

Instructional Staff Contracts/Compensation

In accordance with Board policy, the superintendent has adopted a salary plan for its regular teaching personnel of the district whereby each teacher in the school district shall be compensated at least commensurate with, but not limited to, education, prior experience and experience in the district. The plan 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, it may reduce salaries 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.

Teacher salary advancements shall be conditioned upon evidence of the continued professional growth of the teacher. Teachers must obtain prior approval for their growth plans in order to receive additional compensation. Within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or they may not be retained on the staff.

Teacher compensation shall be in accordance with requirements developed by the administration.

The district shall comply with statutory provisions regarding teacher salaries.

Adopted: August 2000

Revised: July 2008

Revised: September 2020

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*)

CONTRACT REF. :

LCSD/LCEA Teacher Contract – Article 6, Employment ; Section 6.2, Salary and Benefits

CROSS REFS.:

Board policies:

SSG-3, Staff Treatment

SSG-4, Staff Compensation

Administrative policies:

GCQA, Instructional Staff Reduction in Force

Lake County School District R-1, Leadville, Colorado