



Title:	Staff Compensation
Designation:	GCBA-NSCA
Review Date:	10/15/2018
Office:	Human Resources

The Board of Education annually shall adopt a salary schedule for personnel. The Human Resources Department shall place employee of NSCA on the salary schedule commensurate with, but not limited to, his/her education, prior experience, and experience in NSCA.

The schedule adopted by the Board shall remain in effect until changed or modified by the Board in accordance with law. If the Board declares a fiscal emergency during a budget year as allowed by state law, it may reduce salaries for all employees on a proportional basis or the work year of employees may be altered. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

Salary increments shall be conditioned upon evidence of continued education based on the highest degree earned, as well as performance.

Placement on the salary schedule shall be in accordance with requirements developed by the administration and approved by the Board.

LEGAL REFS:

- C.R.S. 22-32-110(5) (agreement with employee group cannot exceed one-year term unless subject to reopener on salaries and benefits)
- C.R.S. 22-32-115.5(2) (reductions in salary or alteration of work year due to fiscal emergency)