman (rbrockman@dcsdk12.org) Fingerprint: 610d449c391e0f5d8eec38ccae82562b	Feb 29 2024 12:38PM America/Denver
<b>Document Sent</b>	Document Sent to Christy Williams (cwilliams5@dcsdk12.org)	Feb 29 2024 12:38PM America/Denver
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