

## NON-ADMINISTRATIVE LICENSED PERSONNEL SALARY SCHEDULES AND COMPENSATION

### Non-administrative Licensed Personnel Annual Salary Schedule Effective July 1, 2020

	BA	BA+12	BA+24	MA	MA+20	MA+40/EdS	MA+60	MA+80/PhD
Minimum Salary	\$40,000	\$40,500	\$41,500	\$44,000	\$45,500	\$47,000	\$48,500	\$50,000

#### Salaries for Newly Hired Employees

Initial salary determination will be based on licensed experience in an accredited public or private PK-12 educational system, educational attainment, and commensurate with salaries of existing staff with similar experience as determined by the Superintendent or his/her designee. The Superintendent or his/her designee shall ensure existing teachers' salaries are not surpassed by salaries of newly hired teachers with comparable experience and education whenever possible.

The Superintendent may consider exceptions to this regulation for hard to fill positions; however, no candidate shall be assigned an initial salary for which they don't have adequate documentation of educational experience.

#### Salaries for Returning Personnel

A salary increase may be added each contract year per approval of the Board of Education.

Approved increases are applied equitably, as a percentage, among all staff.

#### Salary Increases for Continuing Education

All college transcript hours for salary increases shall be computed as semester hours.

Professional development or continuing education units earned after July 1 of the initial contract year may be converted to semester hours and used for salary increases in accordance with the District 12 Professional Development Guide. Professional development and continuing education units earned prior to employment in District 12 will not be considered in establishing a candidate's initial salary.

Salary adjustment for continuing education will be evaluated twice each year. Adjustments resulting from transcripts and/or other approved documents submitted by October 31 will be reflected in the November paycheck. Adjustments resulting from transcripts and/or other approved documents submitted by February 28 will be prorated March through August (starting with the March paycheck).

Salary increases for continuing education are reflected in the table below effective July 1, 2020:

	BA+12	BA+24	MA	MA+20	MA+40/EdS	MA+60	MA+80/PhD
Continuing Education Increment	\$500	\$1,000	\$2,500	\$1,500	\$1,500	\$1,500	\$1,500

Questions regarding salary increases for continuing education should be addressed to the Executive Director of Business Services.

Compensation for Advanced Licenses and Certificates

- I. License and certificate payment eligibility are based on an employee's current assignment. In order to be considered for additional compensation, the license or certificate must:
  - 1. Exceed the entry level requirements of the position as established by the District and/or the Colorado Department of Education.
  - 2. Be renewable through a process that may require further demonstration of expertise.
  - 3. Must require documented or supervised practical experience or reflective practice verified by the licensing agency.
  - 4. Include an examination that requires rigorous content knowledge.
  - 5. Enhance and be directly related to the employee's current role.
  
- II. Compensation will be in the form of a \$2,000 annual stipend paid as a supplement to regular salary determined in accordance with the District's salary schedule(s). An employee must hold the advanced license and/or certificate on August 1 of each year to receive the stipend in the current year. Staff members who attain an advanced license or certificate during the school year will be eligible for the stipend beginning with the subsequent academic year.

III. If the advanced license or certificate expires, payout will be discontinued for any period of time the license/certificate is not effective.

IV. Recognized Licenses and Certificates

Teacher

National Board for Professional Teaching Standards (NBPTS)

Library Media Specialist

National Board for Professional Teaching Standards (NBPTS)

School Counselors

National Board for Professional Teaching Standards (NBPTS)

National Certified School Counselor (NCSC)

Licensed Professional Counselor (LPC) (DORA)

National Certified Counselor (NCC)

Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)

Speech Language Pathologist

Certificate of Clinical Competence (CCC)

Audiologist/Teacher of the Deaf & Hard of Hearing

Certificate of Clinical Competence (CCC)

School Psychologist

National Certificate in School Psychology (NCSP)

Licensed Psychologist (LP) (DORA)

Board Certified Behavioral Analyst (BCBA)

Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)

School Social Worker

Licensed Clinical Social Worker (DORA)

Trauma-Focused Cognitive Behavioral Therapy (TF-CBT)

Teacher of the Vision Impaired

Certified Orientation and Mobility Specialist (COMS)

School Nurse

National Certified School Nurse (NCSN)

Special Education Teacher

National Board for Professional Teaching Standards (NBPTS)

Board Certified Behavioral Analyst (BCBA)

Post-Retirement Salary Schedule

All employees approved for post-retirement employment will be paid according to the applicable salary schedule, adjusted to reduce the employee's salary to compensate for the employer PERA contribution and other associated costs to the District.

**FILE: GCAA-R-1**

Initial Date: May 2016  
Revised Date: June 2020