

## Instructional Staff Contracts/Compensation/Salary Schedules

The Board annually shall adopt a salary schedule for its regular teaching personnel and shall place each teacher in the school district on the salary schedule at least commensurate with, but not limited to, the teacher's education, prior experience and experience in the district. The schedule 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, salaries may be reduced for all employees on a proportional basis or the work year of employees may be altered, after holding a work session with representatives of the recognized teachers' organization. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

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

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 payday after work begins.

Placement on the salary schedule shall be in accordance with requirements developed by the administration and approved by the Board.

The district shall comply with statutory provisions regarding salary schedules.

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: 12/14/90

Revised: 1/91, 12/91, 09/24/92, 06/16/97, 08/21/03, 02/17/05, 01/12/06, 04/13/06, 08/21/08

Reviewed by Board of Education: 03/10/16

LEGAL REFS.: C.R.S. 22-32-110 (5) (*agreement with employee group cannot exceed one year term, unless subject to reopener on salaries and benefits*)  
C.R.S. 22-44-115.5 (2) (*reductions in salary or alteration of work year due to fiscal emergency*)  
C.R.S. 22-60.5-110 (*renewal of teacher license*)  
C.R.S. 22-63-401 through 403 (*teacher compensation laws*)  
C.R.S. 22-69-101 *et seq.* (*grant program for alternative teacher compensation plans*)

CROSS REF.: DBK\*, Fiscal Emergencies  
GCQA, Instructional Staff Reduction in Force

Monte Vista School District No. C-8, Monte Vista, Colorado