

Professional Staff Contracts/Compensation/Salary Schedules

Professional staff contracts at all times shall be conditioned upon and subject to the requirement that the teacher or administrator hold or be entitled to hold a Colorado teaching or administrative license or letter of authorization issued in the manner prescribed by law. Upon failure of a teacher or administrator to meet this requirement, the contract shall be terminated automatically without further action by either the Board or the staff member. Individuals who are appointed to an administrative position that has been designated by the District as not requiring a Colorado Administrative License shall be exempt from this requirement.

All professional staff, except substitutes, shall be employed on the basis of a written contract.

Notwithstanding the specification of or specific reference to any law referred to in contracts, contracts shall be subject to and include all laws of the federal, state and local government and all Board policies in existence on the effective date of the contract.

Within the framework of state statutes, employees who do not comply with the requirements of the Board and State may not be retained on the staff.

In accordance with the law, contracts shall become effective for the year next succeeding the term of the contract if notification to the contrary is not given by the Board or the staff member as required by law.

It is the Board's intent to review all compensation plans annually with representatives of the District's teaching and administrative staffs.

The Board shall annually adopt a salary schedule for its teachers and a salary schedule for its administrators. Each teacher and administrator in the District shall be placed on the salary schedule at a level commensurate with the teacher's education, prior experience, and experience in the District as provided in the salary schedule and in accordance with current regulations which include the current negotiated agreement and the policies and practices of the Human Resource Department. The practices of the Human Resource Department include the past and present practice of the District relating to lateral moves as developed in the 1970's when the changes to the salary structure were negotiated. A teacher who has been frozen on the top step of any education lane and who acquires and submits the necessary education credit to move to a new education lane will be moved laterally to the new education lane and down one step. The step will be granted only if the lateral move is made in a year in which steps are funded (not frozen District-wide). The schedules adopted by the Board shall remain in effect until changed or modified by the Board in accordance with law.

If the Board declares a fiscal emergency during a budget year as allowed by state law and discussed in policy DBK-Fiscal Emergency, salaries may be reduced for all

employees on a proportional basis or the work year of employees may be altered. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

Adopted February 18, 1968

Revised September 8, 1993

Revised to conform with practice June 8, 1994

Revised November 10, 1999

Revised August 8, 2007

Revised November 9, 2011

LEGAL REFS.: C.R.S. 22-32-110 (5) Board of education-specific powers
C.R.S. 22-32-126 Principals-employment and authority
C.R.S. 22-44-115.5 (2) Fiscal emergency
C.R.S. 22-60.5-110 Renewal of licenses
C.R.S. 22-61-102 No group membership
C.R.S. 22-63-202 Employment contracts
C.R.S. 22-63-401 through 403 Salary schedule
C.R.S. 22-66-101 *et seq.* Alternative salary policies

CROSS REFS.: DBK, Fiscal Emergencies
GCI, Professional Staff Development
GBL, Staff Schedules and Calendars
GBQA, Staff Reduction in Force
GCQC/GCQD, Resignation of Instructional Staff/Administrative Staff
GCQF, Discipline, Suspension and Dismissal of Professional Staff
(And Contract Nonrenewal)

CONTRACT REFS.: SVVEA Agreement, Article 32-Horizontal Increments; Article 34-Vocational Teachers' Salaries; Teacher Salary Schedule

St. Vrain Valley School District RE-1J, Longmont, Colorado