



**Bond and Mill Levy Override  
Next Steps  
November 14, 2023**

# 5A and 5B: The Results!

- Unofficial Results:
  - **Mill Levy Override (5A): 52.14% support (68,855 votes)**
  - Bond (5B): 47.79% support (63,879 votes)
- ***5A came in at 3 points higher than last year in a challenging tax environment***
- ***The Douglas County Community spoke LOUD AND CLEAR: they support our schools, our kids, and our amazing staff!!***
- We owe so much gratitude to the campaign, our community partners, countless staff, parent, and community volunteers, and **OUR VOTERS!**



# Agenda

- 2023 Mill Levy Override Next Steps
- 2023 Bond Results
- Planning Forward
- Question and Answer



# THANK YOU to our Voters for Funding Their Future by Passing 5A!



# MLO Details

**\$60 Million for Competitive Compensation**

**\$6 Million for Enhanced Security Staffing and Enhancements**

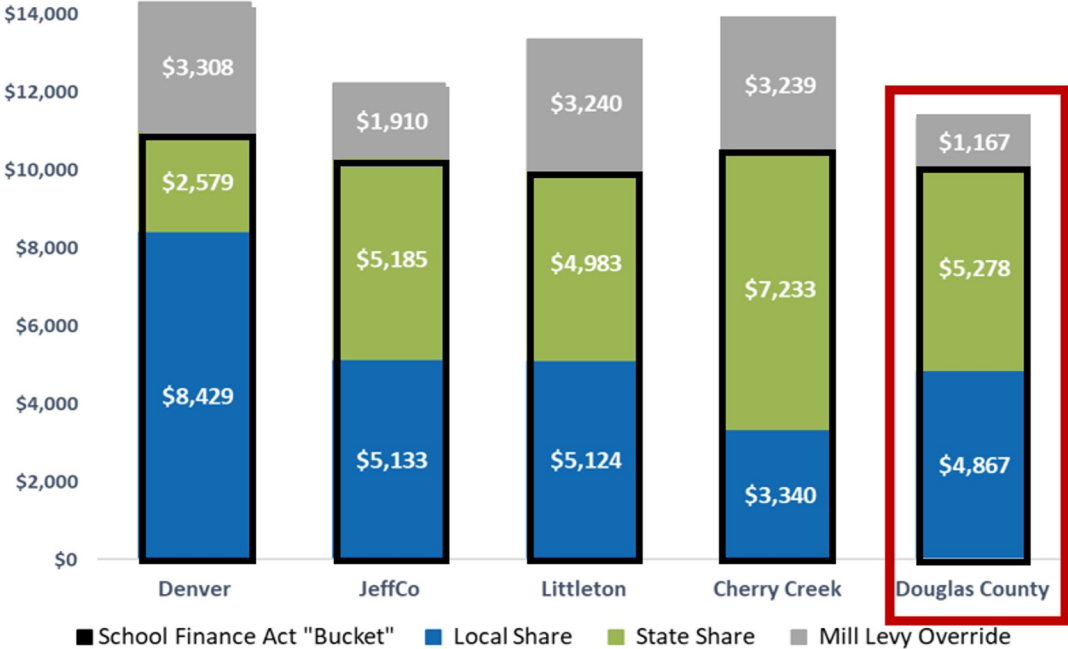
	<b>Total</b>	<b>Compensation</b>	<b>Security</b>
<b>Total Mill</b>	<b>\$ 66 M</b>	<b>\$60 M</b>	<b>\$6 M</b>
District Allocation (76%)	\$ 50.4 M*	\$ 45.8 M	\$ 4.6 M
Charter Allocation (24%)	\$ 15.6 M*	\$ 14.2 M	\$ 1.4 M



*\*Based on 2023-2024 preliminary Student October Count, including HOPE Douglas County center students.*

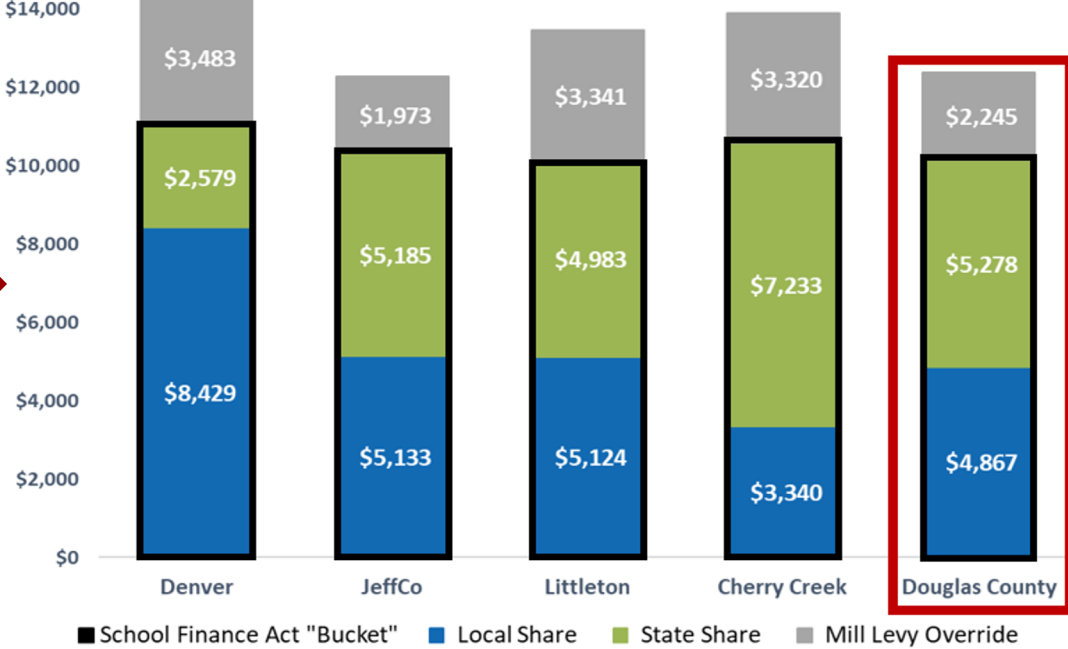
# Compensation, Hiring and Staff Retention Challenges

Comparative Per Pupil Revenue (23-24)



\*\*State and local umbers reflect the 2023-2024 School Year, MLO numbers reflect post 2022 election

Comparative Per Pupil Revenue (23-24)  
Post MLO



\*\*State and local umbers reflect the 2023-2024 School Year, MLO numbers reflect post 2023 election



# \$60M Compensation Increases

## Teachers (Licensed staff): 9.2 % Avg Increase

- Revised Salary Schedules
- Minimum of 7% (above cell)
- Current placement on cell

## Classified: 9% Increase

## All Other Staff\*: 7% Increase

## Post-retirement 110 Employees: 3.5% Increase

*\*Staff who are in positions such as substitute teachers, classified substitutes, coaches, temporary employees, seasonal employees, and contingent workers are not eligible for this MLO pay increase.*



# MLO Compensation Increase Timeline

**Pay increases will be retroactive to beginning of school year.**

- **Next Week:** MLO pay information sent to employees.\*
- **January 2024:** Retroactive payment added to January paycheck.
- **February 2024:** New rate of pay begins in monthly pay.

*The compensation changes, once made, tie up the 2023 MLO going forward.*

*\*Staff who are in positions such as substitute teachers, classified substitutes, coaches, temporary employees, seasonal employees, and contingent workers are not eligible for this MLO pay increase.*



# Starting Pay Rate Examples Post-MLO

Position	SY 22-23	SY 23-24	Post MLO	Approx. Total Increase
Teacher* (General)	\$43,680	\$45,209	\$50,182	15%
Educational Assistant IV	\$17.11	\$17.62	\$19.21	12%
Bus Driver** (CDL)	\$21.36	\$22.86	\$24.92	17%
Security Specialist	\$17.55	\$18.08	\$19.71	12%
Custodian	\$15.92	\$16.40	\$17.88	12%

\* Cherry Creek's 23-24 starting salary is \$58,710, Littleton is \$51,274 and Jeffco is \$52,625.

\*\* Per ATU negotiations; Cherry Creek starting driver pay is \$23.18, Jeffco is \$23.10, LPS is \$23.23.

# 5A: \$6M Added Safety & Security Enhancements

## Additional School Resource Officer Support

- Across all jurisdictions

## Fill in gaps and increase coverage

- Campus Security Specialists

## District-run elementary schools

- Annual Security Equipment Allowance



# Thank You to Our Community!



# Messages of Gratitude



# What About 5B?

- We will continue to educate our community.
- We will use reserves and available resources for emergency capital needs.
- We will be unable to address overcrowding with new neighborhood schools; creative solutions will be needed (in the near future).
- We will need to go back to the voters at some point.



# Final Thoughts

- THANK YOU to our board, our staff, and our community for coming together and fighting for our district!
- We will continue to work very hard to make our Douglas County community PROUD.





## Questions

