

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

WHEREAS, the Douglas County Board of Education since 2009 has consistently promoted the concept that the best way to attract and retain the best teachers and employees to meet the needs of our students, and to drive excellence in the our schools is to compensate District employees as professionals according to their individual performance, and in recognition that the skills they possess have value in the greater labor market; and,

WHEREAS, the District, with the active participation of the teachers and staff of the District, has spent several years developing an evaluation system to meet the requirements of Senate Bill 191 for certified teachers; and,


WHEREAS, until this school year, many teachers in Douglas County were subjected to pay freezes on the old salary schedule, which, coupled with the District's practical necessity to hire new employees at competitive salaries, caused inequities in pay for many teachers; and,

WHEREAS, through sound fiscal management over the past several years, the District is in a position to provide raises for employees, cover increasing costs of state retirement and medical benefits, correct the historic market salary inequities, while, also differentiating pay increases based on individual performance, for a total compensation package increase of \$15.7 million.

NOW THEREFORE, BE IT RESOLVED that the duly elected Board of Education of the Douglas County School District RE-1, exercising its sovereign and exclusive powers under Article IX, Section 15 of the Colorado Constitution to set compensation for employees, takes the following *actions*:

1. The Board of Education *approves* the District offering pay increases to all licensed staff with an *average* pay increase of 2 percent ongoing raises, and 2 percent one-time pay, differentiating these pay increases and one-time pay for the employee's performance on the evaluation system, and where the licensed teacher's current salary is in relation to the market in accordance with the attached Exhibit A; and,
2. The Board of Education *approves* the District offering pay increases to all classified, professional/technical and administrators with an *average* pay increase of 2 percent ongoing raises, and 2 percent one-time pay, differentiated for employees; and,
3. The Board of Education *approves* the District covering the increases in state retirement and the increases in full time employees' only medical benefits.

APPROVED this 14th day of May, 2013, by a vote of 6-0



President, Board of Education

ATTEST: 

	Highly Effective			Effective			Partially Effective			Ineffective				
Below Market	7.0%	1.0%	0.9%	3.0%	2.0%	0.9%	1.5%	1.0%	0.9%	0.0%	0.0%	0.9%	0.3%	1.2%
At Market	5.5%	1.0%	0.9%	2.0%	2.0%	0.9%	1.0%	0.5%	0.9%	0.0%	0.0%	0.9%	0.3%	1.2%
Above Market	4.5%	1.0%	0.9%	1.5%	2.0%	0.9%	0.0%	1.5%	0.9%	0.0%	0.0%	0.9%	0.3%	1.2%

On-going increase to base pay percent

Lump Sum percent paid in September

PERA increase amount covered by DCSD

Employee only benefits increase covered

Total