

## **Professional Staff Salary Schedules**

The Board shall adopt and maintain a salary schedule, salary policy, or combination of a salary schedule and salary policy for all licensed/certificated personnel in accordance with law and shall make such schedule and/or policy available to each licensed/certificated employee. The salary schedule and/or policy, as well as the salary or compensation of any licensed/certificated employee may be changed or modified as permitted by law.

Adopted: 1971

Revised: September 19, 1977

Revised to conform with practice: date of manual adoption

Revised: April 27, 1999

LEGAL REFS.: C.R.S. 22-32-110  
C.R.S. 22-63-401 through 403 (3 and 4)  
C.R.S. 22-67-101 *et seq.*

CONTRACT REFS.: Negotiated Agreement, Article XXII, Salaries and Benefits, Section 22.1; Salaries, Section 22.2; Credit Hours, Section 22.3; Experience Credit Negotiated Agreement, Appendix II (Salary Schedules)

## **Rehire Of Former Employees**

Former employees who apply for rehiring by the district will be considered in one of two categories. Category I - Personnel who, by reason of poor health, family death or disability, or other circumstances not under their control, were forced to resign from the district. Category II - Personnel who resigned from the district in good standing in order to pursue employment elsewhere or to seek no further employment.

The chart below indicates benefits to be awarded upon re-employment:

| <b>CATEGORY</b> | <b>LENGTH OF ABSENCE</b>   | <b>BENEFITS TO BE AWARDED</b>   |
|-----------------|--|---|
| I               | May not have been absent from the district more than 2 calendar years. | If reemployed within 2 years shall be placed on the salary schedule at the next step following the step they last completed prior to leaving the district and shall receive all benefits for their classification, however, no benefits accrued at the time of termination of former employment will be restored. |
| II              | May not have been absent from the district more than 1 calendar year.  | If reemployed within 1 year shall be placed on the salary schedule at the next step following the step they last completed prior to leaving the district and shall receive all benefits for their classification, however, no benefits accrued at the time of termination of former employment will be restored.  |

In cases of former employees re-applying for positions within the district and it is determined by the Executive Director of Human Resources that such re-employment would be of material benefit to the district, he may recommend to the superintendent that the absence limitations be waived.

Approved: January 6, 1986  
Revised: April 1999