

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

**RESOLUTION REGARDING APPROVAL OF LICENSED EMPLOYEE SALARY
SCHEDULES**

WHEREAS, the Douglas County School District (“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

WHEREAS, the District’s Strategic Plan Themes include “Recruitment, retention, and development of high-quality employees,” which highlights increasing licensed staff retention rates by developing and recommending a predictable compensation schedule that acknowledges such factors as experience/longevity and knowledge, and which compensation schedule easily compares to neighboring school districts and progressively moves the District toward regionally competitive pay; and

WHEREAS, on December 13, 2018 and March 20, 2020, the Board adopted resolutions directing the Superintendent to develop a compensation system which reflected certain attributes and values consistent with the Board’s End Statements and Strategic Themes; and

WHEREAS, in furtherance of the Board’s resolutions, the District has been working towards creating a licensed employee compensation system that fulfills the Board’s directives; and

WHEREAS, in furtherance of this work, the District has engaged staff and received their input with regard to the attached licensed employee salary schedules, including a Licensed General Compensation Schedule (Attachment A), a Licensed Hard to Hire Compensation Schedule (Attachment B), and a Licensed Specialist/Extremely Hard to Hire Compensation Schedule (Attachment C); and

WHEREAS, the District’s Administration has presented the proposed licensed employee salary schedules to the Board on multiple occasions and received its feedback; and

WHEREAS, the Board has duly considered the matter of the attached licensed employee salary schedule.

NOW, THEREFORE, BE IT RESOLVED by the Board that those licensed employee salary schedules identified in Attachments A, B, and C to this resolution are approved for implementation in the 2022-2023 school year.

Adopted and approved this 8th day of March 2022 by a vote of _____.

AYES: _____

NAYS: _____

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: _____
President

Attest:

Secretary

2022-2023 Proposed Licensed General Compensation Schedule

Step	BA	Step % Increase	BA + 15	Step % Increase	BA + 30	Step % Increase	MA	Step % Increase	MA + 15	Step % Increase	MA + 30	Step % Increase	MA + 45	Step % Increase	MA + 60	Step % Increase	PHD/EDS	Step % Increase	
1	\$ 43,680		\$ 44,990	3.00%	\$ 46,340	3.00%	\$ 48,194	4.00%	\$ 49,640	3.00%	\$ 51,129	3.00%	\$ 52,663	3.00%	\$ 54,242	3.00%	\$ 56,412	4.00%	
2	\$ 44,554	2.00%	\$ 45,890	2.00%	\$ 47,267	2.00%	\$ 49,158	2.00%	\$ 50,632	2.00%	\$ 52,151	2.00%	\$ 53,716	2.00%	\$ 55,327	2.00%	\$ 57,540	2.00%	
3	\$ 45,445	2.00%	\$ 46,808	2.00%	\$ 48,212	2.00%	\$ 50,141	2.00%	\$ 51,645	2.00%	\$ 53,194	2.00%	\$ 54,790	2.00%	\$ 56,434	2.00%	\$ 58,691	2.00%	
4	\$ 46,354	2.00%	\$ 47,744	2.00%	\$ 49,176	2.00%	\$ 51,144	2.00%	\$ 52,678	2.00%	\$ 54,258	2.00%	\$ 55,886	2.00%	\$ 57,563	2.00%	\$ 59,855	2.00%	
5	\$ 47,512	2.50%	\$ 48,938	2.50%	\$ 50,406	2.50%	\$ 52,422	2.50%	\$ 53,995	2.50%	\$ 55,615	2.50%	\$ 57,283	2.50%	\$ 59,002	2.50%	\$ 61,362	2.50%	
6	\$ 48,700	2.50%	\$ 50,161	2.50%	\$ 51,666	2.50%	\$ 53,733	2.50%	\$ 55,345	2.50%	\$ 57,005	2.50%	\$ 58,715	2.50%	\$ 60,477	2.50%	\$ 62,896	2.50%	
7	\$ 49,918	2.50%	\$ 51,415	2.50%	\$ 52,958	2.50%	\$ 55,076	2.50%	\$ 56,728	2.50%	\$ 58,430	2.50%	\$ 60,183	2.50%	\$ 61,989	2.50%	\$ 64,468	2.50%	
8	\$ 51,166	2.50%	\$ 52,701	2.50%	\$ 54,282	2.50%	\$ 56,453	2.50%	\$ 58,147	2.50%	\$ 59,891	2.50%	\$ 61,688	2.50%	\$ 63,538	2.50%	\$ 66,080	2.50%	
9	\$ 52,445	2.50%	\$ 54,018	2.50%	\$ 55,639	2.50%	\$ 57,864	2.50%	\$ 59,600	2.50%	\$ 61,388	2.50%	\$ 63,230	2.50%	\$ 65,127	2.50%	\$ 67,732	2.50%	
10	\$ 53,756	2.50%	\$ 55,369	2.50%	\$ 57,030	2.50%	\$ 59,311	2.50%	\$ 61,090	2.50%	\$ 62,923	2.50%	\$ 64,811	2.50%	\$ 66,755	2.50%	\$ 69,425	2.50%	
11	\$ 54,831	2.00%	\$ 56,476	2.00%	\$ 58,170	2.00%	\$ 60,497	2.00%	\$ 62,312	2.00%	\$ 64,181	2.00%	\$ 66,107	2.00%	\$ 67,841	2.00%	\$ 70,814	2.00%	
12	\$ 55,928	2.00%	\$ 57,605	2.00%	\$ 59,334	2.00%	\$ 61,707	2.00%	\$ 63,558	2.00%	\$ 65,455	2.00%	\$ 67,429	2.00%	\$ 69,452	2.00%	\$ 72,230	2.00%	
13	\$ 57,046	2.00%	\$ 58,758	2.00%	\$ 60,520	2.00%	\$ 62,941	2.00%	\$ 64,829	2.00%	\$ 66,774	2.00%	\$ 68,777	2.00%	\$ 70,841	2.00%	\$ 73,674	2.00%	
14	\$ 58,187	2.00%	\$ 59,933	2.00%	\$ 61,731	2.00%	\$ 64,200	2.00%	\$ 66,126	2.00%	\$ 67,448	2.00%	\$ 69,472	2.00%	\$ 71,556	2.00%	\$ 73,703	2.00%	
15	\$ 59,351	2.00%	\$ 61,131	2.00%	\$ 62,965	2.00%	\$ 65,484	2.00%	\$ 67,448	2.00%	\$ 69,472	2.00%	\$ 71,556	2.00%	\$ 73,703	2.00%	\$ 75,177	2.00%	
16			\$ 62,354	2.00%	\$ 64,225	2.00%	\$ 66,794	2.00%	\$ 68,797	2.00%	\$ 70,861	2.00%	\$ 72,987	2.00%	\$ 75,184	2.00%	\$ 77,447	2.00%	
17					\$ 65,509	2.00%	\$ 68,130	2.00%	\$ 70,173	2.00%	\$ 72,279	2.00%	\$ 74,447	2.00%	\$ 76,680	2.00%	\$ 79,178	2.00%	
18							\$ 69,492	2.00%	\$ 71,577	2.00%	\$ 73,724	2.00%	\$ 75,936	2.00%	\$ 78,214	2.00%	\$ 81,343	2.00%	
19							\$ 70,882	2.00%	\$ 73,008	2.00%	\$ 75,199	2.00%	\$ 77,455	2.00%	\$ 79,778	2.00%	\$ 82,969	2.00%	
20									\$ 74,469	2.00%	\$ 76,703	2.00%	\$ 79,004	2.00%	\$ 81,374	2.00%	\$ 84,629	2.00%	
21									\$ 75,958	2.00%	\$ 78,237	2.00%	\$ 80,584	2.00%	\$ 83,001	2.00%	\$ 86,321	2.00%	
22											\$ 79,801	2.00%	\$ 82,195	2.00%	\$ 84,661	2.00%	\$ 88,048	2.00%	
23													\$ 83,839	2.00%	\$ 86,355	2.00%	\$ 89,809	2.00%	
24															\$ 88,082	2.00%	\$ 91,605	2.00%	
25																	\$ 93,437	2.00%	
26																			
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2022-2023 Proposed Licensed Hard to Hire Compensation Schedule

Step	BA	Step % Increase	BA + 15	Step % Increase	BA + 30	Step % Increase	MA	Step % Increase	MA + 15	Step % Increase	MA + 30	Step % Increase	MA + 45	Step % Increase	MA + 60	Step % Increase	PHD/EDS	Step % Increase
1	\$ 48,160		\$ 49,605	3.00%	\$ 51,093	3.00%	\$ 53,137	4.00%	\$ 54,731	3.00%	\$ 56,373	3.00%	\$ 58,064	3.00%	\$ 59,806	3.00%	\$ 62,198	4.00%
2	\$ 49,123	2.00%	\$ 50,597	2.00%	\$ 52,115	2.00%	\$ 54,199	2.00%	\$ 55,825	2.00%	\$ 57,500	2.00%	\$ 59,225	2.00%	\$ 61,002	2.00%	\$ 63,442	2.00%
3	\$ 50,106	2.00%	\$ 51,609	2.00%	\$ 53,157	2.00%	\$ 55,283	2.00%	\$ 56,942	2.00%	\$ 58,650	2.00%	\$ 60,410	2.00%	\$ 62,222	2.00%	\$ 64,711	2.00%
4	\$ 51,108	2.00%	\$ 52,641	2.00%	\$ 54,220	2.00%	\$ 56,389	2.00%	\$ 58,081	2.00%	\$ 59,823	2.00%	\$ 61,618	2.00%	\$ 63,466	2.00%	\$ 66,005	2.00%
5	\$ 52,385	2.50%	\$ 53,957	2.50%	\$ 55,576	2.50%	\$ 57,799	2.50%	\$ 59,533	2.50%	\$ 61,319	2.50%	\$ 63,158	2.50%	\$ 65,053	2.50%	\$ 67,655	2.50%
6	\$ 53,695	2.50%	\$ 55,306	2.50%	\$ 56,965	2.50%	\$ 59,244	2.50%	\$ 61,021	2.50%	\$ 62,852	2.50%	\$ 64,737	2.50%	\$ 66,679	2.50%	\$ 69,347	2.50%
7	\$ 55,037	2.50%	\$ 56,689	2.50%	\$ 58,389	2.50%	\$ 60,725	2.50%	\$ 62,547	2.50%	\$ 64,423	2.50%	\$ 66,356	2.50%	\$ 68,015	2.50%	\$ 71,080	2.50%
8	\$ 56,413	2.50%	\$ 58,106	2.50%	\$ 59,849	2.50%	\$ 62,243	2.50%	\$ 64,110	2.50%	\$ 66,034	2.50%	\$ 67,857	2.50%	\$ 70,055	2.50%	\$ 72,857	2.50%
9	\$ 57,824	2.50%	\$ 59,558	2.50%	\$ 61,345	2.50%	\$ 63,799	2.50%	\$ 65,713	2.50%	\$ 67,684	2.50%	\$ 69,715	2.50%	\$ 71,806	2.50%	\$ 74,679	2.50%
10	\$ 59,269	2.50%	\$ 61,047	2.00%	\$ 62,879	2.00%	\$ 65,394	2.50%	\$ 67,356	2.50%	\$ 69,377	2.50%	\$ 71,458	2.50%	\$ 73,602	2.50%	\$ 76,546	2.50%
11	\$ 60,455	2.00%	\$ 62,268	2.00%	\$ 64,136	2.00%	\$ 66,702	2.00%	\$ 68,703	2.00%	\$ 70,764	2.00%	\$ 72,887	2.00%	\$ 75,074	2.00%	\$ 78,077	2.00%
12	\$ 61,664	2.00%	\$ 63,514	2.00%	\$ 65,419	2.00%	\$ 68,036	2.00%	\$ 70,077	2.00%	\$ 72,179	2.00%	\$ 74,345	2.00%	\$ 76,575	2.00%	\$ 79,638	2.00%
13	\$ 62,897	2.00%	\$ 64,784	2.00%	\$ 66,728	2.00%	\$ 69,397	2.00%	\$ 71,479	2.00%	\$ 73,623	2.00%	\$ 75,832	2.00%	\$ 78,107	2.00%	\$ 81,231	2.00%
14	\$ 64,155	2.00%	\$ 66,080	2.00%	\$ 68,062	2.00%	\$ 70,785	2.00%	\$ 72,200	2.00%	\$ 73,908	2.00%	\$ 75,095	2.00%	\$ 77,348	2.00%	\$ 79,659	2.00%
15	\$ 65,438	2.00%	\$ 67,401	2.00%	\$ 69,423	2.00%	\$ 72,200	2.00%	\$ 73,854	2.00%	\$ 75,597	2.00%	\$ 77,348	2.00%	\$ 79,659	2.00%	\$ 82,857	2.00%
16			\$ 68,749	2.00%	\$ 70,812	2.00%	\$ 73,644	2.00%	\$ 75,117	2.00%	\$ 76,597	2.00%	\$ 78,895	2.00%	\$ 81,262	2.00%	\$ 84,545	2.00%
17					\$ 72,228	2.00%	\$ 75,117	2.00%	\$ 77,371	2.00%	\$ 79,692	2.00%	\$ 82,083	2.00%	\$ 84,545	2.00%	\$ 87,961	2.00%
18							\$ 76,620	2.00%	\$ 79,318	2.00%	\$ 81,286	2.00%	\$ 83,724	2.00%	\$ 86,236	2.00%	\$ 89,685	2.00%
19							\$ 78,152	2.00%	\$ 80,496	2.00%	\$ 82,911	2.00%	\$ 85,399	2.00%	\$ 87,961	2.00%	\$ 91,514	2.00%
20							\$ 79,715	2.00%	\$ 83,749	2.00%	\$ 86,281	2.00%	\$ 88,849	2.00%	\$ 91,514	2.00%	\$ 95,175	2.00%
21													\$ 87,986	2.00%	\$ 90,626	2.00%	\$ 93,345	2.00%
22															\$ 92,438	2.00%	\$ 95,211	2.00%
23																	\$ 97,078	2.00%
24																	\$ 99,020	2.00%
25																	\$ 101,000	2.00%
26																	\$ 103,020	2.00%
27																		
28																		
29																		
30																		

2022-2023 Proposed Licensed Specialist/Extremely Hard to Hire Compensation Schedule

Step	BA	Step % Increase	BA + 15	Step % Increase	BA + 30	Step % Increase	MA	Step % Increase	MA + 15	Step % Increase	MA + 30	Step % Increase	MA + 45	Step % Increase	MA + 60	Step % Increase	PHD/EDS	Step % Increase
1	\$ 53,760		\$ 55,373	3.00%	\$ 57,034	3.00%	\$ 59,315	4.00%	\$ 61,095	3.00%	\$ 62,928	3.00%	\$ 64,815	3.00%	\$ 66,760	3.00%	\$ 69,430	4.00%
2	\$ 54,835	2.00%	\$ 56,480	2.00%	\$ 58,175	2.00%	\$ 60,502	2.00%	\$ 62,317	2.00%	\$ 64,186	2.00%	\$ 66,112	2.00%	\$ 68,095	2.00%	\$ 70,319	2.00%
3	\$ 55,932	2.00%	\$ 57,610	2.00%	\$ 59,338	2.00%	\$ 61,712	2.00%	\$ 63,563	2.00%	\$ 65,470	2.00%	\$ 67,494	2.00%	\$ 69,473	2.00%	\$ 72,235	2.00%
4	\$ 57,051	2.00%	\$ 58,762	2.00%	\$ 60,525	2.00%	\$ 62,946	2.00%	\$ 64,834	2.00%	\$ 66,779	2.00%	\$ 68,783	2.00%	\$ 70,846	2.00%	\$ 73,680	2.00%
5	\$ 58,477	2.50%	\$ 60,231	2.50%	\$ 62,038	2.50%	\$ 64,520	2.50%	\$ 66,455	2.50%	\$ 68,449	2.50%	\$ 70,502	2.50%	\$ 72,265	2.50%	\$ 74,617	2.50%
6	\$ 59,939	2.50%	\$ 61,737	2.50%	\$ 63,589	2.50%	\$ 66,133	2.50%	\$ 68,117	2.50%	\$ 70,160	2.50%	\$ 72,265	2.50%	\$ 74,433	2.50%	\$ 76,294	2.50%
7	\$ 61,437	2.50%	\$ 63,280	2.50%	\$ 65,179	2.50%	\$ 67,481	2.50%	\$ 69,819	2.50%	\$ 71,914	2.50%	\$ 74,071	2.50%	\$ 76,294	2.50%	\$ 78,201	2.50%
8	\$ 62,973	2.50%	\$ 64,862	2.50%	\$ 66,808	2.50%	\$ 69,481	2.50%	\$ 71,565	2.50%	\$ 73,555	2.50%	\$ 75,555	2.50%	\$ 77,821	2.50%	\$ 80,156	2.50%
9	\$ 64,547	2.50%	\$ 66,484	2.50%	\$ 68,478	2.50%	\$ 71,218	2.50%	\$ 73,354	2.50%	\$ 75,188	2.50%	\$ 77,444	2.50%	\$ 79,767	2.50%	\$ 82,160	2.50%
10	\$ 66,161	2.00%	\$ 68,146	2.00%	\$ 70,190	2.00%	\$ 72,998	2.00%	\$ 75,188	2.00%	\$ 77,555	2.00%	\$ 79,767	2.00%	\$ 82,160	2.00%	\$ 84,649	2.00%
11	\$ 67,484	2.00%	\$ 69,509	2.00%	\$ 71,594	2.00%	\$ 74,458	2.00%	\$ 76,947	2.00%	\$ 79,225	2.00%	\$ 81,386	2.00%	\$ 83,827	2.00%	\$ 86,342	2.00%
12	\$ 68,834	2.00%	\$ 70,899	2.00%	\$ 73,026	2.00%	\$ 75,947	2.00%	\$ 78,225	2.00%	\$ 80,572	2.00%	\$ 82,184	2.00%	\$ 84,649	2.00%	\$ 87,189	2.00%
13	\$ 70,211	2.00%	\$ 72,317	2.00%	\$ 74,487	2.00%	\$ 77,466	2.00%	\$ 81,386	2.00%	\$ 83,014	2.00%	\$ 85,504	2.00%	\$ 88,069	2.00%	\$ 90,711	2.00%
14	\$ 71,615	2.00%	\$ 73,763	2.00%	\$ 75,976	2.00%	\$ 79,015	2.00%	\$ 83,014	2.00%	\$ 86,367	2.00%	\$ 89,529	2.00%	\$ 92,525	2.00%	\$ 95,329	2.00%
15	\$ 73,047	2.00%	\$ 75,239	2.00%	\$ 77,496	2.00%	\$ 80,596	2.00%	\$ 84,674	2.00%	\$ 88,957	2.00%	\$ 92,552	2.00%	\$ 96,403	2.00%	\$ 99,235	2.00%
16			\$ 76,743	2.00%	\$ 79,046	2.00%	\$ 82,208	2.00%	\$ 86,674	2.00%	\$ 91,654	2.00%	\$ 96,291	2.00%	\$ 101,164	2.00%	\$ 106,283	2.00%
17					\$ 80,627	2.00%	\$ 83,852	2.00%	\$ 88,095	2.00%	\$ 92,552	2.00%	\$ 97,235	2.00%	\$ 102,155	2.00%	\$ 106,283	2.00%
18							\$ 85,529	2.00%	\$ 89,857	2.00%	\$ 94,403	2.00%	\$ 99,180	2.00%	\$ 104,199	2.00%	\$ 108,408	2.00%
19							\$ 87,239	2.00%	\$ 91,654	2.00%	\$ 96,291	2.00%	\$ 101,164	2.00%	\$ 106,283	2.00%	\$ 110,534	2.00%
20							\$ 88,984	2.00%	\$ 93,487	2.00%	\$ 98,217	2.00%	\$ 103,187	2.00%	\$ 108,408	2.00%	\$ 112,745	2.00%
21																	\$ 114,999	2.00%
22																		
23																		
24																		
25																		
26																		
27																		
28																		
29																		
30																		