

ROOTED to THRIVE



The Role of the Partnership Committee

Collaborate with Jeffco staff to develop a revenue-generation recommendation for the Board of Education

- Serve as a key communicator within your networks and organizations, explaining why this investment matters
- Advise on investment categories—without setting specific allocations or negotiating items like employee compensation agreements
- Consider joining an independent campaign team to support the ballot initiative



VISION – Why We Exist

Ensure every Jefferson County student has the resources to learn, grow, and succeed.

MISSION – How We Achieve Our Vision

Develop a sustainable revenue generation recommendation for the Jeffco Board of Education's consideration that prioritizes high student impact, earns voter support in November 2026, and includes clear, regular reporting on fund use.

VALUES – What We Stand For

STUDENTS FIRST

Put student success at the center of every decision.

ACCOUNTABLE

Measure and report student outcomes and financial performance with clear, evidence-based metrics.

ADAPTABLE

Adjust funding priorities as student needs evolve.

BALANCED COLLABORATION

Partner with staff, associations, experts, families, and the community to support equitable outcomes across all schools.

COMMUNITY TRUST

Communicate clear value for students, stakeholders, and taxpayers to strengthen confidence in the district.

What a Recommendation Would Include



Mission, Vision, Values

Principles that grounded our discussions and frame the “why” behind our recommendation

Ballot Measure Options Reviewed

Option 1: \$75M MLO (one ballot measure)

Option 2: Up to \$135M in MLOs (two ballot measures)

Option 3: \$75M MLO and a \$600M Bond (two ballot measures)

Investment Priorities

The investment priorities that have emerged from our work the factors we believe are most important for the Board to consider

Assessment of Options

Key benefits, trade offs, and considerations associated with each option



Partnership Timeline, January - May 2026

Jan 2026	Review Partnership purpose and roles; develop a shared values statement to guide the work; identify key information needed for decision-making; and establish an Executive Planning Team to support agenda-setting and advance work between monthly meetings.
Feb 2026	Review the Partnership's recommendation timeline; receive an overview of recent school ballot measure results and the Jefferson County electorate profile; participate in an investment priorities exercise; and continue developing the shared mission/vision/values statement.
March 2026	Receive ballot language education from Jeffco's bond counsel; preview state-level ballot measures being monitored; receive education about ballot measure finance options and projected cost to property owners; revisit investment priorities exercise; oversight structures.
April 6 & May 7 2026	Receive additional property disposition information. Review polling results. Workshop the committee's recommendation for the Board.
May 2026	On May 11, jointly present a revenue generation recommendation to the Board of Education, alongside district staff.

Partnership for Fiscal Sustainability

April 6, 2026



Agenda

- Brenna Copeland, CFO - Financial Analysis of Funding Options and Compensation History
- Jeff Gatlin, COO - Property Disposition
- Heather Waldron, Director of Postsecondary Workforce Readiness - What a CTE Investment Could Look Like
- Ryan Winger, Magellan Strategies - Polling Results
- Adjourn

Funding Options Analysis and Compensation History

Brenna Copeland, Chief
Financial Officer

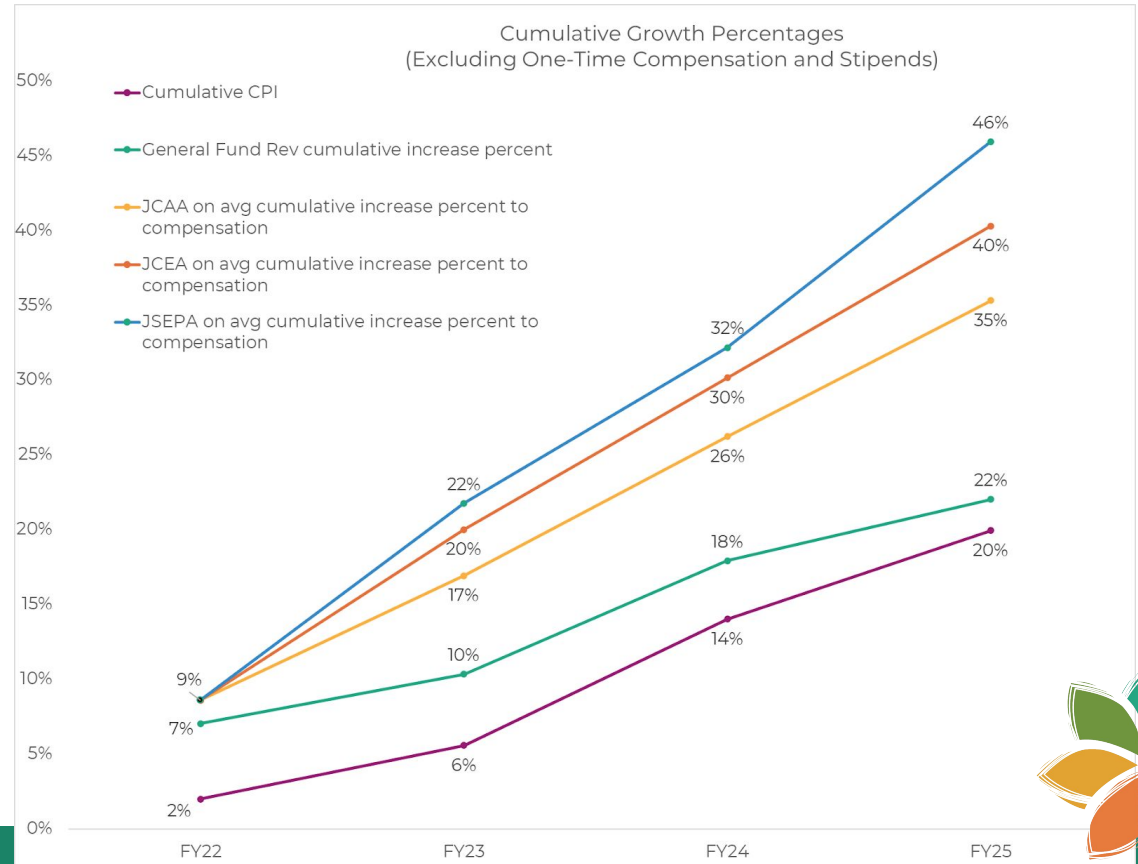


Ballot Measure Options	Estimated Cost to Taxpayers	What is covered?	What remains?	Priority Uses	Ongoing?
\$75M General Purpose MLO	~\$1.21/month per \$100K of actual home value	Provides sustained funding for identified priority uses		<ul style="list-style-type: none"> - Staff compensation & benefits - Fix the deficit -Student programming (i.e. CTE, safety) 	Ongoing
\$135M MLO Package (General + Special Purpose)	~\$3.58/month per \$100K of actual home value	Provides sustained funding for identified priority uses AND Sustained funding for ~55% of capital needs annually	~45% of annual capital needs, which could be raised as a future mill levy OR future bonds	<ul style="list-style-type: none"> - Staff compensation & benefits - Fix the deficit -Student programming (i.e. CTE, safety) -Capital Needs 	Ongoing
\$75M General Purpose MLO + \$600M GO Bond	~\$3.58/month per \$100K of actual home value	Provides sustained funding for identified priority uses AND ~6 years funding of 100% of capital needs	100% of annual capital needs at the end of 6 years, which could be raised in part as a future mill levy AND with future bonds	<ul style="list-style-type: none"> - Staff compensation & benefits -Fix the deficit -Student programming (i.e. CTE, safety) -Capital Needs 	MLO is ongoing Bond is one-time, and would need to be issued on a regular cadence to address capital needs

Increases in compensation have outpaced revenue

Over the last four years, cumulative increases in compensation for returning staff have outpaced revenue and inflation (CPI)

- **JESPA: 46%**
- **JCEA: 40%**
- **JCAA: 35%**
- **Revenue: 22%**
- **Inflation (CPI): 20%**



What Happens When a Ballot Measure Passes?



We keep great educators in Jeffco classrooms.

Sustainable funding allows us to offer competitive, reliable compensation—so we can attract and retain the talented educators our students deserve and Jeffco remains an employer of choice.



Students benefit from stability and strong relationships.

When educators stay, students experience consistency, connection, and stronger learning environments.



We invest in all staff who support students every day.

This includes teachers, paraprofessionals, bus drivers, custodians, principals and many others who make our schools safe, welcoming, and effective.



Students benefit from extraordinary student experiences.

Additional funding for student programs like Career and Technical Education (CTE), which puts Jeffco students on par with their peers in other districts.



We plan responsibly for the long term.

This approach moves us away from short-term fixes and toward sustainable, predictable investments in our people and capital assets.



Jeffco provides warm, safe and modern learning facilities.

Funding to support facilities that provide modern and safe student experiences, facilities that enhance programming, and result in reliable school operations.

Property Disposition Update

Jeff Gatlin, Chief Operating Officer



Property Disposition: Where we Started

- 21 vacant school buildings coming out of Regional Opportunity for Thriving Schools (ROFTS)
- Creation of the Property Disposition Advisory Committee (PDAC)
- Alignment around principles of the property disposition process and the creation of a municipal interest process
- Partnership with real estate consultant (JLL) and a community engagement firm (currently Big Picture Impact)

Guiding Principles of the Main Property Disposition Process

- **Collaborative Partner:** Partnership with a Buyer that maintains an open, active, responsive and committed approach to collaboration with Jeffco and/or municipal staff, the community, and immediate neighbors as valued and interested partners.
- **Financial Capacity and Benefits:** Partnership with a Buyer that has financial capacity to guarantee the successful completion of the Project and provides return to Jeffco.
- **Enhance Neighborhood Quality:** Jeffco seeks to promote the greater community and local economic development. The Buyer may achieve this by providing for a range of property types including office, residential, retail, community asset, etc., which respond to the values of the community and meet the needs of an economically and socially diverse community.
- **Neighborhood compatibility and design:** The proposed project should blend in with the surrounding community and the residential nature.
- **Strategic Planning:** Thoughtful planning that prioritizes efficient and creative site design, strategic phasing and overall architectural and design excellence.

Previous Sales Data



Property	Size (in acres)	Sale Price	Price per Acre	Notes
Allendale	9.62	\$3,250,000*	\$337,838	Under contract
Zerger	8.08	\$1,260,000*	\$155,941	Under contract
Vivian	7.89	\$2,549,250*	\$323,099	Under contract
Vivian park acres	2.00	\$596,720	\$298,360	Sold
Thomson	9.30	\$2,750,000	\$295,699	Sold
Glennon Heights	7.71	\$3,000,000	\$389,105	Sold
Emory	17.50	\$4,000,000	\$228,571	Sold
	Total	\$17,405,970		
*Final price dependent on approved number of lots and asbestos mitigation costs				
	Low		\$155,941	
	High		\$389,105	
	Average		\$289,802	

***These sales and prices were the result of a competitive process where market conditions were created, with the sole exception of Emory**

Disposition: Future Value Analysis



Property	Size (in acres)	High	Low	Average
Arvada K-8	15.18	\$5,906,615	\$2,367,178	\$4,399,192
Bergen Meadow	13.3	\$5,175,097	\$2,074,010	\$3,854,364
Colorow	10	\$3,891,051	\$1,559,406	\$2,898,018
Evergreen Meadows	11.15	\$4,338,521	\$1,738,738	\$3,231,290
Green Mountain	8.1	\$3,151,751	\$1,263,119	\$2,347,395
Kullerstrand	9.81	\$3,817,121	\$1,529,777	\$2,842,956
Molholm	9.9	\$3,852,140	\$1,543,812	\$2,869,038
Parr	13.45	\$5,233,463	\$2,097,401	\$3,897,834
Peck	7.5	\$2,918,288	\$1,169,554	\$2,173,514
Peiffer	10.7	\$4,163,424	\$1,668,564	\$3,100,879
Wilmore-Davis	6.98	\$2,715,953	\$1,088,465	\$2,022,817
Moore	15.96	\$6,210,117	\$2,488,812	\$4,625,237
	Total	\$51,373,541	\$20,588,837	\$38,262,534

Value Assumptions based on all previous sales/contracts to date.

Takeaways

1. “Market value” is the amount a real buyer is willing to pay for a property
2. Sale prices vary greatly on a per acre basis and against appraised value
3. Even when soliciting offers to create competitive market conditions we still experience disparities in value
4. Appraised values and market values vary greatly based on the land’s underlying zoning and use restrictions
5. Rezoning a property adds risk that lengthens or jeopardizes the sale process timeline
6. The realization of sale proceeds will be distributed across future years
7. Community benefit has value that needs to be considered

Building a “Why” for our HS learners



Students see connections between their high school education and the life they want to build, with a clear pathway forward.

They leave us with the Academic, Technical, and Durable (Professional) Skills needed for a Competitive Advantage



Colorado Big Three



Transferable
College Credit



Industry
Certification



Quality
In-Depth WBL



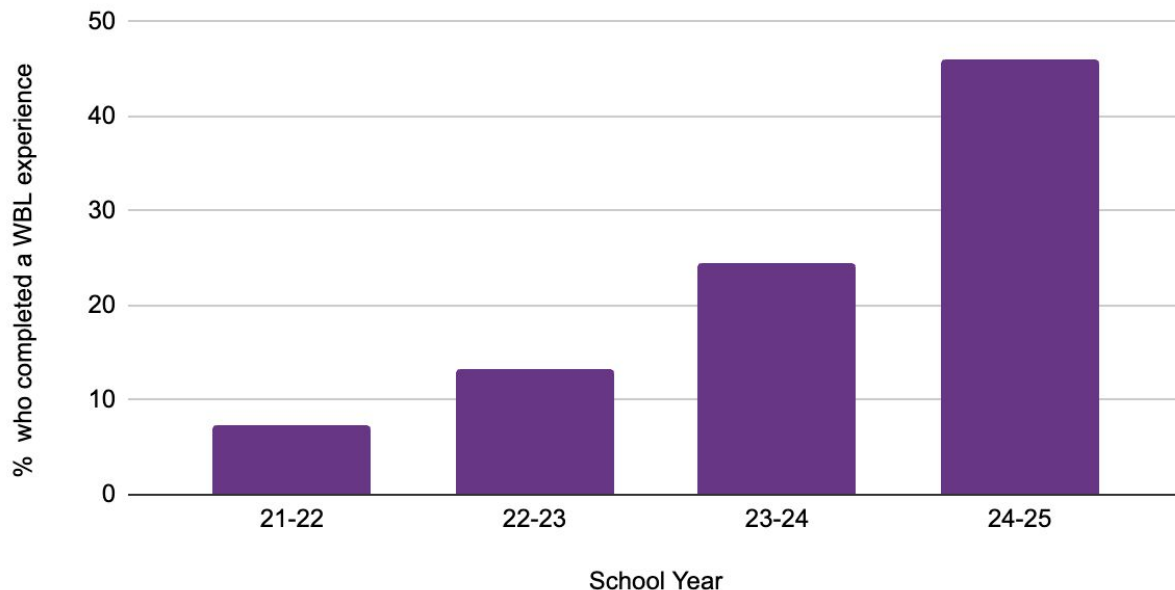
College and
Career
Readiness



Jeffco CTE Concentrators Completing In-Depth Work-Based Learning Experience Trends



Percentage of CTE Concentrators Completing an In-Depth WBL Experience School Year Trends



In 2021-2022 7.4% of CTE concentrators completed a WBL experience, compared to 46.0% in 2024-2025.

At the same time, we are increasing the number of CTE concentrators

24-25 total of CTE concentrators completing WBL is close to 1,400 students

Jeffco Certifications Earned



District Industry Certifications Earned - Warren Tech Compared to Home High Schools			
Year Earned	# of Students Earning Certifications through Warren Tech Programs	# of Students Earning Certifications at Home High School	Total # of Students Earning Certification
2024-2025	626	1,262	1,888
2023-2024	613	873	1,486
2022 - 2023	446	580	1,026
2021 - 2022	445	353	798
2020 - 2021	207	261	468

- In 2024-2025 1,888 individual students earned a state-approved Industry Recognized Credential, a 4x increase since 2020-2021
- $\frac{1}{3}$ of students earned their credentials through a Warren Tech program, $\frac{2}{3}$ via home high school CTE programming

2023-2024 Graduation Rate for CTE Concentrators by Subgroup



	CTE Concentrators with on-time Graduation	All CTE Concentrating Seniors	Graduation rate for CTE Concentrators	Overall Jeffco Grad rates
Jeffco Overall	1215	1,263	96.2	84.6%
American Indian or Alaskan Native	41	41	100.0%	74.4%
Asian	90	93	96.77%	95.9%
Black	34	37	91.89%	65.4%
Hispanic	244	257	94.94%	73.5%
White	1,126	1,172	96.08%	89%
Native Hawaiian or other Pacific Islander	*	*	93.75%	45.5%
Two or more races	65	69	94.20%	84.2%
Individuals with Disabilities	272	281	96.80%	70.9%
Economically Disadvantaged	347	370	93.78%	72.6%
Limited English	33	36	91.67%	68.7%
Homeless	24	28	85.71%	57.1%

* Redacted for small student counts

Jeffco CTE Student Status Trends



CTE Student Status - Deduplicated

Academic Year	Enrollment (.5 credit)		Participant (1.0 credit)		Concentrator (2.0 credit)	
	# of students	% total HS pop	# of students	% total HS pop	# of students	% total HS pop
2024-2025	14,494	59.0%	8,746	35.6%	2,873	11.7%
2023 - 2024	13,766	55.3%	6,743	27.1%	1,831	7.4%
2022 - 2023	14,223	56.7%	6,433	25.7%	1,634	6.5%
2021 - 2022	11,840	46.6%	5,924	23.3%	1,912	7.5%

Student demand for CTE continues to increase and Warren Tech Demand is Greater Than the Available Seats

**Warren Tech:
Program Capacity: 1,789
26-27 Enrollment: 1,791
26-27 Waitlist: 1,487**

CTE: Mental Health Protective Factors

Dr. Christina Bethell and her colleagues at Johns Hopkins University [conducted research](#) that found that the more positive childhood experiences someone has, the greater the positive impact on their mental health as an adult regardless of how much adversity they may have faced in childhood.



Sustaining into the Future - Funding the Future

People: Staffing for Career Connected Programs

Programming: Expanding career program opportunities to reduce waitlist of students

Transportation: Career Exploration Experiences and Shared Pathway Opportunities

Equipment and Technology: Industry aligned resources and access to certifications



Funding the Future: Career Hub Coordinator

Career Hub Coordinators:

- Provide ongoing learning about career pathways and career connected opportunities for students, families, and staff
- Collaborate with local industry partners to provide Work Based Learning experiences for students
- Provides instructional support for internships and work experiences.

Grant Funded Pilot Outcomes:

- Students reported greater understanding of postsecondary options, high-wage high-demand careers, and durable skills
- Industry partners increased by 46% in one year
- Partners reported feeling supported and valuing the relationship related to their own workforce development



Polling Results

Ryan Winger,
Magellan Strategies





Jeffco Public School District Ballot Measure Survey

March 2026



Q&A



May 7 Meeting Topics

Note: April 6 and May 7 Meetings will be hosted at the Warren Tech Central Founders Room



- Workshop a recommendation to the Board of Education

These topics may change with input from the executive planning team.

What a Recommendation Would Include



Mission, Vision, Values

Principles that grounded our discussions and frame the “why” behind our recommendation

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Thank You



Appendix

Committee Transparency and Updates



www.jps.click/jeffco-partnership

- Sharing meeting dates and notes, names of our committee members, etc.
- Share this website with your friends and neighbors who might have questions about the work we are doing.

Where have we been/what we heard:



First Meeting, 1/8/26

- Reviewed the Partnership Purpose and Role
- Discussed the process and engagement timelines to Nov. 2026 election
- Heard from JESPA and JCEA regarding their interests in a ballot measure MOU
- Provided feedback to develop a Partnership for Fiscal Sustainability values statement to guide the committee's work together
- Discussed fiscal oversight and provided feedback
- Reviewed per pupil funding data, average teacher salary data, and the difference between a bond, a General Purpose Mill Levy Override (MLO) and a Special Purpose Mill Levy Override (MLO) for capital/equipment/technology
- 12 members volunteered to serve on the Executive Planning team
- Provided feedback about data and information needed to support the work

Where have we been/what we heard:



Second Meeting, 2/3/26

- Reground: Partnership Purpose and Role
- Complete election timeline review
- Committee timeline for May recommendation to Board
- Justin Silverstein - Data on school ballot elections outcomes
- Craig Hughes and Lindsey E. Rasemussen - Jefferson County electorate makeup
- Investment Priorities Exercise
- Executive Planning Subcommittee update on Mission, Vision, Values statement

Where have we been/what we heard:



Third Meeting, 3/3/26

- Reground: Where we have been, what we heard
- Ed Bowditch (Lobbyist) - State-level ballot measures being monitored
- Mattie Prodanovic (Municipal Advisor) - ballot option finances and cost to property owners
- Kim Crawford (Bond Council) - ballot language education and overview
- Superintendent Dorland - Financial, Bond and MLO Oversight
- Jeff Gatlin, COO - Capital Needs and Property Disposition

Current CTE and Career Connected Funding

- CTE and WBL FTE are funded via SBB at the school level
- Jeffco receives a state reimbursement for a portion of CTE costs via the Career and Technical Act
 - 100% pushed back to school budgets to offset costs
 - State proration rate continues to drop, lowering reimbursement rates
 - 24-25: ~19% reimbursement per CTE FTE
- Jeffco receives ~\$475,000 annually in Perkins funding to support equipment and resources for High School CTE programming.
 - ~160 total high school programs, including Warren Tech
 - Must follow all federal grant guidelines
- General Fund and Prior MLO provides stipends for educators, Middle School CTE resources and equipment, and Warren Tech Programming
- New PWR state funding will be outcomes based - more certs, college credit and WBL our students have, the more funding we get from CDE

