

**TEACHING PERSONNEL**

**Policy: 4141**

**July 2015 through June 2016  
Teachers Salary Schedule\*/\*\*  
Level of Education Training**

Salary Step in CCSD	BA Licensed	BA+ 15 SH	BA+ 30 SH	MA	MA+ 15 SH	MA+ 30 SH	MA+ 45 SH	MA+ 60 SH	MA+ 75 SH/DOC
1	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$37,694	\$39,579	\$41,463	\$42,217	\$44,102	\$45,986	\$47,871	\$49,756	\$50,511
2	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$39,048	\$41,001	\$42,952	\$43,734	\$45,686	\$47,639	\$49,591	\$51,543	\$52,325
3	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$40,564	\$42,592	\$44,621	\$45,432	\$47,460	\$49,488	\$51,517	\$53,544	\$54,356
4	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$41,547	\$43,624	\$45,702	\$46,532	\$48,610	\$50,687	\$52,765	\$54,841	\$55,673
5	1.08	1.13	1.18	1.20	1.25	1.30	1.35	1.40	1.42
	\$44,870	\$46,948	\$49,025	\$49,856	\$51,933	\$54,011	\$56,088	\$58,165	\$58,996
6	1.16	1.21	1.26	1.28	1.33	1.38	1.43	1.48	1.50
	\$48,194	\$50,271	\$52,349	\$53,179	\$55,257	\$57,334	\$59,412	\$61,488	\$62,320
7	1.24	1.29	1.34	1.36	1.41	1.46	1.51	1.56	1.58
	\$51,518	\$53,595	\$55,673	\$56,503	\$58,581	\$60,658	\$62,736	\$64,813	\$65,644
8	1.31	1.36	1.41	1.43	1.48	1.53	1.58	1.63	1.65
	\$54,427	\$56,503	\$58,581	\$59,412	\$61,488	\$63,566	\$65,644	\$67,721	\$68,552
9	1.38	1.43	1.48	1.50	1.55	1.60	1.65	1.70	1.72
	\$57,334	\$59,412	\$61,488	\$62,320	\$64,397	\$66,475	\$68,552	\$70,629	\$71,460
10	1.42	1.49	1.54	1.56	1.61	1.66	1.71	1.76	1.78
	\$58,996	\$61,904	\$63,982	\$64,813	\$66,890	\$68,967	\$71,045	\$73,122	\$73,953
11		1.53	1.60	1.62	1.67	1.72	1.77	1.82	1.84
		\$63,566	\$66,475	\$67,305	\$69,383	\$71,460	\$73,538	\$75,615	\$76,446
12			1.64	1.68	1.73	1.78	1.83	1.88	1.90
			\$68,137	\$69,799	\$71,875	\$73,953	\$76,030	\$78,108	\$78,938
13				1.72	1.79	1.84	1.89	1.94	1.96
				\$71,460	\$74,368	\$76,446	\$78,524	\$80,600	\$81,431
14					1.83	1.90	1.95	2.00	2.02
					\$76,030	\$78,938	\$81,016	\$83,093	\$83,925
15						1.94	1.99	2.04	2.06
						\$80,600	\$82,678	\$84,755	\$85,587
Maximum	\$58,996	\$63,566	\$68,137	\$71,460	\$76,030	\$80,600	\$82,678	\$84,755	\$85,587

\* A regular contract for teachers will be 185 days. A regular contract for probationary teachers in their first year of employment in the District will be 188 days. A regular contract for probationary teachers in their second year of employment in the District will be 187 days. A regular contract for probationary teachers in their third year of employment in the District will

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be 186 days. A teacher may, however, with Board approval, contract for more days than the regular contract.

\*\* For SY 2016 - 17, the salary schedule above will increase by Cost of Living Adjustment as established by the State of Colorado during its 2016 legislative session.

**Longevity Schedule**

Years of Service in CCSD	Payment	Years of Service in CCSD	Payment
19	\$1,000	25	\$2,000
20	\$1,000	26	\$2,000
21	\$1,000	27	\$3,000
22	\$1,000	28	\$3,000
23	\$2,000	29	\$4,000
24	\$2,000	30+	\$5,000

**K. Extended Contracts**

- (1) When a licensed employee assumes an extended contractual responsibility for the District in an area of professional competence, the District will pay that teacher for services at a rate consistent with the current Teachers' Salary Schedule in the District computed at a daily rate. The job description and number of days will be agreed on prior to the commencement of the extended contract.

Payment will be computed utilizing the individual per diem for those days. However, it is understood that the contract applies to the completion of the job description, and is not limited to the specified days.

- (2) Reimbursement for extension of contract may be made in reduced time requirements, as well as, or in addition to, other forms of financial consideration.
- (3) Budget questions will be important in determining the number of extended contracts that can be offered, however:
  - (a) The quality of the program and the professional skill a person can bring to the situation should be the determining factor - not per diem rate.
  - (b) All persons interested in extended contracts are encouraged to apply.
- (4) The services of the recognized employee negotiation agent must be solicited at times when agreement concerning compensation does not exist.
- (5) Extended contracts which produce a teacher overload should be drawn only in emergency cases. The instructional program may be impaired by this practice.