



<b>Board Policy: 3.0 Human Resource</b>	<b>Staff Salaries</b>
<b>Revision No:</b> 02 <b>Review Schedule:</b> Annually – Board of Directors	<b>Document Number:</b> 3.4 <b>Adopted:</b> 7/3/2003 <b>Last Revised:</b> 6/13/2018

### 3.4 Staff Salaries

Starting salaries for certified staff will be based on the Certified Salary Schedule.

Increases in salary will be offered to: individuals that have completed 40 or more additional post graduate college credit hours, beyond a Bachelor’s Degree, in education; individuals with a Master’s Degree; and those that have completed 40 or more additional post graduate college credit hours, beyond a Master’s Degree, in education or their specific teaching content area.

Annual increases will be:

- Bachelor’s Degrees:
  - 1.7% increase of the salary OR .75% of the rate of inflation in Colorado, whichever is higher
  - After 10 years, increases will change to 1% annually
- Bachelor’s Degree + 40 credit hours:
  - 1.7% increase of the salary OR .75% of the rate of inflation in Colorado, whichever is higher
  - After 15 years, increases will change to 1% annually
- Master’s Degrees:
  - 2% increase of the salary OR .75% of the rate of inflation in Colorado, whichever is higher
  - After 25 years, increases will change to 1% annually

#### Gifted Endorsements

In order to value attainment of the Colorado GT endorsement and to further the education of Stargate’s faculty, it is resolved to acknowledge this accomplishment as follows (unless expressly set forth otherwise in the then-current handbook):

- A base salary increase of \$1200 will be awarded upon completion of a Gifted Endorsement

#### Learning Specialist Endorsements

Certified staff working as Learning Specialists with the appropriate Learning Specialist Endorsement will be paid additional base salary of \$1200.00



## Documentation of Experience

Faculty seeking stipends or salary increases based upon completion of continuing education, or obtaining an advance degree, shall submit the relevant documentation to the Chief Financial Officer. Unless expressly set forth otherwise in the then-current staff handbook, any stipend or salary increase based upon the submittal of these documents shall be effective in the September or March payroll following submission..

The Certified Salary Schedule will be reviewed every five years at a minimum.

### Proposed Certified Salary Schedule Effective August 2019

	BA	BA+40	MA	MA +40
1	\$ 40,000	\$ 45,000	\$ 50,000	\$ 52,500
2	\$ 40,680	\$ 45,765	\$ 51,000	\$ 53,550
3	\$ 41,372	\$ 46,543	\$ 52,020	\$ 54,621
4	\$ 42,075	\$ 47,334	\$ 53,060	\$ 55,713
5	\$ 42,790	\$ 48,139	\$ 54,122	\$ 56,828
6	\$ 43,518	\$ 48,957	\$ 55,204	\$ 57,964
7	\$ 44,257	\$ 49,790	\$ 56,308	\$ 59,124
8	\$ 45,010	\$ 50,636	\$ 57,434	\$ 60,306
9	\$ 45,775	\$ 51,497	\$ 58,583	\$ 61,512
10	\$ 46,553	\$ 52,372	\$ 59,755	\$ 62,742
11	\$ 47,019	\$ 53,263	\$ 60,950	\$ 63,997
12	\$ 47,489	\$ 54,168	\$ 62,169	\$ 65,277
13	\$ 47,964	\$ 55,089	\$ 63,412	\$ 66,583
14	\$ 48,443	\$ 56,025	\$ 64,680	\$ 67,914
15	\$ 48,928	\$ 56,978	\$ 65,974	\$ 69,273
16	\$ 49,417	\$ 57,548	\$ 67,293	\$ 70,658
17	\$ 49,911	\$ 58,123	\$ 68,639	\$ 72,071
18	\$ 50,410	\$ 58,704	\$ 70,012	\$ 73,513
19	\$ 50,914	\$ 59,291	\$ 71,412	\$ 74,983
20	\$ 51,424	\$ 59,884	\$ 72,841	\$ 76,483
21	\$ 51,938	\$ 60,483	\$ 74,297	\$ 78,012
22	\$ 52,457	\$ 61,088	\$ 75,783	\$ 79,572
23	\$ 52,982	\$ 61,699	\$ 77,299	\$ 81,164
24	\$ 53,512	\$ 62,316	\$ 78,845	\$ 82,795
25	\$ 54,047	\$ 62,939	\$ 79,633	\$ 83,623
26	\$ 54,587	\$ 63,568	\$ 80,430	\$ 84,460
27	\$ 55,133	\$ 64,204	\$ 81,234	\$ 85,304
28	\$ 55,684	\$ 64,846	\$ 82,046	\$ 86,157
29	\$ 56,241	\$ 65,495	\$ 82,867	\$ 87,019
30	\$ 56,804	\$ 66,149	\$ 83,696	

A base salary increase of \$1200.00 will be awarded upon completion of a Gifted Endorsement

Years of service are for K-12 classroom teaching experience only. Substitute teaching, student teaching and teaching assistant experience is not considered.

Credits hours are awarded for post graduate college credit only.

Masters degree must be in education or specific teaching content area.

## Revision History

Version	Date	Description of revision
02	6/13/2018	Revisions per the recommendations of the ad-hoc Compensation Committee
01	1/18/2017	Combined former policies 3.4.5 & 3.4.7 to clarify language
00	7/3/2003	Approved