

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

**RESOLUTION REGARDING APPROVAL OF LICENSED EMPLOYEE SALARY
SCHEDULES**

WHEREAS, the Douglas County School District ("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

WHEREAS, the District's Strategic Plan Themes include "Recruitment, retention, and development of high-quality employees," which highlights increasing licensed staff retention rates by developing and recommending a predictable compensation schedule that acknowledges such factors as experience/longevity and knowledge, and which compensation schedule easily compares to neighboring school districts and progressively moves the District toward regionally competitive pay; and

WHEREAS, on December 13, 2018 and March 20, 2020, the Board adopted resolutions directing the Superintendent to develop a compensation system which reflected certain attributes and values consistent with the Board's End Statements and Strategic Themes; and

WHEREAS, the last time Douglas County School District had a traditional and predictable step and lane schedule was 2011; and

WHEREAS, since 2017 the District has worked to rectify the impact of a market based pay system that lacked predictability and agency; and

WHEREAS, the Board has authorized the investment of at least \$74.5M additional into employee compensation since 2017; and

WHEREAS, in furtherance of the Board's resolutions, the District has been working towards creating a licensed employee compensation system that fulfills the Board's directives; and

WHEREAS, in furtherance of this work, the District has engaged staff and received their input with regard to the attached licensed employee salary schedules, including a Licensed General Compensation Schedule (Attachment A), a Licensed Hard to Hire Compensation Schedule (Attachment B), and a Licensed Specialist/Extremely Hard to Hire Compensation Schedule (Attachment C); and

WHEREAS, the District's Administration has presented the proposed licensed employee salary schedules to the Board on multiple occasions and received its feedback; and

WHEREAS, the Board has duly considered the matter of the attached licensed employee salary schedule.

NOW, THEREFORE, BE IT RESOLVED by the Board that those licensed employee salary schedules identified in Attachments A, B, and C to this resolution are approved for implementation in the 2022-2023 school year.

NOW, THEREFORE, BE IT RESOLVED that the Board directs the Superintendent to define a metric for determining what is meant by regionally competitive pay for all employees prior to the 2023-2024 school year.

Adopted and approved this 8th day of March 2022 by a vote of 6-0.

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

NAYS: NA

ABSENT: HANSON



DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: Mike Peterson

Mike Peterson, Board President

Becky Myers

Becky Myers, Board Secretary

2022-2023 Proposed Licensed General Compensation Schedule

Step	BA	Step% Increase	BA+15	Step% Increase	BA+30	Step% Increase	MA	Step% Increase	MA+IS	Step% Increase	MA+30	Step% Increase	MA+45	Step% Increase	MA+60	Step% Increase	PHD/EDS	Step% Increase
	\$ 43,680		\$ 44,990	3.00%	\$ 46,340	3.00%	\$ 48,194	4.00%	\$ 49,640	3.00%	\$ 51,129	3.00%	\$ 52,663	3.00%	\$ 54,242	3.00%	\$ 56,412	4.00%
2	\$ 44,554	2.00%	\$ 45,890	2.00%	\$ 47,267	2.00%	\$ 49,158	2.00%	\$ 50,632	2.00%	\$ 52,151	2.00%	\$ 53,716	2.00%	\$ 55,327	2.00%	\$ 57,540	2.00%
3	\$ 45,445	2.00%	\$ 46,808	2.00%	\$ 48,212	2.00%	\$ 50,141	2.00%	\$ 51,645	2.00%	\$ 53,194	2.00%	\$ 54,790	2.00%	\$ 56,434	2.00%	\$ 58,691	2.00%
4	\$ 46,354	2.00%	\$ 47,744	2.00%	\$ 49,176	2.00%	\$ 51,144	2.00%	\$ 52,678	2.00%	\$ 54,2S8	2.00%	\$ 55,886	2.00%	\$ 57,563	2.00%	\$ 59,865	2.00%
5	\$ 47,512	2.50%	\$ 48,938	2.50%	\$ 50,406	2.50%	\$ 52,422	2.50%	\$ 53,995	2.50%	\$ 55,615	2.50%	\$ 57,283	2.50%	\$ 59,002	2.50%	\$ 61,362	2.50%
6	\$ 48,700	2.50%	\$ 50,161	2.50%	\$ 51,666	2.50%	\$ 53,733	2.50%	\$ 55,345	2.50%	\$ 57,005	2.50%	\$ 58,715	2.50%	\$ 60,477	2.50%	\$ 62,896	2.50%
7	\$ 49,918	2.50%	\$ 51,415	2.50%	\$ 52,958	2.50%	\$ 55,076	2.50%	\$ 56,728	2.50%	\$ 58,430	2.50%	\$ 60,183	2.50%	\$ 61,989	2.50%	\$ 64,468	2.50%
8	\$ 51,166	2.50%	\$ 52,701	2.50%	\$ 54,282	2.50%	\$ 56,453	2.50%	\$ 58,147	2.50%	\$ 59,891	2.50%	\$ 61,688	2.50%	\$ 63,538	2.50%	\$ 66,080	2.50%
9	\$ 52,445	2.50%	\$ 54,018	2.50%	\$ 55,639	2.50%	\$ 57,864	2.50%	\$ 59,600	2.50%	\$ 61,388	2.50%	\$ 63,230	2.50%	\$ 65,127	2.50%	\$ 67,732	2.50%
10	\$ 53,756	2.50%	\$ 55,369	2.50%	\$ 57,030	2.50%	\$ 59,311	2.50%	\$ 61,090	2.50%	\$ 62,923	2.50%	\$ 64,811	2.50%	\$ 66,755	2.50%	\$ 69,425	2.50%
11	\$ 54,831	2.00%	\$ 56,476	2.00%	\$ 58,170	2.00%	\$ 60,497	2.00%	\$ 62,312	2.00%	\$ 64,181	2.00%	\$ 66,107	2.00%	\$ 68,090	2.00%	\$ 70,814	2.00%
12	\$ 55,928	2.00%	\$ 57,605	2.00%	\$ 59,334	2.00%	\$ 61,707	2.00%	\$ 63,558	2.00%	\$ 65,465	2.00%	\$ 67,429	2.00%	\$ 69,452	2.00%	\$ 72,230	2.00%
13	\$ 57,046	2.00%	\$ 58,758	2.00%	\$ 60,520	2.00%	\$ 62,941	2.00%	\$ 64,829	2.00%	\$ 66,774	2.00%	\$ 68,777	2.00%	\$ 70,841	2.00%	\$ 73,674	2.00%
14	\$ 58,187	2.00%	\$ 59,933	2.00%	\$ 61,731	2.00%	\$ 64,200	2.00%	\$ 66,126	2.00%	\$ 68,110	2.00%	\$ 70,153	2.00%	\$ 72,258	2.00%	\$ 75,148	2.00%
15	\$ 59,351	2.00%	\$ 61,131	2.00%	\$ 62,965	2.00%	\$ 65,484	2.00%	\$ 67,448	2.00%	\$ 69,472	2.00%	\$ 71,556	2.00%	\$ 73,703	2.00%	\$ 76,651	2.00%
16			\$ 62,354	2.00%	\$ 64,225	2.00%	\$ 66,794	2.00%	\$ 68,797	2.00%	\$ 70,861	2.00%	\$ 72,987	2.00%	\$ 75,177	2.00%	\$ 78,184	2.00%
17					\$ 65,509	2.00%	\$ 68,130	2.00%	\$ 70,173	2.00%	\$ 72,279	2.00%	\$ 74,447	2.00%	\$ 76,680	2.00%	\$ 79,748	2.00%
18							\$ 69,492	2.00%	\$ 71,577	2.00%	\$ 73,724	2.00%	\$ 75,936	2.00%	\$ 78,214	2.00%	\$ 81,343	2.00%
19							\$ 70,882	2.00%	\$ 73,008	2.00%	\$ 75,199	2.00%	\$ 77,455	2.00%	\$ 79,778	2.00%	\$ 82,969	2.00%
20							\$ 72,300	2.00%	\$ 74,469	2.00%	\$ 76,703	2.00%	\$ 79,004	2.00%	\$ 81,374	2.00%	\$ 84,629	2.00%
21									\$ 75,958	2.00%	\$ 78,237	2.00%	\$ 80,584	2.00%	\$ 83,001	2.00%	\$ 86,321	2.00%
22											\$ 79,801	2.00%	\$ 82,195	2.00%	\$ 84,661	2.00%	\$ 88,048	2.00%
23													\$ 83,839	2.00%	\$ 86,355	2.00%	\$ 89,809	2.00%
24															\$ 88,082	2.00%	\$ 91,605	2.00%
25																	\$ 93,437	2.00%
26																		
27																		
28																		
29																		
30																		

2022-2023 Proposed Licensed Hard to Hire Compensation Schedule

Step	BA	Step% Increase	BA+HS	Step% Increase	BA+30	Step% Increase	MA	Step% Increase	MA+ 15	Step% Increase	MA+30	Step% Increase	MA+45	Step% Increase	MA+60	Step% Increase	PHD/EDS	Step% Increase	
1	\$ 48,160		\$ 49,GOS	3.00%	\$ 51,093	3.00%	\$ 53,137	4.00%	\$ 54,731	3.00%	\$ 56,373	3.00%	\$ 58,064	3.00%	\$ 59,806	3.00%	\$ 62,198	4.00%	
2	\$ 49,123	2.00%	\$ 50,597	2.00%	\$ 52,115	2.00%	\$ 54,199	2.00%	\$ 55,825	2.00%	\$ 57,500	2.00%	\$ 59,225	2.00%	\$ 61,002	2.00%	\$ 63,442	2.00%	
3	\$ 50,106	2.00%	\$ 51,609	2.00%	\$ 53,157	2.00%	\$ 55,283	2.00%	\$ 56,942	2.00%	\$ 58,650	2.00%	\$ 60,410	2.00%	\$ 62,222	2.00%	\$ 64,711	2.00%	
4	\$ 51,108	2.00%	\$ 52,641	2.00%	\$ 54,220	2.00%	\$ 56,389	2.00%	\$ 58,081	2.00%	\$ 59,823	2.00%	\$ 61,618	2.00%	\$ 63,466	2.00%	\$ 66,00S	2.00%	
5	\$ 52,385	2.50%	\$ 53,957	2.50%	\$ 55,576	2.50%	\$ 57,799	2.50%	\$ 59,533	2.50%	\$ 61,319	2.50%	\$ 63,158	2.50%	\$ 65,053	2.50%	\$ 67,GSS	2.50%	
6	\$ 53,695	2.50%	\$ 55,306	2.50%	\$ 56,965	2.50%	\$ 59,244	2.50%	\$ 61,021	2.50%	\$ 62,852	2.50%	\$ 64,737	2.50%	\$ 66,679	2.50%	\$ 69,347	2.50%	
7	\$ 55,037	2.50%	\$ 56,689	2.50%	\$ 58,389	2.50%	\$ 60,725	2.50%	\$ 62,547	2.50%	\$ 64,423	2.50%	\$ 66,356	2.50%	\$ 68,346	2.50%	\$ 71,080	2.50%	
8	\$ 56,413	2.50%	\$ 58,106	2.50%	\$ 59,849	2.50%	\$ 62,243	2.50%	\$ 64,110	2.50%	\$ 66,034	2.50%	\$ 68,015	2.50%	\$ 70,055	2.50%	\$ 72,857	2.50%	
9	\$ 57,824	2.50%	\$ 59,558	2.50%	\$ 61,345	2.50%	\$ 63,799	2.50%	\$ 65,713	2.50%	\$ 67,684	2.50%	\$ 69,715	2.50%	\$ 71,806	2.50%	\$ 74,679	2.50%	
10	\$ 59,269	2.50%	\$ 61,047	2.50%	\$ 62,879	2.50%	\$ 65,394	2.50%	\$ 67,356	2.50%	\$ 69,377	2.50%	\$ 71,458	2.50%	\$ 73,602	2.50%	\$ 76,546	2.50%	
11	\$ 60,455	2.00%	\$ 62,268	2.00%	\$ 64,136	2.00%	\$ 66,702	2.00%	\$ 68,703	2.00%	\$ 70,764	2.00%	\$ 72,887	2.00%	\$ 75,074	2.00%	\$ 78,077	2.00%	
12	\$ 61,664	2.00%	\$ 63,514	2.00%	\$ 65,419	2.00%	\$ 68,036	2.00%	\$ 70,077	2.00%	\$ 72,179	2.00%	\$ 74,345	2.00%	\$ 76,575	2.00%	\$ 79,638	2.00%	
13	\$ 62,897	2.00%	\$ 64,784	2.00%	\$ 66,728	2.00%	\$ 69,397	2.00%	\$ 71,479	2.00%	\$ 73,623	2.00%	\$ 75,832	2.00%	\$ 78,107	2.00%	\$ 81,231	2.00%	
14	\$ 64,155	2.00%	\$ 66,080	2.00%	\$ 68,062	2.00%	\$ 70,785	2.00%	\$ 72,908	2.00%	\$ 75,095	2.00%	\$ 77,348	2.00%	\$ 79,669	2.00%	\$ 82,855	2.00%	
15	\$ 65,438	2.00%	\$ 67,401	2.00%	\$ 69,423	2.00%	\$ 72,200	2.00%	\$ 74,366	2.00%	\$ 76,597	2.00%	\$ 78,895	2.00%	\$ 81,262	2.00%	\$ 84,513	2.00%	
16			\$ 68,749	2.00%	\$ 70,812	2.00%	\$ 73,644	2.00%	\$ 75,854	2.00%	\$ 78,129	2.00%	\$ 80,473	2.00%	\$ 82,887	2.00%	\$ 86,203	2.00%	
17					\$ 72,228	2.00%	\$ 75,117	2.00%	\$ 77,371	2.00%	\$ 79,692	2.00%	\$ 82,083	2.00%	\$ 84,545	2.00%	\$ 87,927	2.00%	
18							\$ 76,620	2.00%	\$ 78,918	2.00%	\$ 81,286	2.00%	\$ 83,724	2.00%	\$ 86,236	2.00%	\$ 89,685	2.00%	
19							\$ 78,152	2.00%	\$ 80,496	2.00%	\$ 82,911	2.00%	\$ 85,399	2.00%	\$ 87,961	2.00%	\$ 91,479	2.00%	
20							\$ 79,715	2.00%	\$ 82,106	2.00%	\$ 84,570	2.00%	\$ 87,107	2.00%	\$ 89,720	2.00%	\$ 93,309	2.00%	
21								\$ 83,749	2.00%	\$ 86,261	2.00%	\$ 88,849	2.00%	\$ 91,514	2.00%	\$ 95,175	2.00%		
22									\$ 87,986	2.00%	\$ 90,626	2.00%	\$ 93,345	2.00%	\$ 97,078	2.00%	\$ 101,000	2.00%	
23										\$ 87,986	2.00%	\$ 90,626	2.00%	\$ 93,345	2.00%	\$ 97,078	2.00%	\$ 101,000	2.00%
24												\$ 92,438	2.00%	\$ 95,211	2.00%	\$ 99,020	2.00%	\$ 103,020	2.00%
25														\$ 97,116	2.00%	\$ 101,000	2.00%	\$ 103,020	2.00%
26																			
27																			
28																			
29																			
30																			

2022-2023 Proposed Licensed Specialist/Extremely Hard to Hire Compensation Schedule

Step	BA	Step% Increase	BA+IS	Step% Increase	BA+30	Step% Increase	MA	Step% Increase	MA+ 15	Step% Increase	MA+30	Step% Increase	MA+45	Step% Increase	MA+60	Step% Increase	PHO/EDS	Step% Increase
1	\$ 83,760		\$ 55,373	3.00%	\$ 57,034	3.00%	\$ 59,315	4.00%	\$ 61,095	3.00%	\$ 62,928	3.00%	\$ 64,815	3.00%	\$ 66,760	3.00%	\$ 69,430	4.00%
2	\$ 54,835	2.00%	\$ 56,480	2.00%	\$ 58,175	2.00%	\$ 60,502	2.00%	\$ 62,317	2.00%	\$ 64,186	2.00%	\$ 66,112	2.00%	\$ 68,095	2.00%	\$ 70,819	2.00%
3	\$ 55,932	2.00%	\$ 57,610	2.00%	\$ 59,338	2.00%	\$ 61,712	2.00%	\$ 63,563	2.00%	\$ 65,470	2.00%	\$ 67,434	2.00%	\$ 69,457	2.00%	\$ 72,235	2.00%
4	\$ 57,051	2.00%	\$ 58,762	2.00%	\$ 60,525	2.00%	\$ 62,946	2.00%	\$ 64,834	2.00%	\$ 66,779	2.00%	\$ 68,783	2.00%	\$ 70,846	2.00%	\$ 73,680	2.00%
5	\$ 58,477	2.50%	\$ 60,231	2.50%	\$ 62,038	2.50%	\$ 64,520	2.50%	\$ 66,455	2.50%	\$ 68,449	2.50%	\$ 70,502	2.50%	\$ 72,617	2.50%	\$ 75,522	2.50%
6	\$ 59,939	2.50%	\$ 61,737	2.50%	\$ 63,589	2.50%	\$ 66,133	2.50%	\$ 68,117	2.50%	\$ 70,160	2.50%	\$ 72,265	2.50%	\$ 74,433	2.50%	\$ 77,410	2.50%
7	\$ 61,437	2.50%	\$ 63,280	2.50%	\$ 65,179	2.50%	\$ 67,786	2.50%	\$ 69,819	2.50%	\$ 71,914	2.50%	\$ 74,071	2.50%	\$ 76,294	2.50%	\$ 79,345	2.50%
8	\$ 62,973	2.50%	\$ 64,862	2.50%	\$ 66,808	2.50%	\$ 69,481	2.50%	\$ 71,565	2.50%	\$ 73,712	2.50%	\$ 75,923	2.50%	\$ 78,201	2.50%	\$ 81,329	2.50%
9	\$ 64,547	2.50%	\$ 66,484	2.50%	\$ 68,478	2.50%	\$ 71,218	2.50%	\$ 73,354	2.50%	\$ 75,555	2.50%	\$ 77,821	2.50%	\$ 80,156	2.50%	\$ 83,362	2.50%
10	\$ 66,161	2.50%	\$ 68,146	2.50%	\$ 70,190	2.50%	\$ 72,998	2.50%	\$ 75,188	2.50%	\$ 77,444	2.50%	\$ 79,767	2.50%	\$ 82,160	2.50%	\$ 85,446	2.50%
11	\$ 67,484	2.00%	\$ 69,509	2.00%	\$ 71,594	2.00%	\$ 74,458	2.00%	\$ 76,692	2.00%	\$ 78,992	2.00%	\$ 81,362	2.00%	\$ 83,803	2.00%	\$ 87,155	2.00%
12	\$ 68,834	2.00%	\$ 70,899	2.00%	\$ 73,026	2.00%	\$ 75,947	2.00%	\$ 78,225	2.00%	\$ 80,572	2.00%	\$ 82,989	2.00%	\$ 85,479	2.00%	\$ 88,898	2.00%
13	\$ 70,211	2.00%	\$ 72,317	2.00%	\$ 74,487	2.00%	\$ 77,466	2.00%	\$ 79,790	2.00%	\$ 82,184	2.00%	\$ 84,649	2.00%	\$ 87,189	2.00%	\$ 90,676	2.00%
14	\$ 71,615	2.00%	\$ 73,763	2.00%	\$ 75,976	2.00%	\$ 79,015	2.00%	\$ 81,386	2.00%	\$ 83,827	2.00%	\$ 86,342	2.00%	\$ 88,932	2.00%	\$ 92,490	2.00%
15	\$ 73,047	2.00%	\$ 75,239	2.00%	\$ 77,496	2.00%	\$ 80,596	2.00%	\$ 83,014	2.00%	\$ 85,504	2.00%	\$ 88,069	2.00%	\$ 90,711	2.00%	\$ 94,340	2.00%
16			\$ 76,743	2.00%	\$ 79,046	2.00%	\$ 82,208	2.00%	\$ 84,674	2.00%	\$ 87,214	2.00%	\$ 89,830	2.00%	\$ 92,525	2.00%	\$ 96,226	2.00%
17					\$ 80,627	2.00%	\$ 83,852	2.00%	\$ 86,367	2.00%	\$ 88,958	2.00%	\$ 91,627	2.00%	\$ 94,376	2.00%	\$ 98,151	2.00%
18							\$ 85,529	2.00%	\$ 88,095	2.00%	\$ 90,737	2.00%	\$ 93,460	2.00%	\$ 96,263	2.00%	\$ 100,114	2.00%
19							\$ 87,239	2.00%	\$ 89,857	2.00%	\$ 92,552	2.00%	\$ 95,329	2.00%	\$ 98,189	2.00%	\$ 102,116	2.00%
20							\$ 88,984	2.00%	\$ 91,654	2.00%	\$ 94,403	2.00%	\$ 97,235	2.00%	\$ 100,152	2.00%	\$ 104,158	2.00%
21								\$ 93,487	2.00%	\$ 96,291	2.00%	\$ 99,180	2.00%	\$ 102,155	2.00%	\$ 106,242	2.00%	
22									\$ 98,217	2.00%	\$ 101,164	2.00%	\$ 104,199	2.00%	\$ 108,367	2.00%	\$ 114,999	2.00%
23												\$ 103,187	2.00%	\$ 106,283	2.00%	\$ 110,534	2.00%	
24														\$ 108,408	2.00%	\$ 112,745	2.00%	
25																\$ 114,999	2.00%	
26																		
27																		
28																		
29																		
30																		