

**Crowley County School District  
2018-2019 Certified Salary Schedule**

Step	BA	BA+10	BA+20	BA+30	Step	MA	MA+10	MA+20	MA+30	INC
1	31,000	31,400	31,800	32,200	1	33,700	34,100	34,500	34,900	\$400
2	31,400	31,800	32,200	32,600	2	34,100	34,500	34,900	35,300	
3	31,800	32,200	32,600	33,000	3	34,500	34,900	35,300	35,700	
4	32,200	32,600	33,000	33,400	4	34,900	35,300	35,700	36,100	
<b>5</b>	<b>32,800</b>	<b>33,200</b>	<b>33,600</b>	<b>34,000</b>	<b>5</b>	<b>35,500</b>	<b>35,900</b>	<b>36,300</b>	<b>36,700</b>	<b>\$600</b>
6	33,200	33,600	34,000	34,400	6	35,900	36,300	36,700	37,100	
7	33,600	34,000	34,400	34,800	7	36,300	36,700	37,100	37,500	
8	34,000	34,400	34,800	35,200	8	36,700	37,100	37,500	37,900	
9	34,400	34,800	35,200	35,600	9	37,100	37,500	37,900	38,300	
<b>10</b>	<b>35,000</b>	<b>35,400</b>	<b>35,800</b>	<b>36,200</b>	<b>10</b>	<b>37,700</b>	<b>38,100</b>	<b>38,500</b>	<b>38,900</b>	<b>\$600</b>
11	35,400	35,800	36,200	36,600	11	38,100	38,500	38,900	39,300	
12	35,800	36,200	36,600	37,000	12	38,500	38,900	39,300	39,700	
13	36,200	36,600	37,000	37,400	13	38,900	39,300	39,700	40,100	
14		37,000	37,400	37,800	14	39,300	39,700	40,100	40,500	
<b>15</b>		<b>37,600</b>	<b>38,000</b>	<b>38,400</b>	<b>15</b>	<b>39,900</b>	<b>40,300</b>	<b>40,700</b>	<b>41,100</b>	<b>\$600</b>
16		38,000	38,400	38,800	16	40,300	40,700	41,100	41,500	
17		38,400	38,800	39,200	17	40,700	41,100	41,500	41,900	
18			39,200	39,600	18	41,100	41,500	41,900	42,300	
19			39,600	40,000	19	41,500	41,900	42,300	42,700	
<b>20</b>			<b>40,200</b>	<b>40,600</b>	<b>20</b>	<b>42,100</b>	<b>42,500</b>	<b>42,900</b>	<b>43,300</b>	<b>\$600</b>
21			40,600	41,000	21	42,500	42,900	43,300	43,700	
22			41,000	41,400	22	42,900	43,300	43,700	44,100	
23			41,400	41,800	23	43,300	43,700	44,100	44,500	
24				42,200	24	43,700	44,100	44,500	44,900	
<b>25</b>				<b>42,800</b>	<b>25</b>	<b>44,300</b>	<b>44,700</b>	<b>45,100</b>	<b>45,500</b>	<b>\$600</b>
26				43,200	26	44,700	45,100	45,500	45,900	
27				43,600	27	45,100	45,500	45,900	46,300	
28					28	45,500	45,900	46,300	46,700	
29					29	45,900	46,300	46,700	47,100	
<b>30</b>					<b>30</b>		<b>46,900</b>	<b>47,300</b>	<b>47,700</b>	<b>\$600</b>
31					31		47,300	47,700	48,100	
32					32		47,700	48,100	48,500	
					33		48,100	48,500	48,900	
					34		48,500	48,900	49,300	

History:

- 2010-2011 SALARY SCHEDULE 1.66 % DECREASE FROM 2009/2010
- 2011-2012 Reinstate the 1.66% decrease and give 1 step
- 2012-2013 No Step. One-time salary adjustment of \$350 (Dec 2012)
- 2013-2014 Give a step
- 2014-2015 Give a step
- 2015-2016 No Step. One-time salary adjustment of \$500 (Nov 2015)
- 2016-2017 Give a step
- 2017-2018 Give a step
- 2018-2019 Base Increase to \$31,000, 2 Year Step Catch-Up, Regular Step

Adopted: May 24, 2018

## Certified Salary Schedule

**Placement on Salary Schedule:** New teachers to the system (effective May 29, 2001) may be allowed up to ten years of credit for prior teaching experience. Additional years beyond ten years credited, the district will allow one year on the salary schedule for every two years of experience. (Board Meeting May 07, 2002)(Effective May 29, 2002)

As per District policy, those teachers holding a life or ten-year certificate must attain nine quarter hours during each five year period of the certificate. A teacher who has been frozen at the top of the schedule for a period of years and who then completes required hours to move horizontally will move across and down one step for year following completion of the required work.

College credit hours deemed acceptable for advancement on the salary schedule should relate to the teacher's endorsement areas or a future appropriate degree. Hours must be approved by the Superintendent, with consideration as to the best interest of the school district. Prior approval is recommended. To change your contract due to credit hour advancement, it must be done prior to September 1 of each year. All courses taken prior to May 31, 1985 will be accepted.

All staff is required to be members of the school district insurance group. All staffs payroll will be direct deposited. The school district is exempt from the statues requiring immediate payment if dismissed. Title 8 Article 4 of the Colorado Revised Statutes. (Effective April 2005)

### Reimbursement for Accumulated Leave

Upon termination or retirement, an employee may be paid for accumulated discretionary leave up to total of 80 days (full time staff) or 40 days (part-time staff) according to the following schedule.

- a.) 2-6 years of service in the district----- \$10.00 per day
- b.) 7-9 years of service in the district-----50% of a certified substitute pay (lowest tier)
- c.) 10-14 years of service in the district-----60% of a certified substitute pay (middle tier)
- d.) 15 years of service in the district-----75% of a certified substitute pay (top tier)

**Benefits:** Teachers are allowed 12 discretionary days of leave per year, accumulative to maximum of 80 days. Two days of professional leave per year are allowed. (Effective August 2009)

A fund of \$3,000 is set up for teachers to use for their professional growth. Teachers will be allowed to use up to \$50 after being approved by the Building Principal and Superintendent.

The district will pay \$440.00 toward the cost of membership in the district health and dental benefits. This premium includes a required \$20,000 life insurance policy.

A \$3000 educational fund is available for teachers who wish to return to school. Interested teachers must submit an application to the selection committee. There is a \$1500 maximum per applicant.