

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

**RESOLUTION REGARDING COMPENSATION CHANGES IF A MILL LEVY  
OVERRIDE IS APPROVED BY VOTERS ON NOVEMBER 8, 2022**

**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 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 Douglas County School District; and

**WHEREAS**, the Board remains committed to the implementation of a predictable compensation schedule for all employee groups that progressively moves toward a regionally competitive pay for all employees; and

**WHEREAS**, on August 9, 2022, District staff made certain recommendations to the Board regarding employee compensation changes should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 and in each year thereafter for general fund purposes; and

**WHEREAS**, such recommendations provided that should the voters of Douglas County by election on November 8, 2022 authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 and in each year thereafter for general fund purposes, compensation for District employees would be increased retroactive to the beginning of the 2022-23 school year beginning on July 1, 2022 as follows:

- Licensed employee compensation would be increased an average of 9% so that salary schedules would be reset for the 2022-23 school year consistent with the schedules attached as Attachments A, B, and C, and staff whose new salary is less than 3% above cell would receive a one-time PERA-includable stipend for the difference; and
- Non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that professional/technical staff and administrators would realize a 6% compensation increase; and

**WHEREAS**, the Board desires to increase compensation for District staff retroactive to the beginning of the 2022-23 school year as recommended should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 and in each year thereafter for general fund purposes.

**NOW, THEREFORE, BE IT RESOLVED** by the Board that in the event that voters of Douglas County by election on November 8, 2022 authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 and in each year thereafter for general fund purposes, compensation for District employees shall be increased retroactive to the beginning of the 2022-23 school year beginning on July 1, 2022 as follows:

- Licensed employee compensation would be increased an average of 9% so that salary schedules would be reset for the 2022-23 school year consistent with the schedules attached as Attachments A, B, and C, and staff whose new salary is less than 3% above cell would receive a one-time PERA-includable stipend for the difference; and
- Non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that professional/technical staff and administrators would realize a 6% compensation increase.

PASSED AND ADOPTED this 23<sup>rd</sup> day of August, 2022 by a vote of 7-0.

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

NAYS: N/A

**DOUGLAS COUNTY SCHOOL DISTRICT  
RE-1**



*Mike Peterson*

By \_\_\_\_\_  
Mike Peterson, President

*Becky Myers*

By \_\_\_\_\_  
Becky Myers, Secretary

Attachment A - Licensed General Compensation Schedule

Step	BA	BA +15	BA +30	MA	MA +15	MA +30	MA +45	MA +60	PHDEDS
1	\$48,921	\$50,389	\$51,900	\$53,976	\$55,596	\$57,263	\$58,981	\$60,751	\$63,181
2	\$49,899	\$51,396	\$52,938	\$55,056	\$56,708	\$58,409	\$60,161	\$61,966	\$64,444
3	\$50,897	\$52,424	\$53,997	\$56,157	\$57,842	\$59,577	\$61,364	\$63,205	\$65,733
4	\$51,915	\$53,473	\$55,077	\$57,280	\$58,998	\$60,768	\$62,591	\$64,469	\$67,048
5	\$53,213	\$54,810	\$56,454	\$58,712	\$60,473	\$62,288	\$64,156	\$66,081	\$68,724
6	\$54,544	\$56,180	\$57,865	\$60,180	\$61,985	\$63,845	\$65,760	\$67,733	\$70,442
7	\$55,907	\$57,584	\$59,312	\$61,684	\$63,535	\$65,441	\$67,404	\$69,426	\$72,203
8	\$57,305	\$59,024	\$60,795	\$63,226	\$65,123	\$67,077	\$69,089	\$71,162	\$74,008
9	\$58,737	\$60,500	\$62,315	\$64,807	\$66,751	\$68,754	\$70,817	\$72,941	\$75,859
10	\$60,206	\$62,012	\$63,872	\$66,427	\$68,420	\$70,473	\$72,587	\$74,765	\$77,755
11	\$61,410	\$63,252	\$65,150	\$67,756	\$69,789	\$71,882	\$74,039	\$76,260	\$79,310
12	\$62,638	\$64,517	\$66,453	\$69,111	\$71,184	\$73,320	\$75,519	\$77,785	\$80,896
13	\$63,891	\$65,808	\$67,782	\$70,493	\$72,608	\$74,786	\$77,030	\$79,341	\$82,514
14	\$65,169	\$67,124	\$69,138	\$71,903	\$74,060	\$76,282	\$78,570	\$80,928	\$84,165
15	\$66,472	\$68,466	\$70,520	\$73,341	\$75,541	\$77,808	\$80,142	\$82,546	\$85,848
16		\$69,836	\$71,931	\$74,808	\$77,052	\$79,364	\$81,745	\$84,197	\$87,565
17			\$73,369	\$76,304	\$78,593	\$80,951	\$83,380	\$85,881	\$89,316
18				\$77,830	\$80,165	\$82,570	\$85,047	\$87,599	\$91,103
19				\$79,387	\$81,768	\$84,221	\$86,748	\$89,351	\$92,925
20				\$80,975	\$83,404	\$85,906	\$88,483	\$91,138	\$94,783
21					\$85,072	\$87,624	\$90,253	\$92,960	\$96,679
22						\$89,376	\$92,058	\$94,820	\$98,612
23							\$93,899	\$96,716	\$100,585
24								\$98,650	\$102,596
25									\$104,648
26									
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Attachment B - Licensed Hard to Hire Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$52,976	\$54,565	\$56,202	\$58,450	\$60,204	\$62,010	\$63,870	\$65,786	\$68,418
2	\$54,036	\$55,657	\$57,326	\$59,619	\$61,408	\$63,250	\$65,148	\$67,102	\$69,786
3	\$55,116	\$56,770	\$58,473	\$60,812	\$62,636	\$64,515	\$66,451	\$68,444	\$71,182
4	\$56,219	\$57,905	\$59,642	\$62,028	\$63,889	\$65,805	\$67,780	\$69,813	\$72,606
5	\$57,624	\$59,353	\$61,133	\$63,579	\$65,486	\$67,451	\$69,474	\$71,558	\$74,421
6	\$59,065	\$60,837	\$62,662	\$65,168	\$67,123	\$69,137	\$71,211	\$73,347	\$76,281
7	\$60,541	\$62,357	\$64,228	\$66,797	\$68,801	\$70,865	\$72,991	\$75,181	\$78,188
8	\$62,055	\$63,916	\$65,834	\$68,467	\$70,521	\$72,637	\$74,816	\$77,061	\$80,143
9	\$63,606	\$65,514	\$67,480	\$70,179	\$72,284	\$74,453	\$76,686	\$78,987	\$82,146
10	\$65,196	\$67,152	\$69,167	\$71,933	\$74,091	\$76,314	\$78,604	\$80,962	\$84,200
11	\$66,500	\$68,495	\$70,550	\$73,372	\$75,573	\$77,840	\$80,176	\$82,581	\$85,884
12	\$67,830	\$69,865	\$71,961	\$74,840	\$77,085	\$79,397	\$81,779	\$84,233	\$87,602
13	\$69,187	\$71,262	\$73,400	\$76,336	\$78,626	\$80,985	\$83,415	\$85,917	\$89,354
14	\$70,571	\$72,688	\$74,868	\$77,863	\$80,199	\$82,605	\$85,083	\$87,636	\$91,141
15	\$71,982	\$74,141	\$76,366	\$79,420	\$81,803	\$84,257	\$86,785	\$89,388	\$92,964
16		\$75,624	\$77,893	\$81,009	\$83,439	\$85,942	\$88,520	\$91,176	\$94,823
17			\$79,451	\$82,629	\$85,108	\$87,661	\$90,291	\$93,000	\$96,720
18				\$84,281	\$86,810	\$89,414	\$92,097	\$94,860	\$98,654
19				\$85,967	\$88,546	\$91,202	\$93,939	\$96,757	\$100,627
20				\$87,686	\$90,317	\$93,027	\$95,817	\$98,692	\$102,640
21					\$92,123	\$94,887	\$97,734	\$100,666	\$104,692
22						\$96,785	\$99,688	\$102,679	\$106,786
23							\$101,682	\$104,733	\$108,922
24								\$106,827	\$111,100
25									\$113,322
26									
27									
28									
29									
30									

Attachment C - 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	\$59,136	\$60,910	\$62,737	\$65,247	\$67,204	\$69,220	\$71,297	\$73,436	\$76,373
2	\$60,319	\$62,128	\$63,992	\$66,552	\$68,548	\$70,605	\$72,723	\$74,905	\$77,901
3	\$61,525	\$63,371	\$65,272	\$67,883	\$69,919	\$72,017	\$74,177	\$76,403	\$79,459
4	\$62,756	\$64,638	\$66,577	\$69,241	\$71,318	\$73,457	\$75,661	\$77,931	\$81,048
5	\$64,324	\$66,254	\$68,242	\$70,972	\$73,101	\$75,294	\$77,552	\$79,879	\$83,074
6	\$65,933	\$67,911	\$69,948	\$72,746	\$74,928	\$77,176	\$79,491	\$81,876	\$85,151
7	\$67,581	\$69,608	\$71,697	\$74,564	\$76,801	\$79,105	\$81,479	\$83,923	\$87,280
8	\$69,270	\$71,349	\$73,489	\$76,429	\$78,721	\$81,083	\$83,516	\$86,021	\$89,462
9	\$71,002	\$73,132	\$75,326	\$78,339	\$80,689	\$83,110	\$85,603	\$88,172	\$91,698
10	\$72,777	\$74,961	\$77,209	\$80,298	\$82,707	\$85,188	\$87,744	\$90,376	\$93,991
11	\$74,233	\$76,460	\$78,754	\$81,904	\$84,361	\$86,892	\$89,498	\$92,183	\$95,871
12	\$75,717	\$77,989	\$80,329	\$83,542	\$86,048	\$88,629	\$91,288	\$94,027	\$97,788
13	\$77,232	\$79,549	\$81,935	\$85,213	\$87,769	\$90,402	\$93,114	\$95,908	\$99,744
14	\$78,776	\$81,140	\$83,574	\$86,917	\$89,524	\$92,210	\$94,976	\$97,826	\$101,739
15	\$80,352	\$82,763	\$85,245	\$88,655	\$91,315	\$94,054	\$96,876	\$99,782	\$103,774
16		\$84,418	\$86,950	\$90,428	\$93,141	\$95,935	\$98,813	\$101,778	\$105,849
17			\$88,689	\$92,237	\$95,004	\$97,854	\$100,790	\$103,813	\$107,966
18				\$94,082	\$96,904	\$99,811	\$102,806	\$105,890	\$110,125
19				\$95,963	\$98,842	\$101,807	\$104,862	\$108,007	\$112,328
20				\$97,883	\$100,819	\$103,844	\$106,959	\$110,168	\$114,574
21					\$102,835	\$105,920	\$109,098	\$112,371	\$116,866
22						\$108,039	\$111,280	\$114,618	\$119,203
23							\$113,506	\$116,911	\$121,587
24								\$119,249	\$124,019
25									\$126,499
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## Document Details

<b>Title</b>	08.23.2022 ResolutionRegarding2022MLOCompensationChangesBOE w Attachments.pdf
<b>File Name</b>	08.23.2022 ResolutionRegarding2022MLOCompensationChangesBOE w Attachments.pdf
<b>Document ID</b>	849e7bb077c547c8b10516709bdfc74b
<b>Fingerprint</b>	9f263d53569ff8a0a005132142d97fd3
<b>Status</b>	Completed

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