



Mill Levy Override Committee (MLOC)

Meeting Minutes

April 1, 2026 – 5:30-7:00 p.m.
Ed Center, Room 4E

MLOC

Members include:

- Two (2) community members from each director district
- The Superintendent or designee
- A Finance department lead
- The Chief of Schools or designee
- District administrators in charge of certain investment areas, as determined by the Superintendent, and as agendas require
- The committee will also include three to five (3-5) representative staff members from each employee group; administrators, certified educators, and educational support staff
 - JCEA, JESPA and JCAA will each identify three to five (3-5) staff representatives for this committee

Staff & Consultants:

Tracy Dorland, Superintendent
Brenna Copeland, CFO
Matt Palaoro, Chief of Staff
Renee Nicothodes, Chief Academic Officer
Amanda Pierorazio, Chief Human Resource Officer
Kimberly Mahugh, Flourish Communications
Renny Fagan, Keystone Policy Center

Attendees

Name, Representing

Stefanie Jones, JCEA

Loni Byrne, JESPA

Kristy Matteson, Director District 1

Michaela Hennig, Director District 2

David Fulton, Director District 2

Mallory Hamilton, Director District 2

Stephanie Schooley, Director District 3

Jason Hopper, Director District 4

Susan Lopez, Director District 5

Rachel Carter, Director District 5

Shannon Vigil, JCAA

Cara Taft, JCAA

DeAnn Hoffman, JCAA

Chris Linton, JCAA

Lisa Mahannah, JCAA

Noah Hyde, JESPA

Mike Villanueva, JCEA

Lytic Johnson, JCEA

Tracy Dorland, Presenting Staff

Brenna Copeland, Presenting Staff

Renny Fagan, Facilitator

Matt Palaoro, Presenting Staff

Drew Coleman, Staff

Amanda Pierorazio, Presenting Staff

Jill Ibeck, Presenting Staff

Hillary Young, Presenting Staff

Renee Nicothodes, Presenting Staff

Leigh Pytlinski, Presenting Staff

Kimberly Mahugh, Facilitator

Heather Waldron, Presenting Staff

Brian Sammons, Staff

1. Call to Order & Agenda Review

The meeting opened with a review of the agenda, which included:

- Role of the MLO Oversight Committee
- Financial oversight practices in Jeffco
- Review of investment areas from the 2018 MLO
- Committee discussion and feedback

2. Purpose of the Committee

The Mill Levy Override Committee (MLOC) serves as an advisory group to:

- Provide oversight, transparency, and accountability for MLO funds
- Review investment areas tied to the 2018 MLO and any future measures
- Monitor implementation progress alongside the Financial Advisory Committee
- Ensure funds align with voter-approved categories
- Meet once per semester

3. Grounding Context for MLO Funds

Key points shared:

- MLO funds are deposited into the district's general fund and appropriated annually by the Board of Education
- Funds must be equitably shared with charter schools (approximately 11%)
- The 2018 MLO provides ongoing funding with flexibility to adapt to changing needs

4. Overview of 2018 MLO Priorities

The 2018 voter-approved MLO (\$33M, now ~ \$42.4M annually) supports:

- Teacher and staff compensation
- STEM and Career Technical Education (CTE)
- Student safety and mental health
- Classroom materials and technology
- Early education programs

5. Financial Oversight Practices

The district maintains financial accountability through:

- Board governance
- Financial Advisory Committee
- Public financial transparency tools
- Independent audits

6. Investment Area Updates

It was noted by CFO Brenna Copeland that what the committee will see demonstrated is that not only is Jeffco deploying the 2018 MLO proceeds towards increased spending in the intended areas of investment, but spending has grown in most areas by more than just the MLO proceeds because the district has prioritized additional general fund dollars as well.

A. Compensation (Teachers & Staff)

- Average salary increases of ~5% for returning employees following the 2018 MLO, and this salary increase cost approximately \$33M, which is more than double the funding provided by the 2018 MLO towards this purpose
- Subsequent salary increases, funded with the general fund, have brought Jeffco even closer to competitive in terms of salaries
- Retention rates are comparable to neighboring districts

B. Student Safety & Mental Health

- 2018 MLO proceeds were deployed towards substantially increased staffing for Social Emotional Learning Specialists, Title IX supports, GT supports and certain parts of nursing supports
- In addition, the general fund has supported expanded campus security and R1 patrol presence, new universal social-emotional screening Hazel Health services to students and suicide prevention training - benefiting all students

Example of evolving need:

- Partnership with Hazel Health to provide telehealth services for students

C. STEM & Career Technical Education (CTE)

2018 MLO proceeds were deployed towards

- Expansion of Warren Tech programs, particularly by opening a new site, Warren Tech South
- Increased work-based learning opportunities
- Industry-aligned curriculum and credentials

Impact highlights:

- 50% increase in CTE concentrators
- 9x increase in work-based learning participation
- 2x increase in industry credentials

Key challenge:

- Demand exceeds capacity (significant waitlist for CTE programs)

D. Classroom Materials & Technology

- 2018 MLO proceeds were deployed towards expanding Tech for Education through both device purchases and staffing
- Additional 2018 Bond proceeds supported network and infrastructure upgrades

Community feedback example:

- Community members have recommended re-evaluating the 1:1 devices in early grades (K–2)

E. Early Education

- 2018 MLO proceeds were originally deployed towards expanding services and increasing the number of licensed early childhood staff (30 -> 111)
- With the introduction of UPK funds towards core services, the 2018 MLO proceeds shifted to help cover increasing needs for services and identification of special education needs in three and four-year olds
- New funding from the state's UPK program have helped the district expand from 26 to 92 full-day preschool classrooms

Key factors impacting evolution over time:

- Introduction of Colorado Universal Preschool (UPK) as a new revenue stream to support programming
- Declining birth rates and enrollment
- Increasing numbers of students with disabilities

7. Key Themes Across Investment Areas

- MLO funds provide ongoing, flexible funding that adapts to changing student and community needs
- Investments have expanded beyond initial allocations by using additional funds in the general fund
- Demand continues to grow, especially in CTE and student services
- External factors such as state funding and enrollment trends necessitate evolution in how funds are spent

8. Committee Discussion

Committee members engaged in discussion throughout the meeting, with opportunities to:

- Reflect on investment impacts
- Provide feedback on transparency and alignment

9. Adjournment

The meeting concluded following feedback about what members would like to see at their next meeting, including an opportunity to learn more about Jeffco's budget, in general, to help provide additional context for the MLOC materials.

Wrap Up and September Meeting Scheduled

Meeting materials, notes, and updates can be found on the [MLOC webpage](#). **The committee meets once per semester and their next meeting is scheduled for September 29 from 5-6:30 p.m. in room 4E at the Jeffco Ed Center.**

The meeting adjourned at 7:15 pm