

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

**EMPLOYEE COMPENSATION VALUES AND RESOLUTION**

WHEREAS, the Douglas County Board of Education values all Douglas County School District employees as professionals and believes they are deserving of competitive compensation; and,

WHEREAS, one of the DCSD Board of Education's end/goal statements includes outstanding educators and staff where, "quality staff have been recruited, developed, supported, retained and celebrated;" and,

WHEREAS, the ability to offer competitive compensation is an integral component of recruiting and retaining highly effective staff; and,

WHEREAS, the Douglas County citizens and community indicated support of employees as evidenced by a comprehensive community survey, polling results and passage of a mill levy override initiative to specifically address employee compensation; and,

WHEREAS, the Board of Education has the authority pursuant to Colorado law to employ, and to fix the salaries and wages of District employees; and,

WHEREAS, employees have provided feedback communicating that the District's use of a "market-based pay band system based on position" has resulted in employee dissatisfaction; and,

WHEREAS, the DCSD Board of Education has recently made significant progress towards reversing past, negative compensation practices; and,

WHEREAS, the existing compensation system has made it difficult to retain and recruit highly effective staff; and,

WHEREAS, the DCSD Board of Education is concerned with any compensation systems that lacks employee input and representation of all employee group voices; and,

WHEREAS, the DCSD Board of Education believes that one of the greatest factors that influence students' cognitive, physical, social and emotional growth is providing them with outstanding educators and staff.

NOW, THEREFORE, be it resolved that the Douglas County School Board of Education directs the Superintendent to develop a compensation system with updates provided to the Board by the end of May, 2019, and during May of subsequent years thereafter, that reflects the following values:

- A predictable compensation schedule for all employee groups that acknowledges experience/longevity, knowledge, and performance (e.g. skills, professional growth,

responsibilities, and collaboration): and other areas as derived by employee input processes

- A compensation system that is easily comparable to neighboring school districts
- A compensation system that is developed after the opportunity for ample feedback and input from employees
- A compensation system that progressively moves toward a regionally-competitive pay for all employees
- A compensation system that reflects research and best practices for ensuring equity and employee satisfaction

In addition, the Board intends for this resolution to lead to the creation of a new Policy GCBA: Staff Contracts, Compensation and Salary Schedules that will define the annual practice of adopting said contracts and schedules.

Adopted this 13<sup>th</sup> day of December 2018.

---

David Ray  
Board of Education President

ATTEST

---

Krista Holtzmann  
Board of Education Secretary