

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

REGARDING EMPLOYEE COMPENSATION

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 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 resulting in the current CITE 2.0 system; and

WHEREAS, the District will be sending 2014-2015 contracts to licensed staff on May 16, 2014, which will include the new compensation for each teacher; and

WHEREAS, through sound fiscal management over the past several years, the District is once again in a position to provide raises for employees, cover increasing costs of state retirement and medical benefits, and also differentiating pay increases based on individual performance, for a total compensation package increase for licensed teachers of \$8.6 million for 2014-2015;

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 3 percent ongoing raises, differentiating these pay increases 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 covering the increases in state retirement and the increases in full time employees' only medical benefits.

APPROVED this 16th day of May, 2014, by a vote of 6-0

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: _____

Kevin P. Ijarsen, President
Board of Education

Attest:

By: *Nonda Chelberger*
Secretary, Board of Education

EXHIBIT A

LICENSED STAFF SALARY INCREASE PLAN
(Exclusive of Benefits)

RATING

		Highly Effective	Effective	Partially Effective	Ineffective
	Low in Range	6.00%	3.50%	1.50%	0.00%
Range Location	Mid-Range	5.00%	3.00%	1.50%	0.00%
	High in Range	4.00%	2.50%	1.50%	0.00%