

**RESOLUTION OF THE BOARD OF EDUCATION  
OF  
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**RESOLUTION REGARDING COMPENSATION CHANGES IF A MILL LEVY  
OVERRIDE IS APPROVED BY VOTERS ON NOVEMBER 7, 2023**

**WHEREAS**, the Douglas County School District RE-1 (“District”) Board of Education (“Board”) has authority under Colorado law to determine District employee compensation and is required by law to adopt by resolution any teacher salary schedule; and

**WHEREAS**, the Board believes that one of the greatest factors that influence students’ cognitive, physical, social and emotional growth is outstanding educators and staff; and

**WHEREAS**, the Board seeks to retain its employees, reduce turnover, and communicate value of all employees for their commitment to Douglas County School District; and

**WHEREAS**, the Board remains committed to a predictable compensation schedule for all employee groups that progressively moves towards regionally competitive pay for all employees; and

**WHEREAS**, on June 20, 2023, District staff made certain recommendations to the Board regarding employee compensation changes should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$66 million annually (\$60 million towards compensation and \$6 million towards security) commencing in collection year 2024 and in each year thereafter for general fund purposes; and

**WHEREAS**, such recommendations provided that should the voters of Douglas County by election on November 7, 2023 authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes, compensation for District employees would be increased retroactive to the beginning of the 2023-24 school year beginning on July 1, 2023 as follows:

- Licensed employee compensation will be increased for the 2023-24 school year consistent with the schedules attached as Attachments A, B, and C, and regular licensed staff will receive a minimum of a 7% increase; and
- Regular non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that all other regular staff would realize a 7% compensation increase; and
- Post-retirement 110 employees will increase 3.5%.

**WHEREAS**, the Board desires to increase compensation for District staff retroactive to the beginning of the 2023-24 school year as recommended should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes.

**NOW, THEREFORE, BE IT RESOLVED** by the Board that in the event that voters of Douglas County by election on November 7, 2023 authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes, compensation for District employees shall be increased retroactive to the beginning of the 2023-24 school year beginning on July 1, 2023 as follows:

- Licensed employee compensation will be increased for the 2023-24 school year consistent with the schedules attached as Attachments A, B, and C, and regular licensed staff will receive a minimum of 7% increase; and
- Regular non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that all other regular staff would realize a 7% compensation increase; and
- Post-retirement 110 employees will increase 3.5%.

PASSED AND ADOPTED this 8<sup>th</sup> day of August, 2023 by a vote of \_\_\_\_\_.

AYES: \_\_\_\_\_

\_\_\_\_\_

NAYS: \_\_\_\_\_

\_\_\_\_\_

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

[SEAL]

By \_\_\_\_\_  
Mike Peterson, President

Attest:

By \_\_\_\_\_  
Becky Myers, Secretary

## 2023-2024 General Compensation Schedule - Should 2023 MLO Pass

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 50,182	\$ 51,687	\$ 53,238	\$ 55,368	\$ 57,029	\$ 58,739	\$ 60,502	\$ 62,317	\$ 64,809
2	\$ 51,186	\$ 52,721	\$ 54,303	\$ 56,475	\$ 58,169	\$ 59,914	\$ 61,712	\$ 63,563	\$ 66,106
3	\$ 52,209	\$ 53,776	\$ 55,389	\$ 57,604	\$ 59,333	\$ 61,113	\$ 62,946	\$ 64,834	\$ 67,428
4	\$ 53,254	\$ 54,851	\$ 56,497	\$ 58,757	\$ 60,519	\$ 62,335	\$ 64,205	\$ 66,131	\$ 68,776
5	\$ 54,585	\$ 56,222	\$ 57,909	\$ 60,225	\$ 62,032	\$ 63,893	\$ 65,810	\$ 67,784	\$ 70,496
6	\$ 55,949	\$ 57,628	\$ 59,357	\$ 61,731	\$ 63,583	\$ 65,491	\$ 67,455	\$ 69,479	\$ 72,258
7	\$ 57,348	\$ 59,069	\$ 60,841	\$ 63,274	\$ 65,173	\$ 67,128	\$ 69,142	\$ 71,216	\$ 74,064
8	\$ 58,782	\$ 60,545	\$ 62,362	\$ 64,856	\$ 66,802	\$ 68,806	\$ 70,870	\$ 72,996	\$ 75,916
9	\$ 60,251	\$ 62,059	\$ 63,921	\$ 66,478	\$ 68,472	\$ 70,526	\$ 72,642	\$ 74,821	\$ 77,814
10	\$ 61,758	\$ 63,611	\$ 65,519	\$ 68,140	\$ 70,184	\$ 72,289	\$ 74,458	\$ 76,692	\$ 79,759
11	\$ 62,993	\$ 64,883	\$ 66,829	\$ 69,502	\$ 71,587	\$ 73,735	\$ 75,947	\$ 78,226	\$ 81,355
12	\$ 64,253	\$ 66,180	\$ 68,166	\$ 70,892	\$ 73,019	\$ 75,210	\$ 77,466	\$ 79,790	\$ 82,982
13	\$ 65,538	\$ 67,504	\$ 69,529	\$ 72,310	\$ 74,480	\$ 76,714	\$ 79,015	\$ 81,386	\$ 84,641
14	\$ 66,849	\$ 68,854	\$ 70,920	\$ 73,756	\$ 75,969	\$ 78,248	\$ 80,596	\$ 83,014	\$ 86,334
15	\$ 68,186	\$ 70,231	\$ 72,338	\$ 75,232	\$ 77,489	\$ 79,813	\$ 82,208	\$ 84,674	\$ 88,061
16	\$ 69,549	\$ 71,636	\$ 73,785	\$ 76,736	\$ 79,038	\$ 81,409	\$ 83,852	\$ 86,367	\$ 89,822
17		\$ 73,068	\$ 75,261	\$ 78,271	\$ 80,619	\$ 83,038	\$ 85,529	\$ 88,095	\$ 91,618
18			\$ 76,766	\$ 79,836	\$ 82,231	\$ 84,698	\$ 87,239	\$ 89,857	\$ 93,451
19				\$ 81,433	\$ 83,876	\$ 86,392	\$ 88,984	\$ 91,654	\$ 95,320
20				\$ 83,062	\$ 85,554	\$ 88,120	\$ 90,764	\$ 93,487	\$ 97,226
21					\$ 87,265	\$ 89,883	\$ 92,579	\$ 95,356	\$ 99,171
22						\$ 91,680	\$ 94,431	\$ 97,264	\$ 101,154
23							\$ 96,319	\$ 99,209	\$ 103,177
24								\$ 101,193	\$ 105,241
25									\$ 107,346
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Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.

## 2023-2024 Hard to Hire Compensation Schedule - Should 2023 MLO Pass

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	\$ 54,500	\$ 56,135	\$ 57,819	\$ 60,132	\$ 61,936	\$ 63,794	\$ 65,708	\$ 67,679	\$ 70,386
2	\$ 55,418	\$ 57,258	\$ 58,975	\$ 61,334	\$ 63,174	\$ 65,070	\$ 67,022	\$ 69,032	\$ 71,794
3	\$ 56,527	\$ 58,403	\$ 60,155	\$ 62,561	\$ 64,438	\$ 66,371	\$ 68,362	\$ 70,413	\$ 73,230
4	\$ 57,657	\$ 59,571	\$ 61,358	\$ 63,812	\$ 65,727	\$ 67,699	\$ 69,729	\$ 71,821	\$ 74,694
5	\$ 59,099	\$ 61,060	\$ 62,892	\$ 65,408	\$ 67,370	\$ 69,391	\$ 71,473	\$ 73,617	\$ 76,562
6	\$ 60,576	\$ 62,587	\$ 64,464	\$ 67,043	\$ 69,054	\$ 71,126	\$ 73,260	\$ 75,457	\$ 78,476
7	\$ 62,091	\$ 64,151	\$ 66,076	\$ 68,719	\$ 70,781	\$ 72,904	\$ 75,091	\$ 77,344	\$ 80,438
8	\$ 63,643	\$ 65,755	\$ 67,728	\$ 70,437	\$ 72,550	\$ 74,727	\$ 76,968	\$ 79,277	\$ 82,448
9	\$ 65,234	\$ 67,399	\$ 69,421	\$ 72,198	\$ 74,364	\$ 76,595	\$ 78,893	\$ 81,259	\$ 84,510
10	\$ 66,865	\$ 69,084	\$ 71,157	\$ 74,003	\$ 76,223	\$ 78,510	\$ 80,865	\$ 83,291	\$ 86,622
11	\$ 68,202	\$ 70,466	\$ 72,580	\$ 75,483	\$ 77,747	\$ 80,080	\$ 82,482	\$ 84,957	\$ 88,355
12	\$ 69,566	\$ 71,875	\$ 74,031	\$ 76,992	\$ 79,302	\$ 81,681	\$ 84,132	\$ 86,656	\$ 90,122
13	\$ 70,957	\$ 73,312	\$ 75,512	\$ 78,532	\$ 80,888	\$ 83,315	\$ 85,814	\$ 88,389	\$ 91,924
14	\$ 72,377	\$ 74,779	\$ 77,022	\$ 80,103	\$ 82,506	\$ 84,981	\$ 87,531	\$ 90,157	\$ 93,763
15	\$ 73,824	\$ 76,274	\$ 78,563	\$ 81,705	\$ 84,156	\$ 86,681	\$ 89,281	\$ 91,960	\$ 95,638
16	\$ 75,301	\$ 77,800	\$ 80,134	\$ 83,339	\$ 85,839	\$ 88,414	\$ 91,067	\$ 93,799	\$ 97,551
17		\$ 79,356	\$ 81,736	\$ 85,006	\$ 87,556	\$ 90,183	\$ 92,888	\$ 95,675	\$ 99,502
18			\$ 83,371	\$ 86,706	\$ 89,307	\$ 91,986	\$ 94,746	\$ 97,588	\$ 101,492
19				\$ 88,440	\$ 91,093	\$ 93,826	\$ 96,641	\$ 99,540	\$ 103,522
20				\$ 90,209	\$ 92,915	\$ 95,703	\$ 98,574	\$ 101,531	\$ 105,592
21					\$ 94,774	\$ 97,617	\$ 100,545	\$ 103,562	\$ 107,704
22						\$ 99,569	\$ 102,556	\$ 105,633	\$ 109,858
23							\$ 104,607	\$ 107,745	\$ 112,055
24								\$ 109,900	\$ 114,296
25									\$ 116,582
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Should 2023 MLO Pass

Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.

## 2023-2024 Specialist Compensation Schedule - Should 2023 MLO Pass

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHEDS
1	\$ 60,093	\$ 61,896	\$ 63,753	\$ 66,303	\$ 68,292	\$ 70,341	\$ 72,451	\$ 74,625	\$ 77,610
2	\$ 61,295	\$ 63,134	\$ 65,028	\$ 67,629	\$ 69,658	\$ 71,748	\$ 73,900	\$ 76,117	\$ 79,162
3	\$ 62,521	\$ 64,397	\$ 66,329	\$ 68,982	\$ 71,051	\$ 73,183	\$ 75,378	\$ 77,640	\$ 80,745
4	\$ 63,772	\$ 65,685	\$ 67,655	\$ 70,361	\$ 72,472	\$ 74,646	\$ 76,886	\$ 79,192	\$ 82,360
5	\$ 65,366	\$ 67,327	\$ 69,347	\$ 72,120	\$ 74,284	\$ 76,513	\$ 78,808	\$ 81,172	\$ 84,419
6	\$ 67,000	\$ 69,010	\$ 71,080	\$ 73,924	\$ 76,141	\$ 78,425	\$ 80,778	\$ 83,202	\$ 86,530
7	\$ 68,675	\$ 70,735	\$ 72,857	\$ 75,772	\$ 78,045	\$ 80,386	\$ 82,798	\$ 85,282	\$ 88,693
8	\$ 70,392	\$ 72,504	\$ 74,679	\$ 77,666	\$ 79,996	\$ 82,396	\$ 84,868	\$ 87,414	\$ 90,910
9	\$ 72,152	\$ 74,316	\$ 76,546	\$ 79,608	\$ 81,996	\$ 84,456	\$ 86,989	\$ 89,599	\$ 93,183
10	\$ 73,955	\$ 76,174	\$ 78,459	\$ 81,598	\$ 84,046	\$ 86,567	\$ 89,164	\$ 91,839	\$ 95,513
11	\$ 75,435	\$ 77,698	\$ 80,029	\$ 83,230	\$ 85,727	\$ 88,298	\$ 90,947	\$ 93,676	\$ 97,423
12	\$ 76,943	\$ 79,252	\$ 81,629	\$ 84,894	\$ 87,441	\$ 90,064	\$ 92,766	\$ 95,549	\$ 99,371
13	\$ 78,482	\$ 80,837	\$ 83,262	\$ 86,592	\$ 89,190	\$ 91,866	\$ 94,622	\$ 97,460	\$ 101,359
14	\$ 80,052	\$ 82,453	\$ 84,927	\$ 88,324	\$ 90,974	\$ 93,703	\$ 96,514	\$ 99,409	\$ 103,386
15	\$ 81,653	\$ 84,102	\$ 86,625	\$ 90,090	\$ 92,793	\$ 95,577	\$ 98,444	\$ 101,398	\$ 105,454
16	\$ 83,286	\$ 85,784	\$ 88,358	\$ 91,892	\$ 94,649	\$ 97,489	\$ 100,413	\$ 103,426	\$ 107,563
17		\$ 87,500	\$ 90,125	\$ 93,730	\$ 96,542	\$ 99,438	\$ 102,421	\$ 105,494	\$ 109,714
18			\$ 91,928	\$ 95,605	\$ 98,473	\$ 101,427	\$ 104,470	\$ 107,604	\$ 111,908
19				\$ 97,517	\$ 100,442	\$ 103,456	\$ 106,559	\$ 109,756	\$ 114,146
20				\$ 99,467	\$ 102,451	\$ 105,525	\$ 108,690	\$ 111,951	\$ 116,429
21					\$ 104,500	\$ 107,635	\$ 110,864	\$ 114,190	\$ 118,758
22						\$ 109,788	\$ 113,082	\$ 116,474	\$ 121,133
23							\$ 115,343	\$ 118,803	\$ 123,556
24								\$ 121,180	\$ 126,027
25									\$ 128,547
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Should 2023 MLO Pass

Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.