

Professional Base Pay

Professional base pay is the starting point for all teachers' salaries. Base pay is a negotiated amount that represents a starting professional salary for inexperienced teachers. All further salary adjustments are determined by adding to this base pay amount or receiving a one time bonus in addition to this amount. (Also, please see DCFT Contract Article XIV for exact amounts and details.)

Knowledge Level

As lifelong learning is a core value of the Douglas County School District, this pay variable is an important recognition and financial commitment to the pursuit of continued education by Douglas County's teachers. After undergraduate study has been completed and a teacher's license has been acquired, the district recognizes and rewards further study within guidelines and limitations as negotiated. This study includes recognized and approved in-service programs, as well as degrees and credits from regionally accredited colleges or universities. (Also, please see DCFT Contract Article XIV.)

Evaluation Credit

The evaluation credit comprises a key measure of each teacher's individual performance. The evaluation process is designed to meaningfully encourage and assist certificated employees to perform up to, and above, an agreed upon set of standards. The evaluation process will be conducted to observe the legal, contractual, and constitutional rights of the teacher. (Also, please see DCFT Contract Article XIV, available on the DCFT web site - www.dcft.net, and the teacher evaluation guide available on the DCSD website - www.dcsd.k12.co.us)

A teacher's evaluation may fall into two categories: proficient or unsatisfactory.

Proficient: A teacher on the formal summative evaluation cycle must be evaluated as *satisfactory* on every criterion with the teacher evaluation system in order to receive *proficient* for that school year. A teacher who is on the professional growth cycle must complete the professional growth plan at a satisfactory level in order to be deemed *proficient* for that school year. All eligible *proficient* teachers will receive an evaluation credit salary increase of an amount negotiated each year between the district and the Douglas County Federation of Teachers (DCFT). *Proficient* teachers who are eligible may also apply for the *Outstanding* designation in the following year. (Please see the current Teacher Evaluation Guide for further detail.)

Unsatisfactory: *Unsatisfactory* performance occurs when a teacher fails to perform duties with the same degree of quality and skill displayed by others in similar situations. It may also occur when a teacher commits a specific act clearly demonstrating a failure to meet the minimum standard of acceptable performance. *Unsatisfactory* performance may be due to lack of ability, lack of experience, or the result of inattention or carelessness.

A teacher whose performance is *unsatisfactory* on any single criterion of the teacher evaluation system, or who fails to complete the professional growth plan in a satisfactory manner, will receive no salary increase for that year.

