

## **Professional Staff Contracts and Compensation**

The district recognizes that attractive compensation plans—which include an adequate base salary, salary incentives and employee benefits—are necessary to attract and retain well-qualified and able men and women to deliver quality educational services.

Pursuant to Board policy, salary schedules and pay plans for licensed/certificated personnel shall:

- A. Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience. Teachers will be placed on the appropriate step of the salary schedule. High needs areas may be negotiated.
- B. Condition salary increments upon evidence of the continued professional growth of the teacher.
- C. Recognize that, within the framework of the state statutes, employees who do not comply with requirements of the district and state may not be granted salary increases or they may not be retained on the staff.
- D. Comply with all requirements of state law.

Once adopted by the district, these plans of compensation shall be displayed in the administration policy manual in subcategories of code GCB. It is the district's intent to review all compensation plans annually with representatives of the district's instructional staff.

Compensation plans shall not create obligations over a longer term than revenues can safely be projected, in no event longer than one year, and permanent or guaranteed employment shall not be implied or promised.

Administrators' salaries shall be determined by the superintendent with consideration given to the assigned responsibilities and specialized training. Salaries and contracts shall be reviewed annually.

The school district shall adhere strictly to the employment contract procedures established by Colorado statutes.

August, 2000

LEGAL REFS.: C.R.S. 22-32-110 (5)  
C.R.S. 22-32-126  
C.R.S. 22-61-102  
C.R.S. 22-63-202

CROSS REFS.:

*Board Policies:*

EL-4, Staff Treatment

EL-5, Staff Compensation and Evaluation

**[Revised July 2004]**

Lake County School District R-1, Leadville, Colorado