

## Staff Compensation

With respect to employment compensation and benefits for employees, the District Superintendent will ~~take reasonable steps to ensure not cause or allow jeopardy to the fiscal integrity or reputation of the district.~~ **take reasonable steps to ensure not cause or allow jeopardy to the fiscal integrity or reputation of the district.**

Accordingly, the District Superintendent **will:**

1. ~~Will not~~ Honor the most recent modifications to ~~Board or Administrative~~ personnel policies including all negotiated policies (NPs) ~~of the Board.~~
2. ~~Will not~~ Maintain the Bargaining Procedure between the Steamboat Springs Education Association and the District to assist in development of benefits/compensation plans (NPs).
3. ~~Will not~~ Cause teachers and administrators to be paid competitively with those in similar districts.
4. **Develop and implement compensation plans to attract and maintain top quality staff;**
5. **Develop and implement salary schedules and pay plans for licensed personnel that:**
  - a. **Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience pursuant to NP-6;**
  - b. **Condition salary increments upon evidence of the continued professional growth of the teacher pursuant to NP-8;**
6. ~~Will not~~ **Refrain from promising or implying permanent or guaranteed employment;**
7. ~~Will not~~ **Not change his or her own compensation or benefits;**
8. ~~Pertaining to consultants and contract vendors, will not~~ **Create an obligations only for over a longer term in which than revenues can be safely projected, and in no event create obligations longer than one year.**

Adopted:	November 16, 1998
Latest Revision:	June 2025 EL-5 renumbered to EL-13
October 23, 2023	
Revised:	January 24, 2022
	August 18, 2008
	February 14, 2005
	September 23, 2002
	January 15, 2001
	July 2, 1999

**Cross Refs:** NP-6: Licensed Staff Salary Schedule Placement  
NP-8: Eligibility for Salary Increase - Licensed Staff

**Legal References:** ~~CRS 22-32-109(1)(f)(employ, fix and order paid compensation)~~  
CRS 22-32-110(5)(salaries/benefits subject to reopening)  
CRS 22-44-115.5(2)(reductions in salary or alteration of work year due to fiscal emergency)  
CRS 22-63-202(teacher employment contracts and RIF)

CRS Title 22 Article 63 (teacher employment, compensation and dismissal)

CRS 22-69-101 et seq. (grant program for alternative teacher compensation plans)

Monitoring Method: Internal report  
Monitoring Frequency: October  
Monitored and Reviews: May 22, 2017

Revised policy for Board review March 2025 based on CASB sample policy EL-13. Board's EL-5: Staff Compensation being renumbered to EL-13: Staff Compensation and reflecting CASB policy wording.

Item 4 c, d, e and Items 6 and 7 of CASB's sample policy are related to performance pay. SSSD does not have a performance pay plan. Salary schedules for licensed staff, special service providers, nurses, and classified staff are part of the bargaining process with the SSEA.

Board doesn't have an existing EL-13.

Reviewed at Board Workshop April 8. Minor additional changes requested. Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-5: Staff Compensation has been renumbered to EL-13 to match CASB sample policies.