

**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 8, 2022**

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, on August 9, 2022, 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 \$60 million annually commencing in collection year 2023 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 8, 2022 authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 and in each year thereafter for general fund purposes, compensation for District employees would be increased retroactive to the beginning of the 2022-23 school year beginning on July 1, 2022 as follows:

- Licensed employee compensation would be increased an average of 9% so that salary schedules would be reset for the 2022-23 school year consistent with the schedules attached as Attachments A, B, and C, and staff whose new salary is less than 3% above cell would receive a one-time PERA-includable stipend for the difference; and
- Non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that professional/technical staff and administrators would realize a 6% compensation increase; and

WHEREAS, the Board desires to increase compensation for District staff retroactive to the beginning of the 2022-23 school year as recommended should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 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 8, 2022 authorize and approve Douglas County taxes to be increased \$60 million annually commencing in collection year 2023 and in each year thereafter for general fund purposes, compensation for District employees shall be increased retroactive to the beginning of the 2022-23 school year beginning on July 1, 2022 as follows:

- Licensed employee compensation would be increased an average of 9% so that salary schedules would be reset for the 2022-23 school year consistent with the schedules attached as Attachments A, B, and C, and staff whose new salary is less than 3% above cell would receive a one-time PERA-includable stipend for the difference; and
- Non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that professional/technical staff and administrators would realize a 6% compensation increase.

PASSED AND ADOPTED this 23rd day of August, 2022 by a vote of _____.

AYES: _____

NAYS: _____

**DOUGLAS COUNTY SCHOOL DISTRICT
RE-1**

[SEAL]

By _____
Mike Peterson, President

Attest:

By _____
Becky Myers, Secretary

Attachment A - Licensed General Compensation Schedule

Step	BA	BA +15	BA +30	MA	MA +15	MA +30	MA +45	MA +60	PHDEDS
1	\$48,921	\$50,389	\$51,900	\$53,976	\$55,596	\$57,263	\$58,981	\$60,751	\$63,181
2	\$49,899	\$51,396	\$52,938	\$55,056	\$56,708	\$58,409	\$60,161	\$61,966	\$64,444
3	\$50,897	\$52,424	\$53,997	\$56,157	\$57,842	\$59,577	\$61,364	\$63,205	\$65,733
4	\$51,915	\$53,473	\$55,077	\$57,280	\$58,998	\$60,768	\$62,591	\$64,469	\$67,048
5	\$53,213	\$54,810	\$56,454	\$58,712	\$60,473	\$62,288	\$64,156	\$66,081	\$68,724
6	\$54,544	\$56,180	\$57,865	\$60,180	\$61,985	\$63,845	\$65,760	\$67,733	\$70,442
7	\$55,907	\$57,584	\$59,312	\$61,684	\$63,535	\$65,441	\$67,404	\$69,426	\$72,203
8	\$57,305	\$59,024	\$60,795	\$63,226	\$65,123	\$67,077	\$69,089	\$71,162	\$74,008
9	\$58,737	\$60,500	\$62,315	\$64,807	\$66,751	\$68,754	\$70,817	\$72,941	\$75,859
10	\$60,206	\$62,012	\$63,872	\$66,427	\$68,420	\$70,473	\$72,587	\$74,765	\$77,755
11	\$61,410	\$63,252	\$65,150	\$67,756	\$69,789	\$71,882	\$74,039	\$76,260	\$79,310
12	\$62,638	\$64,517	\$66,453	\$69,111	\$71,184	\$73,320	\$75,519	\$77,785	\$80,896
13	\$63,891	\$65,808	\$67,782	\$70,493	\$72,608	\$74,786	\$77,030	\$79,341	\$82,514
14	\$65,169	\$67,124	\$69,138	\$71,903	\$74,060	\$76,282	\$78,570	\$80,928	\$84,165
15	\$66,472	\$68,466	\$70,520	\$73,341	\$75,541	\$77,808	\$80,142	\$82,546	\$85,848
16		\$69,836	\$71,931	\$74,808	\$77,052	\$79,364	\$81,745	\$84,197	\$87,565
17			\$73,369	\$76,304	\$78,593	\$80,951	\$83,380	\$85,881	\$89,316
18				\$77,830	\$80,165	\$82,570	\$85,047	\$87,599	\$91,103
19				\$79,387	\$81,768	\$84,221	\$86,748	\$89,351	\$92,925
20				\$80,975	\$83,404	\$85,906	\$88,483	\$91,138	\$94,783
21					\$85,072	\$87,624	\$90,253	\$92,960	\$96,679
22						\$89,376	\$92,058	\$94,820	\$98,612
23							\$93,899	\$96,716	\$100,585
24								\$98,650	\$102,596
25									\$104,648
26									
27									
28									
29									
30									

Attachment B - Licensed Hard to Hire Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$52,976	\$54,565	\$56,202	\$58,450	\$60,204	\$62,010	\$63,870	\$65,786	\$68,418
2	\$54,036	\$55,657	\$57,326	\$59,619	\$61,408	\$63,250	\$65,148	\$67,102	\$69,786
3	\$55,116	\$56,770	\$58,473	\$60,812	\$62,636	\$64,515	\$66,451	\$68,444	\$71,182
4	\$56,219	\$57,905	\$59,642	\$62,028	\$63,889	\$65,805	\$67,780	\$69,813	\$72,606
5	\$57,624	\$59,353	\$61,133	\$63,579	\$65,486	\$67,451	\$69,474	\$71,558	\$74,421
6	\$59,065	\$60,837	\$62,662	\$65,168	\$67,123	\$69,137	\$71,211	\$73,347	\$76,281
7	\$60,541	\$62,357	\$64,228	\$66,797	\$68,801	\$70,865	\$72,991	\$75,181	\$78,188
8	\$62,055	\$63,916	\$65,834	\$68,467	\$70,521	\$72,637	\$74,816	\$77,061	\$80,143
9	\$63,606	\$65,514	\$67,480	\$70,179	\$72,284	\$74,453	\$76,686	\$78,987	\$82,146
10	\$65,196	\$67,152	\$69,167	\$71,933	\$74,091	\$76,314	\$78,604	\$80,962	\$84,200
11	\$66,500	\$68,495	\$70,550	\$73,372	\$75,573	\$77,840	\$80,176	\$82,581	\$85,884
12	\$67,830	\$69,865	\$71,961	\$74,840	\$77,085	\$79,397	\$81,779	\$84,233	\$87,602
13	\$69,187	\$71,262	\$73,400	\$76,336	\$78,626	\$80,985	\$83,415	\$85,917	\$89,354
14	\$70,571	\$72,688	\$74,868	\$77,863	\$80,199	\$82,605	\$85,083	\$87,636	\$91,141
15	\$71,982	\$74,141	\$76,366	\$79,420	\$81,803	\$84,257	\$86,785	\$89,388	\$92,964
16		\$75,624	\$77,893	\$81,009	\$83,439	\$85,942	\$88,520	\$91,176	\$94,823
17			\$79,451	\$82,629	\$85,108	\$87,661	\$90,291	\$93,000	\$96,720
18				\$84,281	\$86,810	\$89,414	\$92,097	\$94,860	\$98,654
19				\$85,967	\$88,546	\$91,202	\$93,939	\$96,757	\$100,627
20				\$87,686	\$90,317	\$93,027	\$95,817	\$98,692	\$102,640
21					\$92,123	\$94,887	\$97,734	\$100,666	\$104,692
22						\$96,785	\$99,688	\$102,679	\$106,786
23							\$101,682	\$104,733	\$108,922
24								\$106,827	\$111,100
25									\$113,322
26									
27									
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Attachment C - Licensed Specialist/Extremely Hard to Hire Compensation Schedule

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$59,136	\$60,910	\$62,737	\$65,247	\$67,204	\$69,220	\$71,297	\$73,436	\$76,373
2	\$60,319	\$62,128	\$63,992	\$66,552	\$68,548	\$70,605	\$72,723	\$74,905	\$77,901
3	\$61,525	\$63,371	\$65,272	\$67,883	\$69,919	\$72,017	\$74,177	\$76,403	\$79,459
4	\$62,756	\$64,638	\$66,577	\$69,241	\$71,318	\$73,457	\$75,661	\$77,931	\$81,048
5	\$64,324	\$66,254	\$68,242	\$70,972	\$73,101	\$75,294	\$77,552	\$79,879	\$83,074
6	\$65,933	\$67,911	\$69,948	\$72,746	\$74,928	\$77,176	\$79,491	\$81,876	\$85,151
7	\$67,581	\$69,608	\$71,697	\$74,564	\$76,801	\$79,105	\$81,479	\$83,923	\$87,280
8	\$69,270	\$71,349	\$73,489	\$76,429	\$78,721	\$81,083	\$83,516	\$86,021	\$89,462
9	\$71,002	\$73,132	\$75,326	\$78,339	\$80,689	\$83,110	\$85,603	\$88,172	\$91,698
10	\$72,777	\$74,961	\$77,209	\$80,298	\$82,707	\$85,188	\$87,744	\$90,376	\$93,991
11	\$74,233	\$76,460	\$78,754	\$81,904	\$84,361	\$86,892	\$89,498	\$92,183	\$95,871
12	\$75,717	\$77,989	\$80,329	\$83,542	\$86,048	\$88,629	\$91,288	\$94,027	\$97,788
13	\$77,232	\$79,549	\$81,935	\$85,213	\$87,769	\$90,402	\$93,114	\$95,908	\$99,744
14	\$78,776	\$81,140	\$83,574	\$86,917	\$89,524	\$92,210	\$94,976	\$97,826	\$101,739
15	\$80,352	\$82,763	\$85,245	\$88,655	\$91,315	\$94,054	\$96,876	\$99,782	\$103,774
16		\$84,418	\$86,950	\$90,428	\$93,141	\$95,935	\$98,813	\$101,778	\$105,849
17			\$88,689	\$92,237	\$95,004	\$97,854	\$100,790	\$103,813	\$107,966
18				\$94,082	\$96,904	\$99,811	\$102,806	\$105,890	\$110,125
19				\$95,963	\$98,842	\$101,807	\$104,862	\$108,007	\$112,328
20				\$97,883	\$100,819	\$103,844	\$106,959	\$110,168	\$114,574
21					\$102,835	\$105,920	\$109,098	\$112,371	\$116,866
22						\$108,039	\$111,280	\$114,618	\$119,203
23							\$113,506	\$116,911	\$121,587
24								\$119,249	\$124,019
25									\$126,499
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