

## Teachers & SSP Salary Schedule

August 2022 through July 2023 Level of Education Training

Salary	BA	BA +15	BA +30	MA	MA+15	MA+30	MA+45	MA +60	MA +75	PHD
<b>1</b>	\$44,130	\$46,296	\$48,462	\$49,328	\$51,495	\$53,659	\$55,826	\$57,991	\$58,858	\$58,858
<b>2</b>	\$45,686	\$47,930	\$50,173	\$51,070	\$53,313	\$55,557	\$57,801	\$60,043	\$60,942	\$60,942
<b>3</b>	\$47,429	\$49,758	\$52,089	\$53,021	\$55,352	\$57,682	\$60,014	\$62,344	\$63,276	\$63,276
<b>4</b>	\$48,557	\$50,945	\$53,331	\$54,285	\$56,673	\$59,061	\$61,448	\$63,834	\$64,790	\$64,790
<b>5</b>	\$52,377	\$54,764	\$57,152	\$58,105	\$60,492	\$62,880	\$65,267	\$67,653	\$68,609	\$68,609
<b>6</b>	\$56,195	\$58,583	\$60,970	\$61,925	\$64,312	\$66,699	\$69,087	\$71,472	\$72,428	\$72,428
<b>7</b>	\$60,015	\$62,402	\$64,790	\$65,743	\$68,132	\$70,519	\$72,906	\$75,295	\$76,247	\$76,247
<b>8</b>	\$63,358	\$65,743	\$68,132	\$69,087	\$71,472	\$73,860	\$76,247	\$78,635	\$79,590	\$79,590
<b>9</b>	\$66,699	\$69,087	\$71,472	\$72,428	\$74,816	\$77,204	\$79,590	\$81,977	\$82,932	\$82,932
<b>10</b>	<b>\$68,609</b>	\$71,950	\$74,338	\$75,295	\$77,679	\$80,067	\$82,454	\$84,842	\$85,796	\$85,796
<b>11</b>		<b>\$73,860</b>	\$77,204	\$78,157	\$80,545	\$82,932	\$85,319	\$87,706	\$88,661	\$88,661
<b>12</b>			<b>\$79,112</b>	\$81,022	\$83,409	\$85,796	\$88,183	\$90,571	\$91,525	\$91,525
<b>13</b>				<b>\$82,932</b>	\$86,274	\$88,661	\$91,049	\$93,435	\$94,390	\$94,390
<b>14</b>					<b>\$88,183</b>	\$91,525	\$93,913	\$96,299	\$97,256	\$97,256
<b>15</b>						<b>\$93,435</b>	<b>\$95,823</b>	<b>\$98,209</b>	<b>\$99,165</b>	<b>\$99,165</b>
<b>Maximum</b>	<b>\$68,609</b>	<b>\$73,860</b>	<b>\$79,112</b>	<b>\$82,932</b>	<b>\$88,183</b>	<b>\$93,435</b>	<b>\$95,823</b>	<b>\$98,209</b>	<b>\$99,165</b>	<b>\$99,165</b>
<b>Plus 2%</b>	<b>\$69,981</b>	<b>\$75,337</b>	<b>\$80,694</b>	<b>\$84,591</b>	<b>\$89,947</b>	<b>\$95,304</b>	<b>\$97,739</b>	<b>\$100,173</b>	<b>\$101,148</b>	<b>\$101,148</b>
<b>Plus \$1,197</b>	<b>\$71,178</b>	<b>\$76,534</b>	<b>\$81,891</b>	<b>\$85,788</b>	<b>\$91,144</b>	<b>\$96,501</b>	<b>\$98,936</b>	<b>\$101,370</b>	<b>\$102,345</b>	<b>\$102,345</b>

Rounded to the nearest dollar

\* Note: MaxSal is paid out the year after an educator has reached the last cell in their corresponding lane.

A regular contract for teachers/SSPs will be 185 days. A regular contract for teachers/SSPs in their first year of employment in the District will be 187 days

### 3. Maximum Salary Increase

- i. Teachers whose base salary was the maximum salary shown on their respective columns of the Salary Schedule during the 2021-2022 school year shall receive a one-time only increase during the 2022-2023 school year equivalent to \$1,197.00. The \$1,197.00 will be paid in equal monthly amounts of \$99.75.
- ii. Those teachers receiving the Maximum Salary Increase shall receive additional compensation equal to two percent (2.0%) of their salary based on their placement on the Salary Schedule; this additional compensation will be paid in equal monthly amounts.
- iii. Additionally, effective January 1, 2005, teachers who are on the twentieth step (or more) on the Cherry Creek Teachers Salary Schedule will receive an additional experience recognition payment of \$174.00 per month (\$2,088 annual total).

### 4. Longevity Schedule

A teacher becomes eligible after being employed by the District as a full-time teacher for eighteen (18) years. Beginning in the nineteenth (19th) consecutive year of service, the teacher shall receive longevity pay according to the schedule shown below. Any teacher who has completed the Experience and Longevity Plan will not be eligible for payments based on this longevity schedule.

Consecutive Years of Service in CCSD	Payment	Consecutive 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

### **Professional Growth, Policy 4130**

Teachers will be encouraged to seek opportunities for the development of professional competence and meet District and individual school goals. It will be the responsibility of the Superintendent of Schools or designee to develop cooperatively a program of professional growth opportunities with teachers of the District. The Board of Education will approve the necessary expenditures, within the provisions of the budget, for making the approved professional growth program available to District employees.

Pre-approved activities completed while the teacher is on an approved leave of absence from the District may be considered for professional growth credit under this policy.

#### **1. Procedures for Seeking Approval of Professional Growth Credits**

A. All professional growth activities must be consistent with section three (3) of this policy, Activities for Horizontal Advancement Credit, below.

1. A college or university notification of course completion will serve as verification; however, no change of status will be approved by the Board of Education until a copy of the transcripts for college-university course work consistent with the teacher's professional growth, or appropriate documentation for other activities from the Office of Professional Learning, are