

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

**RESOLUTION REGARDING APPROVAL OF  
EMPLOYEE COMPENSATION PAY INCREASES FOR THE 2024-25 SCHOOL YEAR**

**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's End Statements include "Outstanding Educators" where "quality educators and staff have been recruited, developed, supported, retained and celebrated" and "educators and staff are valued"; and

**WHEREAS**, the Board's End Statements address a "Safe, Positive Culture and Climate" with a "purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community"; 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 the District; and

**WHEREAS**, District staff has recommended employee compensation increases for the 2024-25 school year to the Board in furtherance of efforts to promote a supportive working environment and to retain District employees, reduce turnover, and communicate value to District employees for their commitment to the District, including: compensation increases for licensed employees as reflected in the attached proposed salary schedules; a 3.5% increase to base pay compensation for classified staff not subject to a collective bargaining agreement; and, a 3% increase to base pay compensation for administrators and professional/technical employees. Employees who fall over cell or over range will receive a one-time stipend of \$1000.00 in lieu of an increase to base pay.

**NOW, THEREFORE, BE IT RESOLVED** by the Board as follows:

1. Licensed employee salary schedules identified in Attachments A, B, and C to this resolution are approved for implementation in the 2024-2025 school year.
2. Base pay compensation for classified staff not subject to a collective bargaining agreement for the 2024-25 school year shall be increased by 3.5%.

3. Base pay compensation for administrators and professional/technical employees for the 2024-25 school year shall be increased by 3%.
4. Employees who fall over cell or over range will receive a one-time stipend of \$1000.00 in lieu of an increase to base pay.

Adopted and approved this 27th day of February 2024 by a vote of \_\_\_\_\_.

AYES:

\_\_\_\_\_

NAYS:

\_\_\_\_\_

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

By: \_\_\_\_\_  
Christy Williams, President

Attest:

\_\_\_\_\_  
Becky Myers, Secretary