

Support Staff Salary Schedules

The Board shall establish salary schedules for classifications of the support staff, including the secretarial staff, aides, custodians, maintenance workers, bus drivers, cafeteria workers and other categories as established by the Board.

Such schedules shall take into account the qualifications required, the responsibilities of the position and the number of years the employee has been in service with the district.

If the Board declares a fiscal emergency during a budget year as allowed by state law, it may reduce salaries for all employees on a proportional basis or alter the work year of employees. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

Annual increments shall be dependent upon the employee's satisfactory performance in the position. Advancement from one step to another on the schedule shall require the superintendent's recommendation and Board approval.

Salaries of regular employees shall be paid in 12 monthly installments. Said installments are to correspond with the calendar month of the contract, except that new employees shall not receive payment until the close of the first pay day after work begins.

Salary warrants shall be issued to all employees on the 25th day of each calendar month during the year, except proceeding a vacation or weekend. The Board may direct the superintendent to issue warrants on the day school closes.

The Board may allow a transitional retirement for employees retiring with PERA benefits while working an additional period for the district. At the discretion of the Board and providing a vacancy exists, the employee may be rehired at the same step on which they retired with applicable district benefits. The employee will be required to pay the district's applicable PERA rate on their salary.

Adopted: 11/22/77

Revised: 11/20/79, 09/24/92, 06/19/97, 08/21/03, 04/13/06, 12/11/08

LEGAL REFS.: C.R.S. 22-32-109 (1)(f)
C.R.S. 22-32-110 (5)
C.R.S. 22-44-115.5 (2)

CROSS REF.: DBK*, Fiscal Emergencies

NOTE: Policies pertaining to the various salary schedules can follow under code GDBA. These would concern placement and progression on the schedules, anniversary dates, etc. The schedules themselves can be inserted as exhibits coded GDBA-E. Any compensation plans, salary schedules or other personnel policies negotiated with employee units should be so noted. Under state law, no agreement may commit revenues beyond a period of one year unless the agreement has a provision for reopening the portion related to salaries and benefits.