

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

EMPLOYEE COMPENSATION AND STUDENT-BASED BUDGETS

WHEREAS, the Douglas County Board of Education since 2009 has consistently worked toward a compensation system that pays teachers as professionals, and provides regionally-competitive pay for all classified staff, while differentiating pay based on employee performance; and,

WHEREAS, after years of pay freezes for many teachers and classified staff in Douglas County and cuts to student based budget allocations, the Board of Education has made a commitment to direct any additional revenues to putting money into the classroom by improving employee compensation, and improving the allocations to school budgets, and in fact, has done so each of the last two budget cycles; and,

WHEREAS, as reported in the *Denver Post* last week, the local economy is rebounding after years of recession, resulting in increased local property and specific ownership tax revenues. Through sound fiscal management, and this increase in local tax revenues, the District is in a position to provide an additional in \$3.15 million in ongoing raises to employees, on top of the \$12 million in one-time and ongoing raises approved by the Board of Education in May 2013, and make adjustments to teachers whose salaries still remain under the market-based salary band commensurate with their position;

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, and continuing to fulfill its commitment to direct additional revenues to employee compensation and into the classroom, takes the following actions:

1. The Board of Education *approves* the District offering pay increases of to all licensed staff who were eligible to receive the Board-approved pay increase in May 2013, adding an *average* ongoing pay increase of 1 percent to the block that was approved in May 2013, retroactive to start of the 2013 school year and paid in the October 2013 payroll, differentiating for the employee's performance on the evaluation system, and
2. The Board of Education *approves* the District offering pay increases to all classified, professional/technical and administrators who were eligible to receive the Board-approved pay increase in May 2013, adding an *average* ongoing pay increase of 1 percent to the block that was approved in May 2013, retroactive to the start of the 2013 school year and paid in the October 2013 payroll, differentiated for employee's performance on the evaluation system, and
3. The Board of Education *approves* the District making salary adjustments to teachers who are currently paid below the pay band for their position, to ensure that all teachers are paid within the appropriate pay band, and
4. The Board of Education *approves* the District providing an additional \$1.5 million in student-based budget dollars which will be allocated to the schools that receive student-based budget allocations after the October student count and reconciliation are completed.

APPROVED this 3rd day of September 2013, by a vote of 6-0

  
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John K. Carson, President  
Board of Education

ATTEST: 