

**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 7, 2023**

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 a predictable compensation schedule for all employee groups that progressively moves towards regionally competitive pay for all employees; and

WHEREAS, on June 20, 2023, 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 \$66 million annually (\$60 million towards compensation and \$6 million towards security) commencing in collection year 2024 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 7, 2023 authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes, compensation for District employees would be increased retroactive to the beginning of the 2023-24 school year beginning on July 1, 2023 as follows:

- Licensed employee compensation will be increased for the 2023-24 school year consistent with the schedules attached as Attachments A, B, and C, and regular licensed staff will receive a minimum of a 7% increase; and
- Regular non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that all other regular staff would realize a 7% compensation increase; and
- Post-retirement 110 employees will increase 3.5%.

WHEREAS, the Board desires to increase compensation for District staff retroactive to the beginning of the 2023-24 school year as recommended should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 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 7, 2023 authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes, compensation for District employees shall be increased retroactive to the beginning of the 2023-24 school year beginning on July 1, 2023 as follows:

- Licensed employee compensation will be increased for the 2023-24 school year consistent with the schedules attached as Attachments A, B, and C, and regular licensed staff will receive a minimum of 7% increase; and
- Regular non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that all other regular staff would realize a 7% compensation increase; and
- Post-retirement 110 employees will increase 3.5%.

PASSED AND ADOPTED this 8th day of August, 2023 by a vote of 7-0.

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

NAYS: N/A

DOUGLAS COUNTY SCHOOL DISTRICT RE-1



By Mike Peterson
Mike Peterson, President

By Becky Myers
Becky Myers, Secretary

2023-2024 General Compensation Schedule - Should 2023 MLO Pass

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 50,182	\$ 51,687	\$ 53,238	\$ 55,368	\$ 57,029	\$ 58,739	\$ 60,502	\$ 62,317	\$ 64,809
2	\$ 51,186	\$ 52,721	\$ 54,303	\$ 56,475	\$ 58,169	\$ 59,914	\$ 61,712	\$ 63,563	\$ 66,106
3	\$ 52,209	\$ 53,776	\$ 55,389	\$ 57,604	\$ 59,333	\$ 61,113	\$ 62,946	\$ 64,834	\$ 67,428
4	\$ 53,254	\$ 54,851	\$ 56,497	\$ 58,757	\$ 60,519	\$ 62,335	\$ 64,205	\$ 66,131	\$ 68,776
5	\$ 54,585	\$ 56,222	\$ 57,909	\$ 60,225	\$ 62,032	\$ 63,893	\$ 65,810	\$ 67,784	\$ 70,496
6	\$ 55,949	\$ 57,628	\$ 59,357	\$ 61,731	\$ 63,583	\$ 65,491	\$ 67,455	\$ 69,479	\$ 72,258
7	\$ 57,348	\$ 59,069	\$ 60,841	\$ 63,274	\$ 65,173	\$ 67,128	\$ 69,142	\$ 71,216	\$ 74,064
8	\$ 58,782	\$ 60,545	\$ 62,362	\$ 64,856	\$ 66,802	\$ 68,806	\$ 70,870	\$ 72,996	\$ 75,916
9	\$ 60,251	\$ 62,059	\$ 63,921	\$ 66,478	\$ 68,472	\$ 70,526	\$ 72,642	\$ 74,821	\$ 77,814
10	\$ 61,758	\$ 63,611	\$ 65,519	\$ 68,140	\$ 70,184	\$ 72,289	\$ 74,458	\$ 76,692	\$ 79,759
11	\$ 62,993	\$ 64,883	\$ 66,829	\$ 69,502	\$ 71,587	\$ 73,735	\$ 75,947	\$ 78,226	\$ 81,355
12	\$ 64,253	\$ 66,180	\$ 68,166	\$ 70,892	\$ 73,019	\$ 75,210	\$ 77,466	\$ 79,790	\$ 82,982
13	\$ 65,538	\$ 67,504	\$ 69,529	\$ 72,310	\$ 74,480	\$ 76,714	\$ 79,015	\$ 81,386	\$ 84,641
14	\$ 66,849	\$ 68,854	\$ 70,920	\$ 73,756	\$ 75,969	\$ 78,248	\$ 80,596	\$ 83,014	\$ 86,334
15	\$ 68,186	\$ 70,231	\$ 72,338	\$ 75,232	\$ 77,489	\$ 79,813	\$ 82,208	\$ 84,674	\$ 88,061
16	\$ 69,549	\$ 71,636	\$ 73,785	\$ 76,736	\$ 79,038	\$ 81,409	\$ 83,852	\$ 86,367	\$ 89,822
17		\$ 73,068	\$ 75,261	\$ 78,271	\$ 80,619	\$ 83,038	\$ 85,529	\$ 88,095	\$ 91,618
18			\$ 76,766	\$ 79,836	\$ 82,231	\$ 84,698	\$ 87,239	\$ 89,857	\$ 93,451
19				\$ 81,433	\$ 83,876	\$ 86,392	\$ 88,984	\$ 91,654	\$ 95,320
20				\$ 83,062	\$ 85,554	\$ 88,120	\$ 90,764	\$ 93,487	\$ 97,226
21					\$ 87,265	\$ 89,883	\$ 92,579	\$ 95,356	\$ 99,171
22						\$ 91,680	\$ 94,431	\$ 97,264	\$ 101,154
23							\$ 96,319	\$ 99,209	\$ 103,177
24								\$ 101,193	\$ 105,241
25									\$ 107,346
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Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.

2023-2024 Hard to Hire Compensation Schedule - Should 2023 MLO Pass

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 54,500	\$ 56,135	\$ 57,819	\$ 60,132	\$ 61,936	\$ 63,794	\$ 65,708	\$ 67,679	\$ 70,386
2	\$ 55,418	\$ 57,258	\$ 58,975	\$ 61,334	\$ 63,174	\$ 65,070	\$ 67,022	\$ 69,032	\$ 71,794
3	\$ 56,527	\$ 58,403	\$ 60,155	\$ 62,561	\$ 64,438	\$ 66,371	\$ 68,362	\$ 70,413	\$ 73,230
4	\$ 57,657	\$ 59,571	\$ 61,358	\$ 63,812	\$ 65,727	\$ 67,699	\$ 69,729	\$ 71,821	\$ 74,694
5	\$ 59,099	\$ 61,060	\$ 62,892	\$ 65,408	\$ 67,370	\$ 69,391	\$ 71,473	\$ 73,617	\$ 76,562
6	\$ 60,576	\$ 62,587	\$ 64,464	\$ 67,043	\$ 69,054	\$ 71,126	\$ 73,260	\$ 75,457	\$ 78,476
7	\$ 62,091	\$ 64,151	\$ 66,076	\$ 68,719	\$ 70,781	\$ 72,904	\$ 75,091	\$ 77,344	\$ 80,438
8	\$ 63,643	\$ 65,755	\$ 67,728	\$ 70,437	\$ 72,550	\$ 74,727	\$ 76,968	\$ 79,277	\$ 82,448
9	\$ 65,234	\$ 67,399	\$ 69,421	\$ 72,198	\$ 74,364	\$ 76,595	\$ 78,893	\$ 81,259	\$ 84,510
10	\$ 66,865	\$ 69,084	\$ 71,157	\$ 74,003	\$ 76,223	\$ 78,510	\$ 80,865	\$ 83,291	\$ 86,622
11	\$ 68,202	\$ 70,466	\$ 72,580	\$ 75,483	\$ 77,747	\$ 80,080	\$ 82,482	\$ 84,957	\$ 88,355
12	\$ 69,566	\$ 71,875	\$ 74,031	\$ 76,992	\$ 79,302	\$ 81,681	\$ 84,132	\$ 86,656	\$ 90,122
13	\$ 70,957	\$ 73,312	\$ 75,512	\$ 78,532	\$ 80,888	\$ 83,315	\$ 85,814	\$ 88,389	\$ 91,924
14	\$ 72,377	\$ 74,779	\$ 77,022	\$ 80,103	\$ 82,506	\$ 84,981	\$ 87,531	\$ 90,157	\$ 93,763
15	\$ 73,824	\$ 76,274	\$ 78,563	\$ 81,705	\$ 84,156	\$ 86,681	\$ 89,281	\$ 91,960	\$ 95,638
16	\$ 75,301	\$ 77,800	\$ 80,134	\$ 83,339	\$ 85,839	\$ 88,414	\$ 91,067	\$ 93,799	\$ 97,551
17		\$ 79,356	\$ 81,736	\$ 85,006	\$ 87,556	\$ 90,183	\$ 92,888	\$ 95,675	\$ 99,502
18			\$ 83,371	\$ 86,706	\$ 89,307	\$ 91,986	\$ 94,746	\$ 97,588	\$ 101,492
19				\$ 88,440	\$ 91,093	\$ 93,826	\$ 96,641	\$ 99,540	\$ 103,522
20				\$ 90,209	\$ 92,915	\$ 95,703	\$ 98,574	\$ 101,531	\$ 105,592
21					\$ 94,774	\$ 97,617	\$ 100,545	\$ 103,562	\$ 107,704
22						\$ 99,569	\$ 102,556	\$ 105,633	\$ 109,858
23							\$ 104,607	\$ 107,745	\$ 112,055
24								\$ 109,900	\$ 114,296
25									\$ 116,582
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Should 2023 MLO Pass

Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.

2023-2024 Specialist Compensation Schedule - Should 2023 MLO Pass

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHEDS
1	\$ 60,093	\$ 61,896	\$ 63,753	\$ 66,303	\$ 68,292	\$ 70,341	\$ 72,451	\$ 74,625	\$ 77,610
2	\$ 61,295	\$ 63,134	\$ 65,028	\$ 67,629	\$ 69,658	\$ 71,748	\$ 73,900	\$ 76,117	\$ 79,162
3	\$ 62,521	\$ 64,397	\$ 66,329	\$ 68,982	\$ 71,051	\$ 73,183	\$ 75,378	\$ 77,640	\$ 80,745
4	\$ 63,772	\$ 65,685	\$ 67,655	\$ 70,361	\$ 72,472	\$ 74,646	\$ 76,886	\$ 79,192	\$ 82,360
5	\$ 65,366	\$ 67,327	\$ 69,347	\$ 72,120	\$ 74,284	\$ 76,513	\$ 78,808	\$ 81,172	\$ 84,419
6	\$ 67,000	\$ 69,010	\$ 71,080	\$ 73,924	\$ 76,141	\$ 78,425	\$ 80,778	\$ 83,202	\$ 86,530
7	\$ 68,675	\$ 70,735	\$ 72,857	\$ 75,772	\$ 78,045	\$ 80,386	\$ 82,798	\$ 85,282	\$ 88,693
8	\$ 70,392	\$ 72,504	\$ 74,679	\$ 77,666	\$ 79,996	\$ 82,396	\$ 84,868	\$ 87,414	\$ 90,910
9	\$ 72,152	\$ 74,316	\$ 76,546	\$ 79,608	\$ 81,996	\$ 84,456	\$ 86,989	\$ 89,599	\$ 93,183
10	\$ 73,955	\$ 76,174	\$ 78,459	\$ 81,598	\$ 84,046	\$ 86,567	\$ 89,164	\$ 91,839	\$ 95,513
11	\$ 75,435	\$ 77,698	\$ 80,029	\$ 83,230	\$ 85,727	\$ 88,298	\$ 90,947	\$ 93,676	\$ 97,423
12	\$ 76,943	\$ 79,252	\$ 81,629	\$ 84,894	\$ 87,441	\$ 90,064	\$ 92,766	\$ 95,549	\$ 99,371
13	\$ 78,482	\$ 80,837	\$ 83,262	\$ 86,592	\$ 89,190	\$ 91,866	\$ 94,622	\$ 97,460	\$ 101,359
14	\$ 80,052	\$ 82,453	\$ 84,927	\$ 88,324	\$ 90,974	\$ 93,703	\$ 96,514	\$ 99,409	\$ 103,386
15	\$ 81,653	\$ 84,102	\$ 86,625	\$ 90,090	\$ 92,793	\$ 95,577	\$ 98,444	\$ 101,398	\$ 105,454
16	\$ 83,286	\$ 85,784	\$ 88,358	\$ 91,892	\$ 94,649	\$ 97,489	\$ 100,413	\$ 103,426	\$ 107,563
17		\$ 87,500	\$ 90,125	\$ 93,730	\$ 96,542	\$ 99,438	\$ 102,421	\$ 105,494	\$ 109,714
18			\$ 91,928	\$ 95,605	\$ 98,473	\$ 101,427	\$ 104,470	\$ 107,604	\$ 111,908
19				\$ 97,517	\$ 100,442	\$ 103,456	\$ 106,559	\$ 109,756	\$ 114,146
20				\$ 99,467	\$ 102,451	\$ 105,525	\$ 108,690	\$ 111,951	\$ 116,429
21					\$ 104,500	\$ 107,635	\$ 110,864	\$ 114,190	\$ 118,758
22						\$ 109,788	\$ 113,082	\$ 116,474	\$ 121,133
23							\$ 115,343	\$ 118,803	\$ 123,556
24								\$ 121,180	\$ 126,027
25									\$ 128,547
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Should 2023 MLO Pass

Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.

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