

SSEA



Tentative Compensation & Policy Package Summary May 2026

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Policy Proposal

NP-2 Changes to Negotiated Policies

- Clarified bargaining procedures, timeline, proposal expectations, and processes related to negotiated policy updates and Memorandums of Understanding.

NP-6/39 Salary Placement

- **A maximum of ten (10) years of experience will be considered (NP-6 and NP-39)**

NP-7 Licensed Salary for Non-College Experience

- Updated to clarify how licensed staff can earn salary credit for non-college experiences, including CTE and industry-related training, while streamlining the approval process.

NP-7 Licensed Salary for Non-College Experience

- Changed approval to be granted by the Director of Teaching and Learning
- Updated the number of hours that will be counted towards upgrade in a five year period
- Updated appeals process if request is denied

NP-11 EXTRA DUTY PLAN PAY

- Updated to revise the Extra-Duty Pay Plan, including updates to coaching and sponsor compensation schedules, postseason pay, meal reimbursement procedures, mentor stipends, staffing guidelines, and recognition of prior coaching and sponsor experience.
- Added Speech and Debate and Flag Football to post-season play pay
- Updated allowances for meals to Standard Rate for Colorado per the U.S. General Services Administration

NP-10 Compensation for Extra Days of Work

- Increased compensation for licensed staff performing curriculum and instruction work outside of contract hours from \$40 to \$50 per hour.

NP-32 Reduction in Licensed Work Force

- Updated reduction in licensed work force language to align with current district practices and Colorado law; SB 191

NP-X Displacement Policy

- Established and clarified district procedures related to teacher displacement priority hiring pools, mutual consent placement, limited-term assignments and involuntary unpaid leave processes in alignment with Colorado Law.

NP-Y Teacher Work Days

- Establish a new policy to protect planning time for certified staff.

NP-Y Teacher Work

- The adopted school calendar shall include a minimum of two (2) full work days, free from meetings or directed activities, for staff prior to the first student contact day in August; at the District's discretion, these days may be structured as four (4) half days to allow for professional development flexibility. Additionally, the calendar shall include one (1) work day free from meetings or directed activities immediately following the return from winter break and one (1) work day free from meetings or directed activities following the last student contact day of the school year.

After student contact days begin, all reasonable efforts shall be made on all full-day professional development (PD) and professional learning community (PLC) days to provide licensed staff no less than ninety (90) minutes of protected, uninterrupted plan time during the workday, free from meetings, trainings, or other directed activities.

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Compensation Proposal

NP:37 Classified Staff Compensation

- New hire placement increases to 10 years maximum
- Returning staff receive a 2.6% wage increase
- Minimum and Maximums on schedule remain the same

NP-5 Licensed Staff Compensation

- Max placement of new staff for all lanes increases to Step 10
- Step and Lane movement for all licensed staff
 - Step = 2.4%
- Schedule range remains \$55,000-\$125,346
- \$3,500 Stipend for Special Services SpEd Program Teacher (Autism)

NP-5 SSP Salary Schedule

- Max placement of new staff for all lanes increases to Step 10
- Step and Lane movement for all SSPs
 - Step = 2.4%
- Schedule range remains
\$57,000-\$129,134

NP-13/42: Fringe Benefits Insurance

- District contribution to Employee medical premium increase to \$1,210 per month
- Employee increase will not begin until January.

Insurance

	2026 - Current			2027 Possible Range for Renewal					District Contribution Impact	Employee Impact at 14.4%	Employee Impact at 20.0%
	Total Rate	Employee Contribution	Employer Contribution	Possible Rate at 14.4% increase	Possible Rate at 20% increase	Employee Contribution at 14.4%	Employee Contribution at 20%	New District Contribution			
PPO	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
EE Only	\$1,074.26	\$49.26	\$1,025.00	\$1,228.95	\$1,289.11	\$18.95	\$79.11	\$1,210.00	\$185.00	(\$30.31)	\$29.85
EE + Spouse/Partner	\$1,880.71	\$855.71	\$1,025.00	\$2,151.53	\$2,256.85	\$941.53	\$1,046.85	\$1,210.00	\$185.00	\$85.82	\$191.14
EE + Child(ren)	\$1,666.27	\$641.27	\$1,025.00	\$1,906.21	\$1,999.52	\$696.21	\$789.52	\$1,210.00	\$185.00	\$54.94	\$148.25
Family	\$2,400.53	\$1,375.53	\$1,025.00	\$2,746.21	\$2,880.64	\$1,536.21	\$1,670.64	\$1,210.00	\$185.00	\$160.68	\$295.11
EE + EE	\$2,148.53	\$98.53	\$2,050.00	\$2,457.92	\$2,578.24	\$37.92	\$158.24	\$2,420.00	\$370.00	(\$60.61)	\$59.71
EE + EE + Family	\$2,400.53	\$100.53	\$2,300.00	\$2,746.21	\$2,880.64	\$326.21	\$460.64	\$2,420.00	\$120.00	\$225.68	\$360.11
HDHP											
EE Only	\$1,045.11	\$20.11	\$1,025.00	\$1,195.61	\$1,254.13	\$0.00	\$44.13	\$1,210.00	\$185.00	(\$20.11)	\$24.02
EE + Spouse/Partner	\$1,822.82	\$797.82	\$1,025.00	\$2,085.31	\$2,187.38	\$875.31	\$977.38	\$1,210.00	\$185.00	\$77.49	\$179.56
EE + Child(ren)	\$1,627.68	\$602.68	\$1,025.00	\$1,862.07	\$1,953.22	\$652.07	\$743.22	\$1,210.00	\$185.00	\$49.39	\$140.54
Family	\$2,350.00	\$1,325.00	\$1,025.00	\$2,688.40	\$2,820.00	\$1,478.40	\$1,610.00	\$1,210.00	\$185.00	\$153.40	\$285.00
EE + EE	\$2,090.22	\$40.22	\$2,050.00	\$2,391.21	\$2,508.26	\$0.00	\$88.26	\$2,420.00	\$370.00	(\$40.22)	\$48.04
EE + EE + Family	\$2,350.00	\$50.00	\$2,300.00	\$2,688.40	\$2,820.00	\$268.40	\$400.00	\$2,420.00	\$120.00	\$218.40	\$350.00

Vote

- Voting will open on Monday, June 1st, at 8 am and close on Tuesday, June 2nd, at 1:00 pm.
- Google Form will be sent from Katie Jacobs.

The tentative
agreement still
requires approval
from the school
board.

Board Meeting:
Monday, June 8 at
4:30 PM