



SALARY POLICY

High Rockies Community School · 2026–2027 School Year

The High Rockies Community School Board of Directors sets and annually reviews employee compensation. The School's goal is to pay wages that stay ahead of the neighboring public district throughout an educator's career and that reward the people who build their careers at HRCS.

How Salaries Are Set

Teaching salaries are anchored to the licensed salary schedule of Park County RE-2, the district in which the School operates, and are set above that benchmark at hiring and at each stage beyond it. An employee's placement reflects total years of teaching experience together with education level depending on position: no education credential, an associate degree in an appropriate area, a bachelor's degree, or a master's degree.

On top of that base, the School adds a longevity bonus of \$500 for each year of service at HRCS, so that time at the School is recognized directly rather than absorbed into the base rate. Additional pay applies to added responsibilities and schedules, such as leadership duties and any contract days beyond the standard school year.

Starting Salaries, 2026–2027

The table below shows the entry-level salaries for full-time teaching staff for the 2026–2027 school year, based on the standard 159-day teacher contract.

Education level	Starting salary
Bachelor's degree (BA/BS)	\$48,601
Master's degree (MA)	\$51,031

Annual Movement

Within an experience band, salaries rise each year through cost-of-living adjustments and the annual HRCS longevity bonus. As educators gain experience, they advance through the bands over time. The complete salary schedule is maintained by the School and available on request.

Board Approval

Approved by the High Rockies Community School Board of Directors on _____, effective for the 2026–2027 school year. This policy supersedes any prior salary policy.