HRCS Salary Schedule Policy

High Rockies Community School (HRCS) maintains a transparent salary schedule for licensed teachers in alignment with Colorado charter school best practices.

Teacher salaries are determined based on:

- Total years of relevant teaching experience
- Education level and licensure status
- Years of service at HRCS

The base salary for a licensed teacher with a Bachelor's degree and no prior experience is $45,671.38. Salary increases occur through a combination of experience-based steps, education lane adjustments, and longevity recognition for continued service at HRCS.

Salary schedules are reviewed annually and may be adjusted based on budget availability, enrollment, and Board approval.

Approved by the Board: January 12, 2026