

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

**RESOLUTION REGARDING APPROVAL OF  
EMPLOYEE COMPENATION PAY INCREASES FOR THE 2023-24 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 and Staff" 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 2023-24 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 6% increase to base pay compensation for classified staff not subject to a collective bargaining agreement; and, a 5% increase to base pay compensation for administrators and professional/technical employees.

**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 2023-2024 school year.
2. Base pay compensation for classified staff not subject to a collective bargaining agreement for the 2023-24 school year shall be increased by 6%.
3. Base pay compensation for administrators and professional/technical employees

for the 2023 -24 school year shall be increased by 5%.

Adopted and approved this 28th day of February 2023 by a vote of 7-0.

AYES: Hanson, Meek, Myers, Peterson, Ray, Williams, Winegar

NAYS: N/A

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

By: Mike Peterson

Mike Peterson, President



Becky Myers

Becky Myers, Secretary

**PROPOSED 2023-2024 Licensed General Compensation Schedule**

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 45,209	\$ 46,565	\$ 47,962	\$ 49,880	\$ 51,377	\$ 52,918	\$ 54,506	\$ 56,141	\$ 58,387
2	\$ 46,113	\$ 47,496	\$ 48,921	\$ 50,878	\$ 52,404	\$ 53,977	\$ 55,596	\$ 57,264	\$ 59,554
3	\$ 47,035	\$ 48,446	\$ 49,900	\$ 51,896	\$ 53,453	\$ 55,056	\$ 56,708	\$ 58,409	\$ 60,745
4	\$ 47,976	\$ 49,415	\$ 50,898	\$ 52,934	\$ 54,522	\$ 56,157	\$ 57,842	\$ 59,577	\$ 61,960
5	\$ 49,175	\$ 50,651	\$ 52,170	\$ 54,257	\$ 55,885	\$ 57,561	\$ 59,288	\$ 61,067	\$ 63,509
6	\$ 50,405	\$ 51,917	\$ 53,474	\$ 55,613	\$ 57,282	\$ 59,000	\$ 60,770	\$ 62,593	\$ 65,097
7	\$ 51,665	\$ 53,215	\$ 54,811	\$ 57,004	\$ 58,714	\$ 60,475	\$ 62,289	\$ 64,158	\$ 66,724
8	\$ 52,956	\$ 54,545	\$ 56,182	\$ 58,429	\$ 60,182	\$ 61,987	\$ 63,847	\$ 65,762	\$ 68,393
9	\$ 54,280	\$ 55,909	\$ 57,586	\$ 59,889	\$ 61,686	\$ 63,537	\$ 65,443	\$ 67,406	\$ 70,102
10	\$ 55,637	\$ 57,307	\$ 59,026	\$ 61,387	\$ 63,228	\$ 65,125	\$ 67,079	\$ 69,091	\$ 71,855
11	\$ 56,750	\$ 58,453	\$ 60,206	\$ 62,614	\$ 64,493	\$ 66,428	\$ 68,421	\$ 70,473	\$ 73,292
12	\$ 57,885	\$ 59,622	\$ 61,410	\$ 63,867	\$ 65,783	\$ 67,756	\$ 69,789	\$ 71,883	\$ 74,758
13	\$ 59,043	\$ 60,814	\$ 62,639	\$ 65,144	\$ 67,098	\$ 69,111	\$ 71,185	\$ 73,320	\$ 76,253
14	\$ 60,224	\$ 62,030	\$ 63,891	\$ 66,447	\$ 68,440	\$ 70,494	\$ 72,608	\$ 74,787	\$ 77,778
15	\$ 61,428	\$ 63,271	\$ 65,169	\$ 67,776	\$ 69,809	\$ 71,903	\$ 74,061	\$ 76,282	\$ 79,334
16	\$	\$ 64,536	\$ 66,473	\$ 69,131	\$ 71,205	\$ 73,342	\$ 75,542	\$ 77,808	\$ 80,920
17	\$	\$	\$ 67,802	\$ 70,514	\$ 72,629	\$ 74,808	\$ 77,053	\$ 79,364	\$ 82,539
18	\$	\$	\$	\$ 71,924	\$ 74,082	\$ 76,305	\$ 78,594	\$ 80,951	\$ 84,190
19	\$	\$	\$	\$ 73,363	\$ 75,564	\$ 77,831	\$ 80,166	\$ 82,571	\$ 85,873
20	\$	\$	\$	\$ 74,830	\$ 77,075	\$ 79,387	\$ 81,769	\$ 84,222	\$ 87,591
21	\$	\$	\$	\$	\$ 78,616	\$ 80,975	\$ 83,404	\$ 85,906	\$ 89,343
22	\$	\$	\$	\$	\$	\$ 82,594	\$ 85,072	\$ 87,624	\$ 91,129
23	\$	\$	\$	\$	\$	\$	\$ 86,774	\$ 89,377	\$ 92,952
24	\$	\$	\$	\$	\$	\$	\$	\$ 91,165	\$ 94,811
25	\$	\$	\$	\$	\$	\$	\$	\$	\$ 96,707
26	\$	\$	\$	\$	\$	\$	\$	\$	\$
27	\$	\$	\$	\$	\$	\$	\$	\$	\$
28	\$	\$	\$	\$	\$	\$	\$	\$	\$
29	\$	\$	\$	\$	\$	\$	\$	\$	\$
30	\$	\$	\$	\$	\$	\$	\$	\$	\$

**PROPOSED 2023-2024 Licensed Hard to Hire Compensation Schedule**

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 50,000	\$ 51,341	\$ 52,881	\$ 54,996	\$ 56,646	\$ 58,346	\$ 60,096	\$ 61,899	\$ 64,375
2	\$ 50,843	\$ 52,368	\$ 53,939	\$ 56,096	\$ 57,779	\$ 59,513	\$ 61,298	\$ 63,137	\$ 65,662
3	\$ 51,859	\$ 53,415	\$ 55,018	\$ 57,218	\$ 58,935	\$ 60,703	\$ 62,524	\$ 64,400	\$ 66,976
4	\$ 52,897	\$ 54,483	\$ 56,118	\$ 58,363	\$ 60,114	\$ 61,917	\$ 63,774	\$ 65,688	\$ 68,315
5	\$ 54,219	\$ 55,846	\$ 57,521	\$ 59,822	\$ 61,616	\$ 63,465	\$ 65,369	\$ 67,330	\$ 70,023
6	\$ 55,574	\$ 57,242	\$ 58,959	\$ 61,317	\$ 63,157	\$ 65,051	\$ 67,003	\$ 69,013	\$ 71,774
7	\$ 56,964	\$ 58,673	\$ 60,433	\$ 62,850	\$ 64,736	\$ 66,678	\$ 68,678	\$ 70,738	\$ 73,568
8	\$ 58,388	\$ 60,140	\$ 61,944	\$ 64,421	\$ 66,354	\$ 68,345	\$ 70,395	\$ 72,507	\$ 75,407
9	\$ 59,848	\$ 61,643	\$ 63,492	\$ 66,032	\$ 68,013	\$ 70,053	\$ 72,155	\$ 74,320	\$ 77,292
10	\$ 61,344	\$ 63,184	\$ 65,080	\$ 67,683	\$ 69,713	\$ 71,805	\$ 73,959	\$ 76,178	\$ 79,225
11	\$ 62,571	\$ 64,448	\$ 66,381	\$ 69,036	\$ 71,108	\$ 73,241	\$ 75,438	\$ 77,701	\$ 80,809
12	\$ 63,822	\$ 65,737	\$ 67,709	\$ 70,417	\$ 72,530	\$ 74,706	\$ 76,947	\$ 79,255	\$ 82,425
13	\$ 65,099	\$ 67,051	\$ 69,063	\$ 71,826	\$ 73,980	\$ 76,200	\$ 78,486	\$ 80,840	\$ 84,074
14	\$ 66,400	\$ 68,392	\$ 70,444	\$ 73,262	\$ 75,460	\$ 77,724	\$ 80,055	\$ 82,457	\$ 85,755
15	\$ 67,728	\$ 69,760	\$ 71,853	\$ 74,727	\$ 76,969	\$ 79,278	\$ 81,657	\$ 84,106	\$ 87,470
16		\$ 71,156	\$ 73,290	\$ 76,222	\$ 78,508	\$ 80,864	\$ 83,290	\$ 85,788	\$ 89,220
17			\$ 74,756	\$ 77,746	\$ 80,079	\$ 82,481	\$ 84,955	\$ 87,504	\$ 91,004
18				\$ 79,301	\$ 81,680	\$ 84,131	\$ 86,655	\$ 89,254	\$ 92,824
19				\$ 80,887	\$ 83,314	\$ 85,813	\$ 88,388	\$ 91,039	\$ 94,681
20				\$ 82,505	\$ 84,980	\$ 87,530	\$ 90,155	\$ 92,860	\$ 96,574
21					\$ 86,680	\$ 89,280	\$ 91,959	\$ 94,717	\$ 98,506
22						\$ 91,066	\$ 93,798	\$ 96,612	\$ 100,476
23							\$ 95,674	\$ 98,544	\$ 102,486
24								\$ 100,515	\$ 104,535
25									\$ 106,626
26									
27									
28									
29									
30									

**PROPOSED 2023-2024 Licensed Specialist/Extremely Hard to Hire Compensation Schedule**

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 55,642	\$ 57,311	\$ 59,030	\$ 61,391	\$ 63,233	\$ 65,130	\$ 67,084	\$ 69,097	\$ 71,860
2	\$ 56,754	\$ 58,457	\$ 60,211	\$ 62,619	\$ 64,498	\$ 66,433	\$ 68,426	\$ 70,478	\$ 73,298
3	\$ 57,890	\$ 59,626	\$ 61,415	\$ 63,872	\$ 65,788	\$ 67,761	\$ 69,794	\$ 71,888	\$ 74,764
4	\$ 59,047	\$ 60,819	\$ 62,643	\$ 65,149	\$ 67,103	\$ 69,117	\$ 71,190	\$ 73,326	\$ 76,259
5	\$ 60,523	\$ 62,339	\$ 64,209	\$ 66,778	\$ 68,781	\$ 70,845	\$ 72,970	\$ 75,159	\$ 78,165
6	\$ 62,037	\$ 63,898	\$ 65,815	\$ 68,447	\$ 70,501	\$ 72,616	\$ 74,794	\$ 77,038	\$ 80,119
7	\$ 63,587	\$ 65,495	\$ 67,460	\$ 70,158	\$ 72,263	\$ 74,431	\$ 76,664	\$ 78,964	\$ 82,122
8	\$ 65,177	\$ 67,132	\$ 69,146	\$ 71,912	\$ 74,070	\$ 76,292	\$ 78,581	\$ 80,938	\$ 84,175
9	\$ 66,807	\$ 68,811	\$ 70,875	\$ 73,710	\$ 75,921	\$ 78,199	\$ 80,545	\$ 82,961	\$ 86,280
10	\$ 68,477	\$ 70,531	\$ 72,647	\$ 75,553	\$ 77,819	\$ 80,154	\$ 82,559	\$ 85,035	\$ 88,437
11	\$ 69,846	\$ 71,942	\$ 74,100	\$ 77,064	\$ 79,376	\$ 81,757	\$ 84,210	\$ 86,736	\$ 90,206
12	\$ 71,243	\$ 73,381	\$ 75,582	\$ 78,605	\$ 80,963	\$ 83,392	\$ 85,894	\$ 88,471	\$ 92,010
13	\$ 72,668	\$ 74,848	\$ 77,094	\$ 80,177	\$ 82,583	\$ 85,060	\$ 87,612	\$ 90,240	\$ 93,850
14	\$ 74,121	\$ 76,345	\$ 78,635	\$ 81,781	\$ 84,234	\$ 86,761	\$ 89,364	\$ 92,045	\$ 95,727
15	\$ 75,604	\$ 77,872	\$ 80,208	\$ 83,417	\$ 85,919	\$ 88,497	\$ 91,151	\$ 93,886	\$ 97,641
16	\$	\$ 79,429	\$ 81,812	\$ 85,085	\$ 87,637	\$ 90,266	\$ 92,974	\$ 95,764	\$ 99,594
17		\$	\$ 83,449	\$ 86,787	\$ 89,390	\$ 92,072	\$ 94,834	\$ 97,679	\$ 101,586
18			\$	\$ 88,522	\$ 91,178	\$ 93,913	\$ 96,731	\$ 99,633	\$ 103,618
19			\$	\$ 90,293	\$ 93,001	\$ 95,792	\$ 98,665	\$ 101,625	\$ 105,690
20			\$	\$ 92,099	\$ 94,862	\$ 97,707	\$ 100,639	\$ 103,658	\$ 107,804
21				\$	\$ 96,759	\$ 99,662	\$ 102,651	\$ 105,731	\$ 109,960
22					\$	\$ 101,655	\$ 104,704	\$ 107,846	\$ 112,159
23						\$	\$ 106,798	\$ 110,002	\$ 114,403
24							\$	\$ 112,202	\$ 116,691
25								\$	\$ 119,024
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