

**Certified Staff**  
**2021-2022 Salary Schedule**

<b>2021-22</b>	<b>BA</b>	<b>BA+24</b>	<b>BA+48</b>	<b>MA</b>	<b>MA+24</b>	<b>MA+48</b>	<b>MA+72/EDS</b>	<b>EDD/PHD</b>
1	46,000	47,200	48,400	50,800	52,100	53,400	54,700	56,100
2	46,640	47,912	49,184	51,728	53,106	54,484	55,862	57,346
3	47,106	48,391	49,676	52,245	53,637	55,029	56,421	57,919
4	47,213	48,498	49,783	52,352	53,744	55,136	56,528	58,027
5	47,321	48,605	49,890	52,459	53,851	55,243	56,635	58,134
6	47,428	48,712	49,997	52,566	53,958	55,350	56,742	58,241
7	47,535	48,819	50,104	52,674	54,065	55,457	56,849	58,348
8	48,177	49,462	50,746	53,316	54,708	56,099	57,491	58,990
9	48,819	50,104	51,389	53,958	55,350	56,742	58,134	59,632
10	49,462	50,746	52,031	54,601	55,992	57,384	58,776	60,275
11	50,104	51,389	52,674	55,243	56,635	58,027	59,418	60,917
12	51,389	52,674	53,958	56,528	57,919	59,311	60,703	62,202
13		53,958	55,243	57,812	59,204	60,596	61,988	63,487
14		55,243	56,528	59,097	60,489	61,881	63,272	64,771
15		56,528	57,812	60,382	61,774	63,165	64,557	66,056
16		57,812	59,097	61,667	63,058	64,450	65,842	67,341
17		59,311	60,596	63,165	64,557	65,949	67,341	68,840
18			62,095	64,664	66,056	67,448	68,840	70,338
19			63,594	66,163	67,555	68,947	70,338	71,837
20			65,092	67,662	69,054	70,445	71,837	73,336
21			66,591	69,161	70,553	71,944	73,336	74,835
22			68,625	71,195	72,587	73,978	75,370	76,869
23			70,660	73,229	74,621	76,013	77,404	78,903
24			72,694	75,263	76,655	78,047	79,439	80,937
25			74,728	77,297	78,689	80,081	81,473	82,972
26			76,762	79,331	80,723	82,115	83,507	85,006
27				81,794	83,186	84,577	85,969	87,468

Outside Teaching Experience: One year of credit will be provided for each year of approved outside teaching experience up to a maximum of sixteen (16) years . Exceptions for placement on the Salary Schedule may be made by the Superintendent based upon the needs of the District.

A year's experience on the Salary Schedule will correspond to the same amount of time that the State of Colorado uses to determine a year for the purpose of granting non-probationary status (90 days under assignment).

Teachers new to the District shall receive up to \$400 (\$100 per day) to be paid in August upon completion of New Teacher Orientation (NTO). In addition, new teachers who participate in materials training in July will be paid a \$300 stipend in August.

A teacher will be expected to assume reasonable school sponsored responsibilities during and after the regular school day.

A teacher will be responsible for following all policies adopted by the Board of Education.

A teacher shall not be required to join any type of labor organization as a prerequisite for obtaining and/or maintaining employment.

A teacher must possess and maintain a valid Colorado Teaching Certificate/Licensure and have it registered in the District Administration Office.

Maximums listed in all levels of the Salary Schedule include credit given for outside experience.

It is mandatory for a teacher to submit an official transcript to verify the completion and attainment of degree status (i.e., BA, MA, EDS, EDD, et cetera). Official grade reports are sufficient to verify all other acquired hours.

A teacher receiving payment from Worker's Compensation (other than from a disability payment) shall assign that payment to the School District if the individual is at the same time receiving full pay from the School District.

An individual called for jury duty shall have the option of receiving their regular pay during the period of absence (by submitting the jury duty pay to the School District or they may keep the jury duty pay and relinquish claim to the regular pay during the period of absence). When a person is called to jury duty, they are to immediately notify the Assistant Superintendent of Business and Auxiliary Services relative to which of the above listed options they desire to follow.

A teacher may move from one step to another or from one education column to another for the current school year if the proper data is filed with Human Resources. Appropriate paperwork must be submitted to Human Resources by **Sept. 1<sup>st</sup>** for the September payroll and **March 1<sup>st</sup>** for the March payroll.

Horizontal advancements are encouraged on the salary schedule. Only half of the required hours needed to advance one column on the salary schedule may be obtained through in-service credit. In-service hours earned during normal working hours may **not** be used for salary schedule advancement. All other **semester** hours must be earned from a degree granting and accredited institution. Undergraduate level course work **will not** be accepted for salary advancement, unless it is pre-approved by the Human Resource Office. \*All previous Staff Development credits will be **absorbed** into the new degree being conferred. Staff Development credits taken **AFTER** the new degree conferred date will begin to count towards the next salary column.

In-service credit earned prior to employment with the school district is generally not accepted for horizontal advancement on the salary schedule. This is due to a quality control issue and whether the in-service hours were earned during normal working hours. Exceptions may be granted by the Human Resource Office on a case by case basis. Exceptions granted will be for a maximum of 12 credits.

Paychecks shall be provided no later than the 27<sup>th</sup> of each month (September through August).

One day of "Professional Leave" is provided each year to allow a teacher to visit another school and/or teacher. Leave of this type must be approved by the involved Principal and the Director of Human Resources.

A certificated employee will be provided the following days of 'Annual Leave' at the start of each assignment year: 185-194 day assignment - 10 ½ days; 195-204 day assignment - 11 days; 205-214 day assignment - 11 ½ days; 215-224 day assignment - 12 days; 12 month assignment - 13 days. No limit is placed on the number of days that may be accumulated. **Except in the case of unforeseen medical needs of the employee or members of the employee's family, memorial services or funerals, or other emergencies as approved by the superintendent, annual leave shall not be used on days set aside for professional development or training activities, final exams, parent/teacher conferences, the day before or after a holiday or school break, or specific dates (restricted leave days) identified in advance within each school year calendar. Use of leave on the aforementioned days will be charged against the employee's salary at the employee's per diem rate. **Leave days are not vacation days and should not be used as such.****

All provisions of this Salary Schedule are incorporated within the adopted policies of the Board of Education.