

July 2009
Teachers Salary Schedule*
Level of Education Training

Salary Step in CCSD	BA+ License	BA+ 15 SH	BA+ 30 SH	MA	MA+ 15 SH	MA+ 30 SH	MA+ 45 SH	MA+ 60 SH	MA+ 75 SH/DOC
1	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$35,634	\$37,416	\$39,197	\$39,910	\$41,692	\$43,473	\$45,255	\$47,037	\$47,750
2	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$36,914	\$38,760	\$40,605	\$41,344	\$43,189	\$45,035	\$46,881	\$48,726	\$49,465
3	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$38,347	\$40,264	\$42,182	\$42,949	\$44,866	\$46,783	\$48,701	\$50,618	\$51,385
4	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$39,276	\$41,240	\$43,204	\$43,989	\$45,953	\$47,917	\$49,881	\$51,844	\$52,630
5	1.08	1.13	1.18	1.20	1.25	1.30	1.35	1.40	1.42
	\$42,418	\$44,382	\$46,346	\$47,131	\$49,095	\$51,059	\$53,023	\$54,986	\$55,772
6	1.16	1.21	1.26	1.28	1.33	1.38	1.43	1.48	1.50
	\$45,560	\$47,524	\$49,488	\$50,273	\$52,237	\$54,201	\$56,165	\$58,128	\$58,914
7	1.24	1.29	1.34	1.36	1.41	1.46	1.51	1.56	1.58
	\$48,702	\$50,666	\$52,630	\$53,415	\$55,379	\$57,343	\$59,307	\$61,271	\$62,056
8	1.31	1.36	1.41	1.43	1.48	1.53	1.58	1.63	1.65
	\$51,452	\$53,415	\$55,379	\$56,165	\$58,128	\$60,092	\$62,056	\$64,020	\$64,805
9	1.38	1.43	1.48	1.50	1.55	1.60	1.65	1.70	1.72
	\$54,201	\$56,165	\$58,128	\$58,914	\$60,878	\$62,842	\$64,805	\$66,769	\$67,555
10	1.42	1.49	1.54	1.56	1.61	1.66	1.71	1.76	1.78
	\$55,772	\$58,521	\$60,485	\$61,271	\$63,234	\$65,198	\$67,162	\$69,126	\$69,911
11		1.53	1.60	1.62	1.67	1.72	1.77	1.82	1.84
		\$60,092	\$62,842	\$63,627	\$65,591	\$67,555	\$69,519	\$71,482	\$72,268
12			1.64	1.68	1.73	1.78	1.83	1.88	1.90
			\$64,413	\$65,984	\$67,947	\$69,911	\$71,875	\$73,839	\$74,624
13				1.72	1.79	1.84	1.89	1.94	1.96
				\$67,555	\$70,304	\$72,268	\$74,232	\$76,195	\$76,981
14					1.83	1.90	1.95	2.00	2.02
					\$71,875	\$74,624	\$76,588	\$78,552	\$79,338
15						1.94	1.99	2.04	2.06
						\$76,195	\$78,159	\$80,123	\$80,909
Maximum	\$55,772	\$60,092	\$64,413	\$67,555	\$71,875	\$76,195	\$78,159	\$80,123	\$80,909

* A regular contract for teachers will be 185 days. A regular contract for probationary teachers in their first year of employment in the district will be 188 days. A regular contract for probationary teachers in their second year of employment in the district will be 187 days. A regular contract for probationary teachers in their third year of employment in the district will be 186 days. A teacher may, however, with Board approval, contract for more days than the regular contract.

Longevity Schedule

<u>Years of Service in CCSD</u>	<u>Payment</u>	<u>Years of Service in CCSD</u>	<u>Payment</u>
19	\$1,000	25	\$2,000
20	\$1,000	26	\$2,000

21	\$1,000	27	\$2,000
22	\$1,000	28	\$2,000
23	\$1,000	29	\$3,000
24	\$2,000	30+	\$3,000

K L. Extended Contracts

1. When a licensed employee assumes an extended contractual responsibility for the District in an area of professional competence, the District will pay that teacher for services at a rate consistent with the current Teachers' Salary Schedule in the District computed at a daily rate. The job description and number of days will be agreed on prior to the commencement of the extended contract.

Payment will be computed utilizing the individual per diem for those days. However, it is understood that the contract applies to the completion of the job description, and is not limited to the specified days.

2. Reimbursement for extension of contract may be made in reduced time requirements, as well as, or in addition to, other forms of financial consideration.
3. Budget questions will be important in determining the number of extended contracts that can be offered, however:
 - (a) The quality of the program and the professional skill a person can bring to the situation should be the determining factor - not per diem rate.
 - (b) All persons interested in extended contracts are encouraged to apply.
4. The services of the recognized employee negotiation agent must be solicited at times when agreement concerning compensation does not exist.
5. Extended contracts which produce a teacher overload should be drawn only in emergency cases. The instructional program may be impaired by this practice. Thus, efforts will be made to employ other licensed personnel to meet an overload situation.
6. Effective January 1990, specialists responsible for writing substitute lesson plans for off-track times in a four-track school, will be provided release time to write the plans. The release time will not be less than a half-day per week of lesson plans.

L M. Compensation for Differentiated Roles

The Cherry Creek Board of Education believes:

- that differentiated staff is a necessary and beneficial way of bringing about desired program improvement.
- that differentiated staffing plans should continue to be developed and approved by the staff of each individual building unit.
- that these plans should not:
 - adversely affect the employment status of staff members.

- adversely affect the single salary schedule concept for those performing like tasks and responsibilities currently on such schedules.
- adversely affect program quality as determined by each building staff, jeopardize continued employment to all present competent staff members desiring to continue such employment.

The Board pledges its support to the above principles to the end that differentiated staffing will become as widely practiced as the staffs of individual building units believe it should be.

M N. Responsibility Factor (R.F.) Pay

Responsibility pay may be paid in addition to any supplementary or extended contract; however, it must be paid for added responsibility as outlined in a performance contract enacted between the principal and the teacher. A written job description will serve as the basis for the performance contract, and remuneration will be based upon satisfactory performance.

A reduced teaching load may be considered full or partial remuneration for accepting additional responsibilities. In some cases, both a reduced teaching load and full responsibility factor pay are desirable.

The following responsibility pay scale has been agreed upon:

<u>Position</u>	<u>Responsibility Factor</u>
Team/Unit Leaders (90 or more students)	1.20 - 1.80
Team/Unit Leaders (less than 90 students)	.50 - 1.50
Curriculum Specialist	
New School Cadre	.40 - 1.20
Coordinator (6-12)	
Less than 12 teachers in department	.25 - 1.50
12 or more teachers in department	1.00 - 1.80

(The base will be ~~\$3,076.00~~ **\$3,138.00** for the school year ~~2008-2009~~ **2009-2010** for the purpose of determining the compensation for the above.)

N O. Curriculum Development

Compensation for curriculum development during the ~~2008-2009~~ **2009-2010** school year will be ~~\$158.00~~ **\$161.00** per day.

O P. Compensation for Teachers at Maximum

Since teaching as a career is recognized as a priority in the delivery of an outstanding educational program, and career teachers have much to offer in terms of expertise and experience, the following methods of compensation will be paid to teachers who have ~~attained maximum~~ **reached the maximum step in their column**, on the **teacher's** salary schedule:

1. Student Achievement Incentive Plan (SAIP)

- A. The intended goal of the SAIP program ~~this plan~~ is to increase student achievement within the District. The implementation of the SAIP plan will directly impact student achievement and will be beyond the scope of a regular assignment. SAIP activities may occur anytime during the teacher's workday when the teacher is not involved in regular contract compensated instruction.
- B. The SAIP plan should include one or more of the following:
 - involve students directly, or
 - provide training of staff members, or
 - focus programs on annual District and/ or Building or individual student achievement goals.
- C. A teacher or group of teachers may apply for the student achievement incentive program and receive compensation the contractual year after the teacher(s) attainment of the maximum step in column BA+30 or greater.
- D. Plans may be designed at the building level in conjunction with the principal, and be made available for teacher's to utilize as their plan in supporting District and/or building student achievement goals. This section in no way should limit the type of plan a teacher and a principal (or designee) may reach agreement upon. Teachers are encouraged to develop and implement creative and innovative plans to meet these goals in (1) (B) above.
- E. Compensation will be based on the educational level of the teacher as listed in the SAIP Payment Schedule below.
- F. For a complete set of procedural guidelines refer to Administrative Procedure 4141.1
- G. The District and the Association shall jointly agree upon the forms which implement Student Achievement Incentive Plan (SAIP).

SAIP Payment Schedule

	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>	<u>MA+60</u>	<u>MA+75 OR DOCTORATE</u>
SY 08-09	\$1,599	\$2,065	\$2,198	\$2,331	\$2,395	\$2,457	\$2,472
SY 09-10	\$1,631	\$2,106	\$2,242	\$2,378	\$2,443	\$2,506	\$2,521