

Durango School District 9-R is seeking staff to serve on the Athletics and Activities Compensation Advisory Committee. This committee was formed as a result of recognizing the need to broaden the opportunity for input and voice in athletics and activities staffing and compensation, while at the same time ensuring that a transparent, data-driven process exists for the creation and maintenance of a salary system that strives towards fair and equitable pay. The charges for this committee are outlined below:

Charges of the Committee:

- 1) Utilize the Interest-Based Process. The committee will be trained in this process.
- 2) Develop Guiding Principles for the committee.
- 3) Recommend a fair and equitable compensation system rooted in data to the Superintendent or his/her designee for approval by the Board of Education.
- 4) Share out a communication to all staff after each meeting and present semi-annually to the Durango School District 9-R Board of Education.
- 5) Review the Athletics and Activities Salary Schedule and determine if adjustments are needed moving into the subsequent school year. The committee will make a recommendation to the Superintendent for the Athletics/Activities Salary Schedule. The Superintendent will review the recommended Athletics/Activities Salary Schedule in consultation with the Athletics/Activities Compensation Advisory Committee. The Superintendent will bring forward a proposed yearly Athletics/Activities Salary Schedule as part of the annual budget for the upcoming school year.

This committee will involve meetings during the school day as well as work outside of the school day. Professional Development Hours and/or District Committee Credit is available to participants as this will be a research/study committee.

If you are interested in being considered for this committee, please complete the application below and return it to Amy Bonilla in Human Resources by Friday, October 26, 2018. We are deliberately seeking a variety of perspectives for this committee to ensure we capture the breadth of our staff. We are specifically seeking the following:

Two Coaches/Sponsors who are employed in licensed positions; one must be a DEA member*

Two Coaches/Sponsors who are employed in Education Support Professionals (ESP) positions; one should be a DESPA member if possible*

Two Coaches/Sponsors who are not employed in another position with Durango School District 9-R*

One Coach/Sponsor who is employed in a licensed or ESP position with Durango School District 9-R*

*Three (3) high school coaches/sponsors, two (2) middle school coaches/sponsors, and two (2) elementary coaches/sponsors. Of these people, at least two (2) must be representing Activities and two (2) must be representing Athletics

Currently the following meetings are scheduled for this committee:

November 8, 2018 8:15 a.m. – 12:00 p.m.

November 29, 2018 8:15 a.m. – 12:00 p.m.

December 6, 2018 8:15 a.m. – 12:00 p.m.

