



Title: Non-Administrative Licensed (Teacher) Staff Salary Information

Code: GCBA 1 Licensed (Teacher) Staff Salary Information

Section: Section G: Personnel Policies

The Board of Education and District administration believe that competitive compensation plans, including base salary, education increments, and staff member benefits, are necessary to attract and retain high caliber professionals in Academy District 20. It is a priority of the District to offer compensation and benefit plans that value teachers and recognize the central importance of teachers in our educational mission.

Contracts

Pursuant to Colorado statute, every employment contract entered into by a non-administrative licensed staff member (other than a guest teacher) for the performance of services for the District shall be in writing.

Every contracted non-administrative licensed staff member is expected to fulfill his/her employment contract in every respect, both professionally and legally. Compliance with federal and state law is considered a condition of employment in the District.

Compensation

The Board of Education approves salaries for non-administrative licensed personnel. To ensure fair and equitable compensation of all staff members, non-administrative licensed staff member salaries are determined commensurate with education and prior professional experience, and increases are applied in accordance with procedure GCBA 1 R. Salaries adopted by the Board of Education will remain in effect until changed or modified by the Board in accordance with law.

Adopted: September 7, 1995

Revised: December 13, 2006

June 30, 2009

March 31, 2010

May 20, 2013

July 1, 2016

July 1, 2017
May 21, 2020

July 1, 2023

July 22, 2024

Legal Refs:

C.R.S. § 22-32-109(1)(f) (to fix and order paid personnel compensation)
C.R.S. § 22-44-115.5(2) (reductions in salary or alteration of work year due to fiscal emergency)
C.R.S. §§ 22-63-202(1) and -401 through -403 (teacher compensation laws)
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. 22-60.5-110 (renewal of teacher license)
C.R.S. 22-69-101 et seq. (grant program for alternative teacher compensation plans)

Cross Refs:

GCG – Guest Staff Teacher Employment
GCQA – Instructional Staff Reduction in Force
EL 2.0 Global Executive Constraint
EL 2.3 Treatment of Staff
EL 2.7 Employment, Compensation and Benefits

Adopted: **September 07, 1995**

Last Revised: **July 22, 2024**

Attachments

[GCBA 1 Non-Administrative Licensed \(Teacher\) Staff Salary.pdf](#)