

Support Staff Positions and Salary Schedules

Support staff employees shall be considered “at will” employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Support staff members shall be employed for such time as the BOCES is in need of or desirous of the services of such employees.

Paraprofessionals

The Board shall compensate paraprofessionals on the salary schedule of the district where they work. For districts that do not adopt their next school year salary schedule by June 1, the previous year’s salary schedule will be used. Any changes made to a district salary schedule during a school year will not result in changes to the compensation of BOCES paraprofessionals during the school year.

Classified Staff

For all other classified staff, salaries shall take into account the qualifications required, the responsibilities of the positions, and the number of years the employee has been in service with the district.

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 alter the work year of employees. Any such reduction in salaries may be made notwithstanding any adopted salary schedule or policy.

Annual increments shall be dependent upon the employee’s satisfactory performance in the position. Advancement shall require the executive director’s recommendation and Board approval.

Adopted: Northwest Colorado BOCES

Revised: September 9, 2010
May 12, 2016

LEGAL REFS.: C.R.S. 22-32-109 (1)(f) *(board duty to employ all personnel)*
C.R.S. 22-32-110 (1)(h) *(board power to terminate personnel)*

CROSS REFS.: GDE/GDF, Support Staff Hiring/Recruiting
GDQD, Discipline, Suspension and Dismissal of Support Staff