



**RE-1 VALLEY SCHOOL DISTRICT**  
Sterling and Caliche Communities  
**EDUCATION SPECIAL WORK SESSION: SALARY SCHEDULES & BENEFITS**  
Hagen Administration Center  
301 Hagen Street  
Sterling, Colorado 80751  
April 6, 2026, 5:30 PM

Join Zoom Meeting

Passcode:

## **AGENDA**

### **1. OPENING ACTIVITIES**

1.1. Pledge of Allegiance

1.2. Call to Order by the President and Roll Call

### **2. PUBLIC PARTICIPATION**

*\*Each participant will be allotted three minutes to speak. For the full public participation policy details, see Board Policy BEDH-R*

### **3. REVIEW OF CURRENT SALARY SCHEDULES**

### **4. EXAMPLES OF EMPLOYEE PLACEMENT ON SALARY SCHEDULES**

### **5. HOW MOVEMENT TAKES PLACE ON SALARY SCHEDULES**

### **6. LEAVE CARRYOVER COST AT 1.5**

### **7. EXAMPLES OF TOTAL EMPLOYEE COSTS**

### **8. TIME OFF BY EMPLOYEE CLASSIFICATION**

### **9. DISCUSSION OF POTENTIAL SALARY & BENEFIT CONSIDERATIONS**

1. Increase Beginning Teacher Pay (Row 1/Column 1)

2. Create a Separate Schedule for Long-Term Subs

3. Equate Returning Retired Teachers' Pay to a New Maxing out Experience at 20 Years.

4. Do away with manual processes that easily get lost or confused with new hires in the accounting/payroll department, such as any unused time that gets accrued and carried forward at 1.5 times the amount.

5. Review the Extra Duty Salary Schedule for greater alignment with duties, time, and responsibility level.

### **10. CLOSING REMARKS**

### **11. ADJOURNMENT OF WORK SESSION**

