Douglas County School District

2026 MLO Proposal

August 11, 2026



BOE ENDS

Global Ends

All students will develop the knowledge, skills, mindsets, and dispositions needed to achieve their highest individual potential in a safe, accessible, thriving, and welcoming learning environment. These results shall be produced at a cost that demonstrates good stewardship of resources.



Ends-1 Academic Excellence and Life Skills

1. Students have the knowledge and skills appropriate to their age and learning ability, to qualify for higher levels of learning, employment of their choice, or independent living.

1.1. Students graduate with cognitive skills, digital skills, and civic responsibility, to each student's individual potential.

1.2. Students graduate with workforce readiness skills.

1.3. Students graduate with independent learning skills.



Ends-2 Mindsets and Dispositions

1. Students acquire the necessary self-leadership skills and interpersonal skills that enable them to become responsible and engaged members of society.

1.1. Students develop their individual strengths, to support their social, emotional, and physical well-being.

1.2. Students graduate as responsible and engaged members of society, contributing positively within their individual ability and interests.



Taxpayers are Seeing a Real Return on their Past Investments



2023 $66 Million Mill Levy Override

- ✓ **Increased Teacher and Staff Pay**
  - Turnover dropped to the lowest in the metro area and academic scores continue to climb!
- ✓ **Increased Safety and Security at Schools**
  - Additional SROs and Campus Security Specialists in place at all schools.






2024 $490 Million Bond

The 2024 Bond is allowing the school district to:

- Update and equip aging schools and facilities;
- Expand Career and Technical Education classroom spaces;
- Construct new elementary schools in Lyric & Sterling Ranch;
- Expand Sierra Middle School;
- Construct Phase 2 of the Legacy Campus; and
- Enhance safety and security at every school across the district.

Interactive Bond Map

bondmap.dcsdk12.org







Highest Graduation Rate (93.6%)!

$124 M in Scholarships



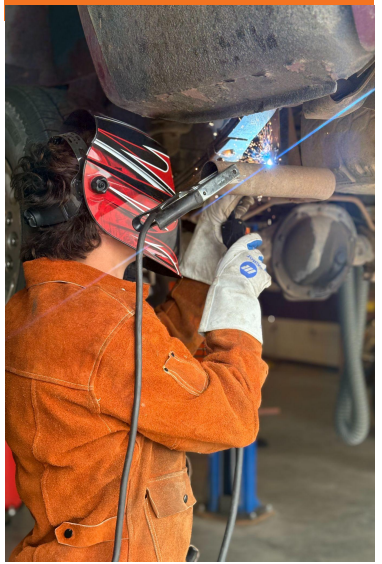
Top-Performing School District in the Denver metro area



Lowest Staff Turnover Rate in the Denver metro area



90 Career & Technical Education Pathways (including Trades)



Top Rated by Families

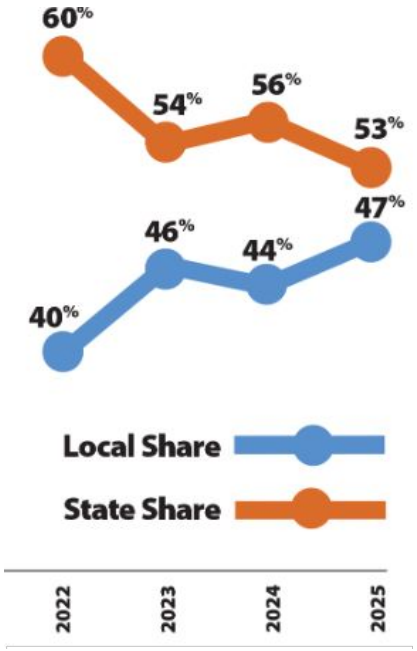




How Our Schools are Funded & Where the Money Goes



How Our Schools Are Funded



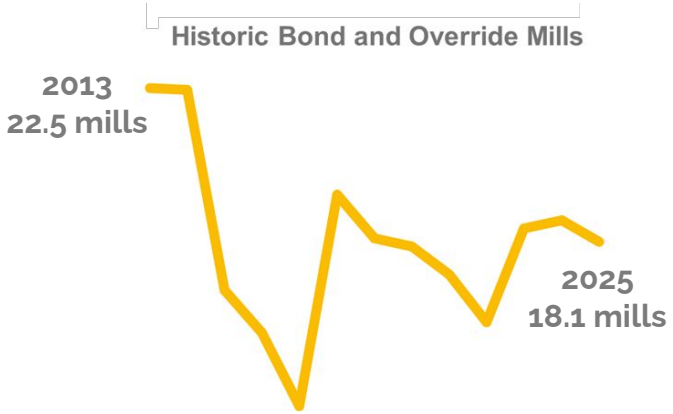
Did you know?

Total funding is set by the state. When local funding goes up, state funding goes down.

State Education funding is not keeping pace with inflation causing districts to make painful cuts.

Did you know?

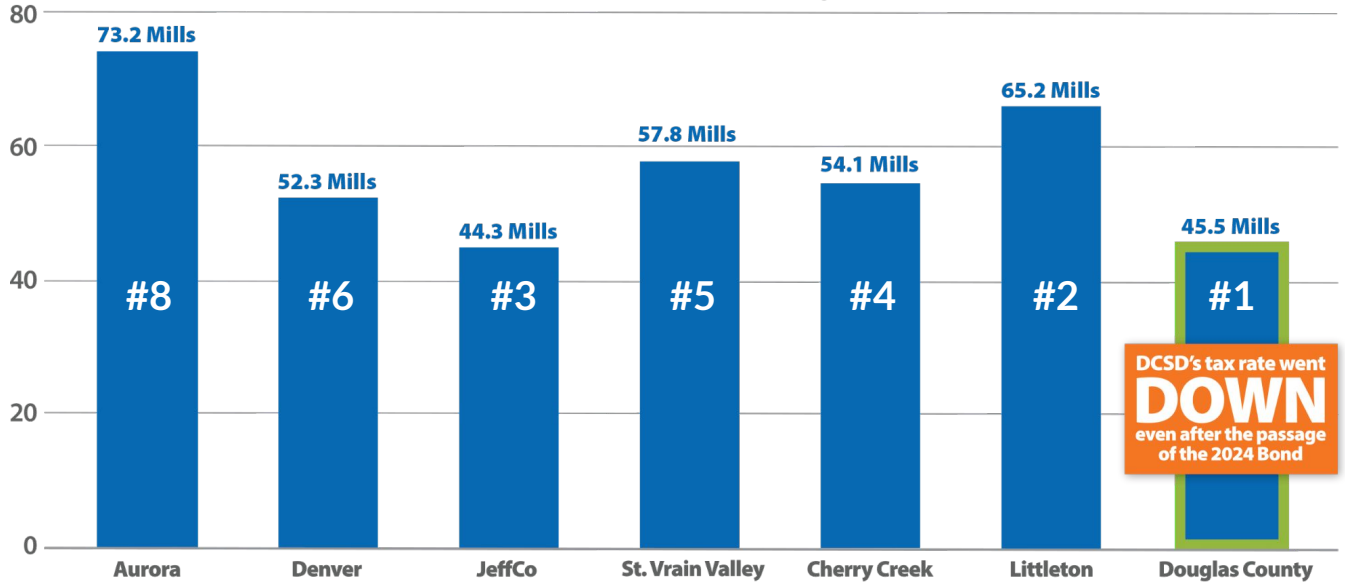
DCSD's tax rate has dropped significantly since 2013 - even with recent ballot initiatives.



DCSD ROI for Taxpayers (Post-Ballot Initiatives)

2026 School District Tax Rate

Rates include School Finance Act funding, Bonds and MLOs



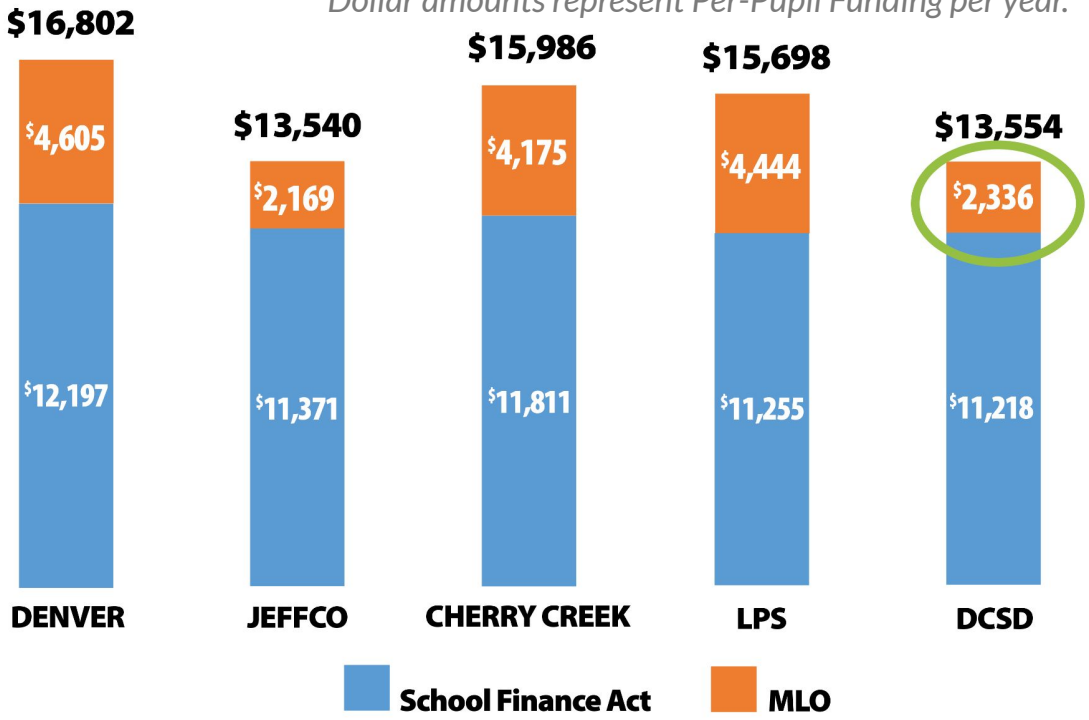
SOURCE: CDE Fiscal Year 2025-26 Mill Levy Table

Did you know?

*DCSD is the **top scoring district** and has one of the **lowest tax rates**.*

District Funding Comparison

Dollar amounts represent Per-Pupil Funding per year.



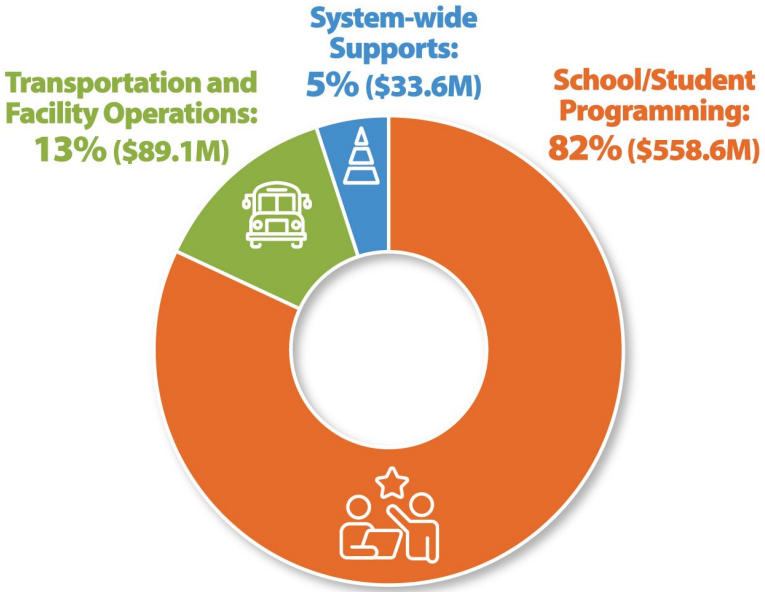
Did you know?

The 2023 Mill Levy Override approved by DougCo voters meant our MLO funding increased over $1,000 per student (thank you taxpayers!). We are still behind our peers but great progress has been made.

How Taxpayer Funding is Spent on Students

Combined General Fund Expenditures ($M)

(excluding charter schools)



Did you know?

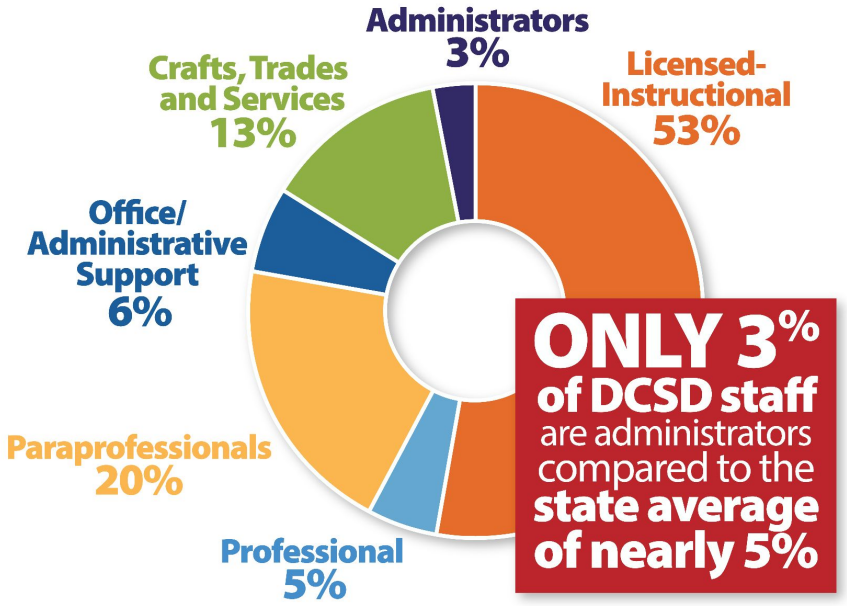
DCSD has 23 Human Resources employees which serve 7,500 employees? This equals a ratio of 1:350. A ratio of 1:50 is recommended in the private sector.

Did you know?

DCSD's IT team supports 63,000 devices and 100 buildings (all of which have WiFi and other technology needs)?

Central Administration Costs

School District Employees
(excluding charter schools)



Did you know?

*DCSD **consolidated schools** in declining enrollment areas to provide better opportunities for students and to be fiscally responsible. DCSD will be **consolidating administration** buildings as well to cut ongoing costs.*



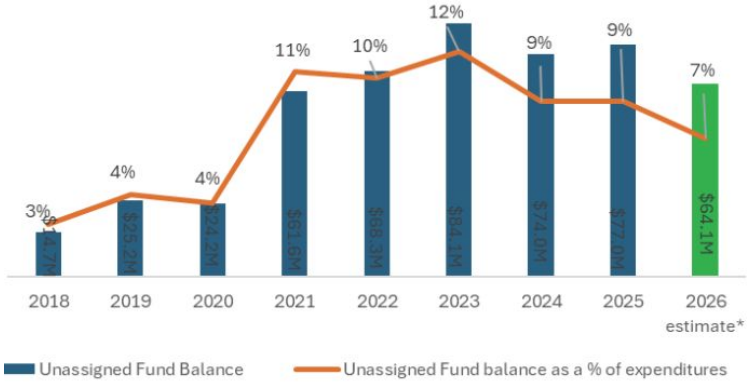
Funding Challenges Continue



Our Financial Reality for the 2026-2027 School Year

Revenue is NOT covering expenses:

- Expected NEW Revenue: **$6M**
- Escalating Healthcare Costs: **$5M**
- Salary Increases (2%): **$10M**
- Inflationary Expense Increases: **$6M**



Did you know?

The state of Colorado had greater than a $1B shortfall - again… and future shortfalls continue to be projected.

Investing in our employees is a priority! DCSD is absorbing all benefits cost increases.

Minimum Amount We Need to CUT by 27-28 **$15M**

Sources of Additional Funding

School districts can request additional funding from voters through two primary options: Mill Levy Overrides and Bonds. These are separate buckets of local dollars and cannot be reduced by state funding levels.

General Mill Levy Overrides (MLOs)

General Mill Levy Overrides are ongoing funding from a fixed or indexed dollar amount each year, limited to 28% of School Finance Act funding.

MLOs are generally used for ongoing expenses such as operations, salaries, staffing, and student programming.

General MLOs are not used for capital expenses *(there is a separate Debt-Free Schools MLO that is used for capital expenses)*.

General Obligation Bonds

General Obligation Bonds generate one-time dollars for capital needs such as constructing new school buildings, additions to existing school buildings, facility repairs and upgrades, security upgrades, classroom equipment, buses, and technology.

Bonds cannot be used for operational, ongoing, expenses.

Proposed 2026 Mill Levy Override ($54 Million)

- **Retain and attract top-quality teachers and staff** by providing salaries that are more competitive with neighboring school districts and to better keep pace with inflation.
- Support increasing costs of **school security**, including school resource officers.
- **Reduce student waitlists for Career and Technical Education** programming, including **the trades**.
- **Restore student programming** such as instrumental music in elementary schools.

Did you know?

Even with 2023 MLO staff pay increases, DCSD is not yet keeping up with inflation and cost of living.







DCSD STRATEGIC PLAN

Douglas County School District Leading the Way

PURPOSE

By 2038, all DCSD graduates will be empowered to meet their future with competence, purpose, and optimism.

END STATEMENT

All students will develop the knowledge, skills, mindsets and dispositions needed to achieve their highest individual potential in a safe, accessible, thriving, and welcoming learning environment.

FOUNDATIONAL COMMITMENT

Cultivate a culture and climate that strives for excellence and promotes hope and resiliency.

CORNERSTONE COMMITMENTS



Academic Excellence



Strategic Technology Integration



Essential Mindsets and Behaviors



Future Ready Graduates (post-secondary readiness and life skills)



Thriving Schools and Thriving Communities

Proposed 2026 Mill Levy Override ($54 Million)

Compensation $22.4 M
4% increase for teachers and staff to keep pace with inflation and improve competitiveness by further closing the gap with the market.

Specialized Student Programming $5.1 M
Establish and enhance intensive in-district programming to provide comprehensive support for students with specialized needs.

Career and Technical Education $4.2 M
Invest in expansion of CTE pathways (existing and new) to better meet student and family demand.

Safety & Security $2.0 M
Annual investment for school security support, such as school resource officers. Additional dollars help offset escalating costs for security support, including SROs, so we can maintain our current SRO to student ratios.

Curricular Investment $3.3 M
Annual investment in literacy and math curricula to ensure resources are available to serve all children.

Athletics and Activities $1.2 M
Address disparities in programming and facilities across schools and add Unified programs at the elementary level for students with special needs.

Student Programming $3.8 M
Restore elementary instrumental music, invest in the middle school teaming model, and support systemic implementation of emerging technologies.

Charter Schools $12.0 M
Charter Schools receive a proportionate share to spend on ballot priorities.

View the complete **Proposed 2026 Mill Levy Override Plan**

District Compensation Changes

- Teachers and other licensed staff: **4% Increase**
  - Revised Salary Schedules (schedules move up 4%)
- Substitutes: **$10 increase** to daily pay rate
- Support Staff (classified): **4% Increase**
- Administrative and Professional/Technical: **4% Increase**
- Post-retirement employees (110/140): **2% increase**
- *All increases retroactive to July 1, 2026*
  - Jan. 27 Payroll: Lump sum retroactive payment (July-January)
  - Feb. 27 Payroll: New rate of pay begins.





Post-MLO Competitive Position (Teachers)

DISTRICT	STARTING SALARY	MAX SALARY
DCSD (Current)	$54,718*	$115,646
DCSD (4% increase)	**$56,906***	**$120,271**
JeffCo	$56,085	$112,955
Littleton Public Schools	$58,038	$131,116
Cherry Creek Schools	$62,000	$126,184
Aurora Public Schools	$61,805	$127,750
Denver Public Schools**	$57,666	$124,233

**weighted across the three schedules based on the percentage of employees on each schedule (general: 53%, hard-to-hire: 30%, extremely-hard-to-hire: 17%).*
***DPS starting pay shown is for 2025-2026 (updated schedule for DPS not yet available).*

Did You Know?

A 4% increase will place DCSD's **starting teacher salary** just above JeffCo.

MLO Financial Details

- In 2027, the proposed MLO would cost residential taxpayers approximately $33.70 per year (about $2.81 per month) for every $100,000 in home value. **For a $700,000 home this would equal $236 per year.**
- DCSD believes that financial transparency helps build public trust by ensuring that taxpayer dollars are managed responsibly, expenditures are publicly accountable, and voter-approved funds are used only for their intended purposes.
- DCSD's **citizen-elected Board of Education** reviews and approves all district budgets and provides fiscal oversight of the entire budget and voter-approved funds.
- DCSD has a **citizen-led Mill Bond Oversight Committee** and Fiscal Oversight Committees that help ensure that taxpayer dollars are spent as promised.
- DCSD's **award-winning** Budget and Accounting departments are responsible for accurate financial planning, reporting and analysis.

COST TO TAXPAYERS

Additional funding via a potential MLO would cost residential taxpayers approximately **$33.70** per year (about $2.81 per month) for every **$100,000** in home value.



Keeping Pace (Fixed MLO vs. Indexed MLO)

An Indexed Mill Levy Override means the District can better keep pace with inflation and growth.

Fixed Mill Levy Override

- Fixed dollar amount does not adjust with inflation or growth.
- Value of the dollar does not keep pace with inflation or expenses.
- Share of cost per household decreases over time.
- Very unusual (other municipalities collect tax rates that adjust with inflation and growth each year).

Indexed Mill Levy Override

- Indexed (aligned) to the Colorado School Finance Act, which adjusts over time based on inflation.
- Dollar amount generally increases by inflation each year to hold purchasing power.
- Cost generally remains the same per household over time.



Proposed Ballot Question



Proposed Ballot Question

SHALL DOUGLAS COUNTY SCHOOL DISTRICT NUMBER RE1 TAXES BE INCREASED $54 MILLION COMMENCING IN 2026 FOR TAX COLLECTION IN YEAR 2027 TO BE USED FOR GENERAL FUND PURPOSES INCLUDING:

RETAIN AND ATTRACT TOP QUALITY TEACHERS AND STAFF, WITH SALARIES TO BE MORE COMPETITIVE WITH NEIGHBORING DISTRICTS, AND TO BETTER KEEP PACE WITH INFLATION;

SUPPORT INCREASING COSTS OF SCHOOL SECURITY, INCLUDING SCHOOL RESOURCE OFFICERS;

REDUCE STUDENT WAITLISTS FOR CAREER AND TECHNICAL EDUCATION PROGRAMMING, INCLUDING THE TRADES;

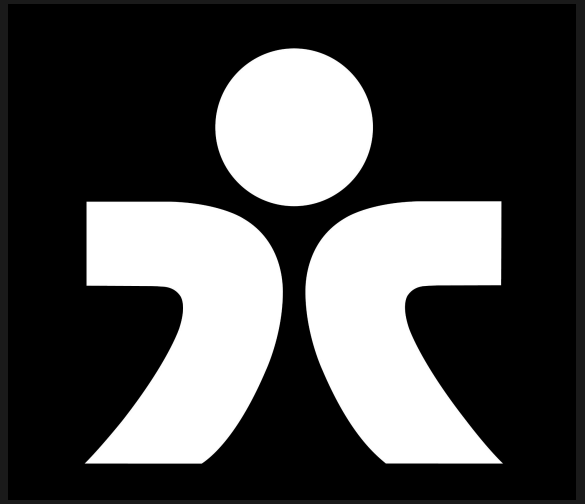
RESTORE STUDENT PROGRAMMING, SUCH AS INSTRUMENTAL MUSIC IN ELEMENTARY SCHOOLS;

AND BE IMPOSED ANNUALLY THEREAFTER FOR THE ABOVE PURPOSES BY WHATEVER AMOUNTS ARE RAISED BY THE IMPOSITION OF A MILL LEVY WHICH, WHEN COMBINED WITH PRIOR VOTER APPROVED OVERRIDE QUESTIONS, SHALL PRODUCE REVENUE NOT TO EXCEED THE LIMIT ESTABLISHED FOR THE DISTRICT BY SECTION 22-54-108(3)(B)(VI), C.R.S., AND SHALL THE REVENUES FROM SUCH TAXES AND ANY EARNINGS FROM THE INVESTMENT OF SUCH REVENUES BE COLLECTED AND SPENT AS A VOTER APPROVED REVENUE CHANGE UNDER ARTICLE X, SECTION 20 OF THE COLORADO CONSTITUTION AND ANY OTHER LAW; AND SHALL THE DISTRICT'S EXPENDITURES BE SUBJECT TO AN ANNUAL INDEPENDENT AUDIT POSTED ON ITS WEBSITE AND BE SUBJECT TO OVERSIGHT BY A CITIZENS' COMMITTEE?



July 2026 Polling Results





Pulse
DECISION SCIENCE

n=506 Likely Voters (MoE=4.4%)
July 14-24, 2026

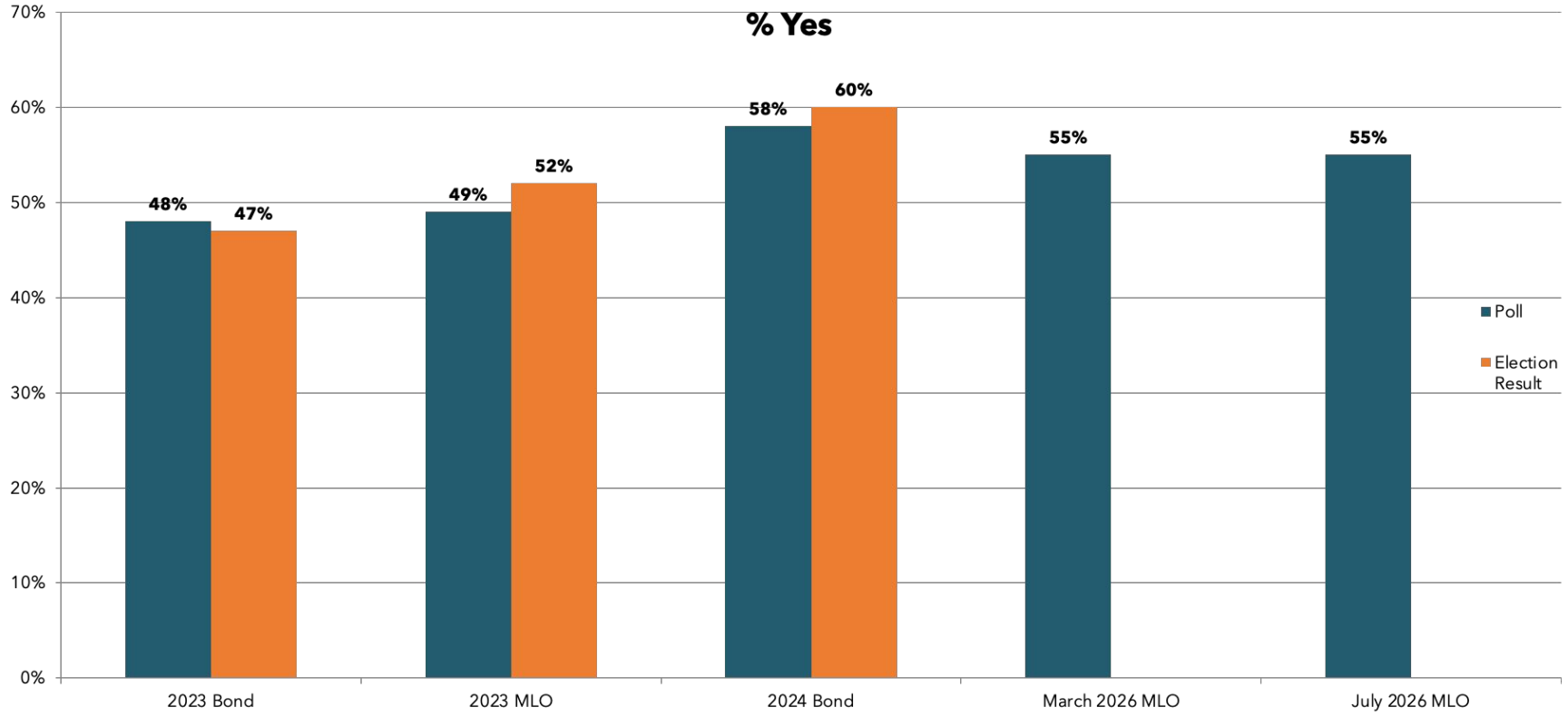


Pulse

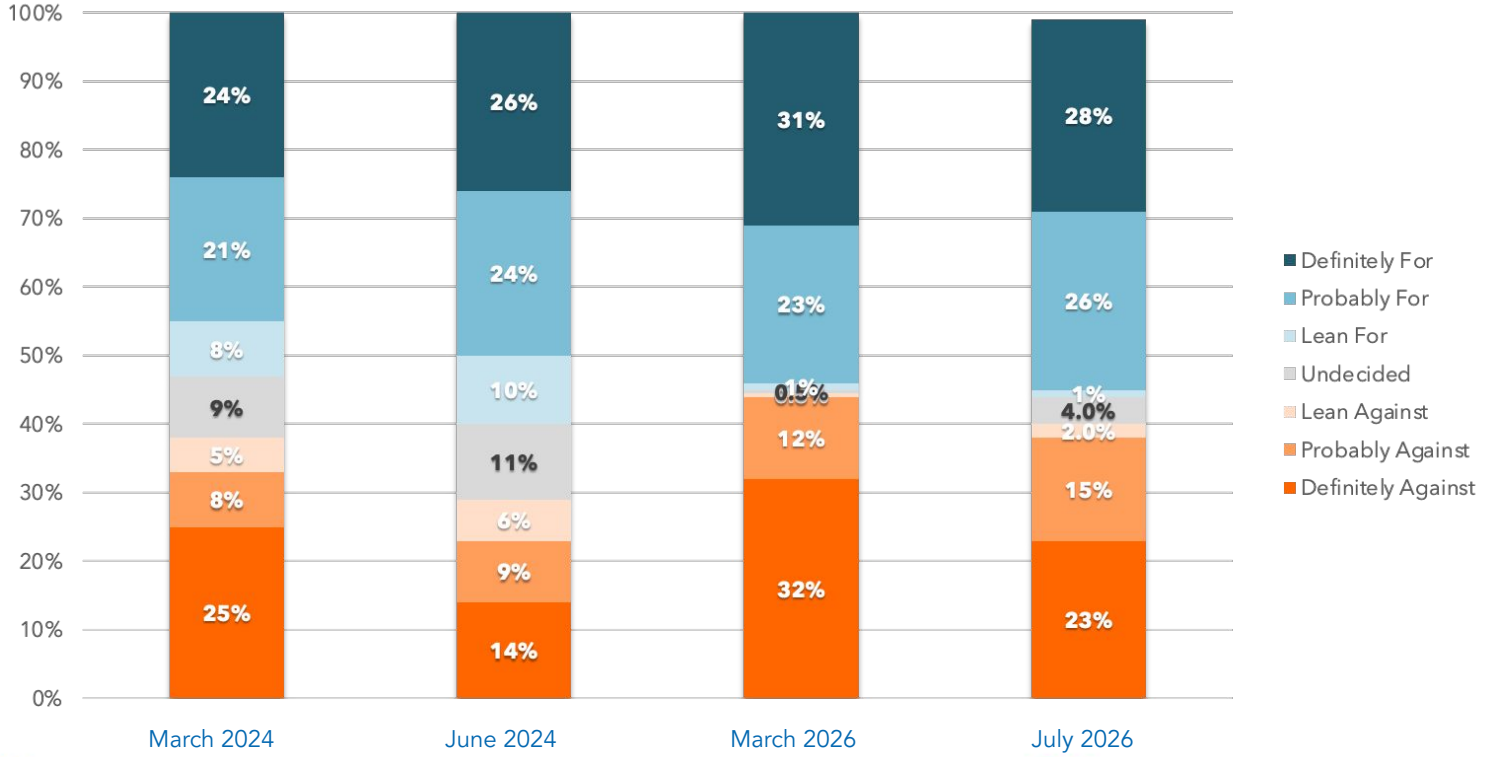
DECISION SCIENCE

Past Results

POLLING vs PAST ELECTION RESULTS



Ballot Segmentation Trendline
COMPARISON SLIDE





Pulse

DECISION SCIENCE

Ballot and Messaging

INITIAL BALLOT

7. Now thinking about Douglas County School District's budget and future planning, the district is exploring various options and gathering community input. Here is sample language for one potential ballot measure that is being considered…

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- **INCREASE AND SUPPORT SCHOOL SECURITY, INCLUDING SCHOOL RESOURCE OFFICERS;**
- **REDUCE STUDENT WAITLISTS FOR CAREER AND TECHNICAL EDUCATION PROGRAMMING, INCLUDING THE TRADES;**
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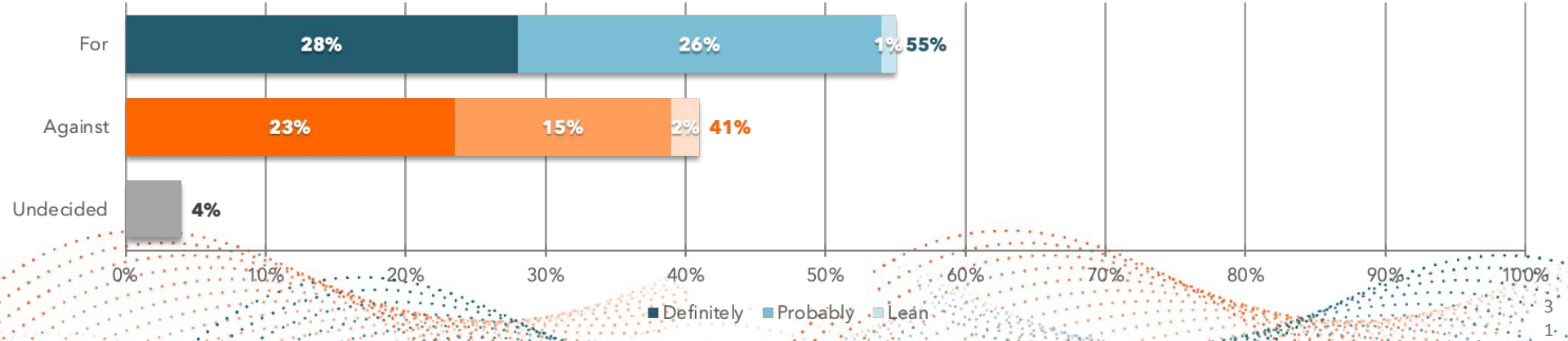

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	Size	For	Against
Overall	100%	55%	41%
PARTY: Republican	35%	37%	58%
PARTY: Independent	47%	56%	39%
PARTY: Democrat	18%	85%	12%
EDU: High School or Less	11%	63%	29%
EDU: Some College	26%	58%	37%
EDU: Bachelor's Degree	37%	55%	44%
EDU: Post-Graduate	25%	48%	46%
CHILDREN: Less than 3-7	10%	71%	23%
CHILDREN: 8-11 years old	6%	59%	33%
CHILDREN: 12-15 years old	10%	61%	32%
CHILDREN:16-17 years old	7%	55%	43%
NO CHILDRE	64%	52%	44%
ENROLLMENT: Yes	47%	54%	42%
ENROLLMENT: No	52%	56%	40%
SES: <College <$75k	12%	67%	24%
SES: <College $75k+	20%	57%	36%
SES: College+ <$75k	8%	68%	30%
SES: College+ $75k+	48%	52%	45%
ETHNO: White	82%	55%	40%
Other Ethnicity	8%	56%	42%
GENAGE: Male 18-54	26%	61%	34%
GENAGE: Male 55+	21%	41%	58%
GENAGE: Female 18-54	23%	65%	30%
GENAGE: Female 55+	27%	49%	44%
ZIP: 80104	10%	54%	43%
ZIP: 80108	10%	49%	45%
ZIP: 80126	11%	65%	35%
ZIP: 80134	20%	58%	39%
BALANCE OF ZIPS	48%	52%	42%
VOTE HISTORY: 0 to 1 of 4	14%	66%	30%
VOTE HISTORY: 2 of 4	9%	54%	41%
VOTE HISTORY: 3 of 4	16%	64%	35%
VOTE HISTORY: 4 of 4	61%	50%	45%

BALLOT SUPPORT

8.A. Being as specific as you can, what are the one or two most important reasons why you would likely support such a ballot measure? n=275

Teacher compensation and retention were the clearest reasons for support: Respondents believed higher salaries are necessary to stop DCSD from losing experienced and qualified teachers to better-paying neighboring districts.

- "Retain teachers. I know we've lost a lot of teachers to Cherry Creek because they just pay more."
- "We need to pay teachers better so we don't lose them to other districts."

Supporters wanted students to receive a broader, more practical education: Music and the arts were frequently mentioned alongside trades, technical education, physical activity and other life-skills programming.

- "I think music belongs in schools. It's a place to start."
- "They also need to offer a variety of other interests, whether it's music or physical activity or learning a trade like shop or home economics."

School safety was an important, though less frequently discussed, priority: Those who raised the issue supported more security personnel and stronger protections around school buildings, often while also citing workforce or technical programs.

- "I would say the high security in school and more police officers at school."
- "Security issues and trade programs."

Many viewed school funding as an investment in the community's future: Support extended beyond the measure's individual components, reflecting a broader belief that strong public schools are essential to preparing children and maintaining a successful community.

- "The kids in school are our future… and they need to be well educated and knowledgeable about what's going on."
- "A community will not survive if their public schools fail."

Audits and citizen oversight helped reassure some supporters: Respondents were more comfortable approving additional funding when the measure included clear monitoring and accountability for how the money would be spent.

- "I like the idea of a citizen oversight committee."
- "I like the fact that it's audited… and the fact that it will be monitored and audited."

Overall Summary: Supporters primarily saw the measure as a way to improve teacher pay and prevent qualified educators from leaving for neighboring districts. They also valued restoring music and the arts, expanding career and technical education, strengthening school security and providing students with a more well-rounded education. Many framed their support in broader terms, arguing that strong schools benefit children, families and the community's long-term future. Although generally supportive, some respondents still wanted assurance that the money would reach teachers and classrooms rather than administrative expenses, making the proposed audit and citizen oversight provisions an important source of reassurance.

BALLOT OPPOSE

8.C. Being as specific as you can, what are the one or two most important reasons why you would likely oppose such a ballot measure? n=207

Tax fatigue and personal affordability were major reasons for opposition: Respondents said Douglas County property taxes were already high and that another increase would place added pressure on retirees, fixed-income households and residents without children in the schools.

- "Our taxes are so high in Douglas County already."
- "I'm semi-retired… It's hard for me to come up with more money every month."

Opponents questioned whether existing funds are being spent effectively: Many believed the district is too administratively top-heavy and that additional revenue would not reach teachers, students or classroom programs.

- "They're too top heavy with administrations… there's just too many administrators."
- "The money would be wasted on higher administrative people and not going to the people it should go to."

Recent funding increases and school closures created resistance to another request: Respondents argued that the district had recently received additional money and should adjust its spending as enrollment declines rather than return to taxpayers.

- "They just received a raise and then closed schools."
- "The schools want more money every year… I think they have enough money."

The proposal was viewed as too broad, complicated and difficult to trust: Some opponents said the measure combined too many priorities and did not provide enough certainty that funds would be used for the purposes described.

- "It's too complex… It's just trying to do too many things with a single measure."
- "I don't trust them to use the funds for what it says it's supposed to be used for."

Some saw little evidence that more spending would improve student achievement: These respondents connected their opposition to concerns about grade-level performance, educational quality and whether past increases had produced better results.

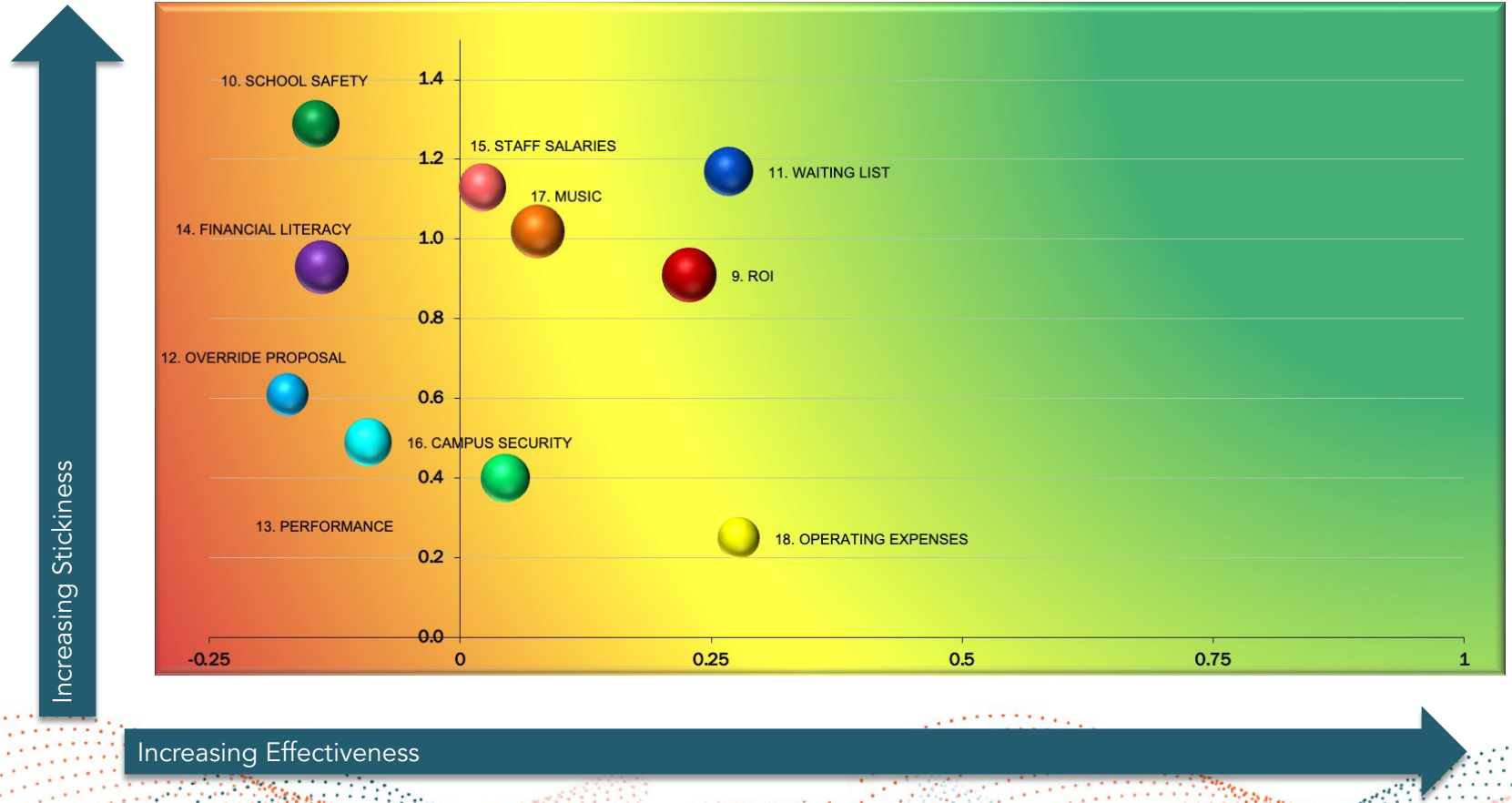
- "Current funds should cover education, and too much of their education is not up to standard."
- "It's not improving students' outcomes."

Overall Summary: Opposition was driven primarily by a combination of tax fatigue and distrust of the district's financial management. Respondents frequently argued that DCSD should make better use of its current resources, reduce administrative overhead and adjust its budget to reflect declining enrollment before asking voters for more money. Recent tax increases, bond measures and school closures reinforced the perception that taxpayers are repeatedly asked to contribute without seeing clear results. Others objected to the proposal's length and breadth, saying it combined too many priorities and lacked sufficient detail or guarantees. Concerns about academic performance, curriculum, unions and school board decision-making also appeared, but the core objection was that additional funding would not necessarily reach classrooms or improve student outcomes.

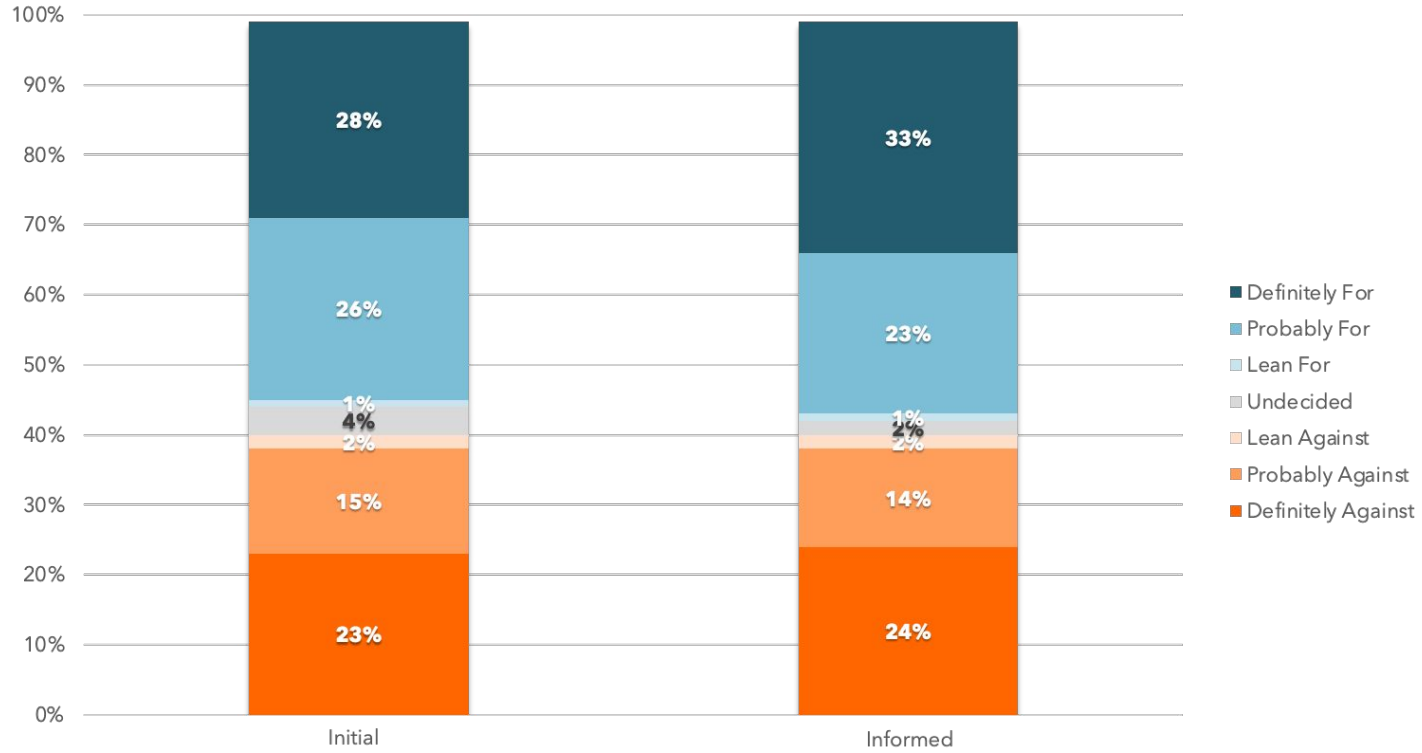
Positive Issue Messages
9. ROI: The district's previous funding measures have had a good return on investment – resulting in higher test scores and graduation rates higher teacher retention, and higher morale
10. SCHOOL SAFETY: This new mill levy would fund school safety, future-focused student programming, including personal financial literacy, services for students with specialized needs, career and technical training, teacher salaries and other mission-critical expenses.
11. WAITING LIST: There is currently a long waiting list for trades, technical career and workforce training. This new mill levy would make these popular programs more robust and available to more students.
12. OVERRIDE PROPOSAL: The mill levy override proposal would cost approximately $32 dollars in the first year, per 100K dollars of property.
13. PERFORMANCE: The Douglas County School District is the highest performing school district in the Denver Metro area, and student achievement results continue to reflect the positive impact of past investments.
14. FINANCIAL LITERACY: District families are requesting more personal financial literacy and life skills training – starting in elementary school through high-school. This mill levy would fund this additional programming.
15. STAFF SALARIES: Although recent funding measures have improved teacher and staff compensation, the District remains 7% below the average starting salary in the metro area. Continued investment is needed to keep teacher and staff salaries competitive and aligned with inflation.
16. CAMPUS SECURITY: District families are asking for more support for campus security and safety. The mill levy would help fund these additional security officers and building upgrades.
17. MUSIC: This new mill levy would help restore funding for popular student programs, such as instrumental music for our elementary schools.
18. OPERATING EXPENSES: Previously passed mill levy increases were structured to provide a fixed amount of annual money, rather than a percentage of property taxes. Because of inflation, the previous fixed amounts no longer cover our current school operating expenses.

Persuadable: 48%

Ballot Measure Pos



INFORMED BALLOT MEASURE – POST POSITIVE SERIES



	Initial	Informed Pos	Change
For	55%	57%	+2%
Against	41%	40%	-1%
Undecided	4%	2%	-2%

Top Movers

	Size	Initial	Informed	Change
SES: <College <$75k	12%	67%	76%	9%
CHILDREN: 8-11 years old	6%	59%	65%	6%
EDU: Some College	26%	58%	63%	5%
BALANCE OF ZIPS	48%	52%	57%	5%
VOTE HISTORY: 2 of 4	9%	54%	59%	5%
EDU: High School or Less	11%	63%	67%	4%
CHILDREN: Less than 3-7	10%	71%	75%	4%
ZIP: 80134	20%	58%	62%	4%
PARTY: Independent	47%	56%	60%	4%
ENROLLMENT: Yes	47%	54%	58%	4%
GENAGE: Female 18-54	23%	65%	69%	4%
VOTE HISTORY: 0 to 1 of 4	14%	66%	70%	4%
EDU: Post-Graduate	25%	48%	51%	3%
CHILDREN: 12-15 years old	10%	61%	64%	3%
GENAGE: Male 18-54	26%	61%	64%	3%
GENAGE: Male 55+	21%	41%	44%	3%
ZIP: 80108	10%	49%	52%	3%
VOTE HISTORY: 4 of 4	61%	50%	53%	3%
ETHNO: White	82%	55%	58%	3%
PARTY: Republican	35%	37%	39%	2%
NO CHILDREN	64%	52%	54%	2%
SES: <College $75k+	20%	57%	59%	2%
GENAGE: Female 55+	27%	49%	51%	2%
CHILDREN:16-17 years old	7%	55%	57%	2%
ENROLLMENT: No	52%	56%	58%	2%
PARTY: Democrat	18%	85%	86%	1%
SES: College+ $75k+	48%	52%	53%	1%
SES: College+ <$75k	8%	68%	69%	1%
EDU: Bachelor's Degree	37%	55%	55%	0%
ZIP: 80126	11%	65%	65%	0%
VOTE HISTORY: 3 of 4	16%	64%	63%	-1%
Other Ethnicity	8%	56%	52%	-4%
ZIP: 80104	10%	54%	49%	-5%

Most Effective Messages

Avg P-Value: 0.57	Most Effective Message		
SES: <College <$75k	18. OPERATING EXPENSES (0.81)	9. ROI (0.54)	10. SCHOOL SAFETY (0.45)
CHILDREN: 8-11 years old	10. SCHOOL SAFETY (1.32)	9. ROI (0.43)	18. OPERATING EXPENSES (0.36)
EDU: Some College	13. PERFORMANCE (0.49)	18. OPERATING EXPENSES (0.21)	11. WAITING LIST (0.17)
BALANCE OF ZIPS	9. ROI (0.30)	14. FINANCIAL LITERACY (0.17)	13. PERFORMANCE (0.13)
VOTE HISTORY: 2 of 4	13. PERFORMANCE (0.55)	17. MUSIC (0.37)	11. WAITING LIST (0.32)
EDU: High School or Less	12. OVERRIDE PROPOSAL (0.49)	11. WAITING LIST (0.41)	18. OPERATING EXPENSES (0.26)
CHILDREN: Less than 3-7	13. PERFORMANCE (0.35)	11. WAITING LIST (0.20)	10. SCHOOL SAFETY (0.18)
ZIP: 80134	9. ROI (0.36)	18. OPERATING EXPENSES (0.34)	11. WAITING LIST (0.30)
PARTY: Independent	9. ROI (0.28)	10. SCHOOL SAFETY (0.10)	
ENROLLMENT: Yes	17. MUSIC (0.60)	14. FINANCIAL LITERACY (0.20)	
GENAGE: Female 18-54	9. ROI (0.46)	14. FINANCIAL LITERACY (0.19)	
VOTE HISTORY: 0 to 1 of 4	10. SCHOOL SAFETY (0.41)	14. FINANCIAL LITERACY (0.24)	9. ROI (0.16)
CHILDREN: 12-15 years old	13. PERFORMANCE (0.39)	12. OVERRIDE PROPOSAL (0.33)	
GENAGE: Male 18-54	13. PERFORMANCE (0.45)	11. WAITING LIST (0.20)	16. CAMPUS SECURITY (0.11)
GENAGE: Male 55+	9. ROI (0.27)	17. MUSIC (0.24)	11. WAITING LIST (0.23)
ZIP: 80108	17. MUSIC (0.42)	11. WAITING LIST (0.21)	18. OPERATING EXPENSES (0.18)
VOTE HISTORY: 4 of 4	11. WAITING LIST (0.20)	9. ROI (0.19)	18. OPERATING EXPENSES (0.15)
ETHNO: White	9. ROI (0.25)	11. WAITING LIST (0.18)	13. PERFORMANCE (0.15)
PARTY: Republican	11. WAITING LIST (0.42)	13. PERFORMANCE (0.24)	9. ROI (0.16)
NO CHILDREN	9. ROI (0.25)	11. WAITING LIST (0.20)	9. ROI (0.19)
SES: <College $75k+	11. WAITING LIST (0.39)	13. PERFORMANCE (0.26)	18. OPERATING EXPENSES (0.18)
GENAGE: Female 55+	15. STAFF SALARIES (0.32)	18. OPERATING EXPENSES (0.25)	11. WAITING LIST (0.13)
CHILDREN:16-17 years old	9. ROI (0.22)	13. PERFORMANCE (0.18)	14. FINANCIAL LITERACY (0.15)
ENROLLMENT: No	9. ROI (0.20)	18. OPERATING EXPENSES (0.11)	11. WAITING LIST (0.11)
PARTY: Democrat	12. OVERRIDE PROPOSAL (0.35)	17. MUSIC (0.19)	9. ROI (0.15)
SES: College+ $75k+	9. ROI (0.18)	15. STAFF SALARIES (0.12)	11. WAITING LIST (0.11)
SES: College+ <$75k	9. ROI (0.25)	10. SCHOOL SAFETY (0.23)	
EDU: Bachelor's Degree	16. CAMPUS SECURITY (0.17)	12. OVERRIDE PROPOSAL (0.10)	
ZIP: 80126	14. FINANCIAL LITERACY (0.25)	9. ROI (0.24)	15. STAFF SALARIES (0.20)
VOTE HISTORY: 3 of 4	9. ROI (0.30)	14. FINANCIAL LITERACY (0.21)	16. CAMPUS SECURITY (0.20)
Other Ethnicity	18. OPERATING EXPENSES (0.40)		



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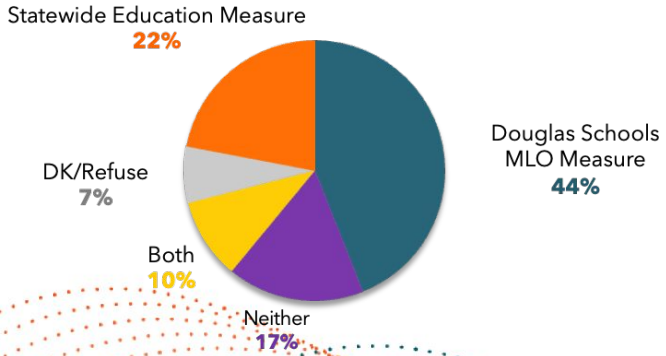
Other Factors

STATE vs DCSD BALLOT MEASURE

And, as you may know, it's likely that there will be many ballot measures for voters to consider in November 2026-

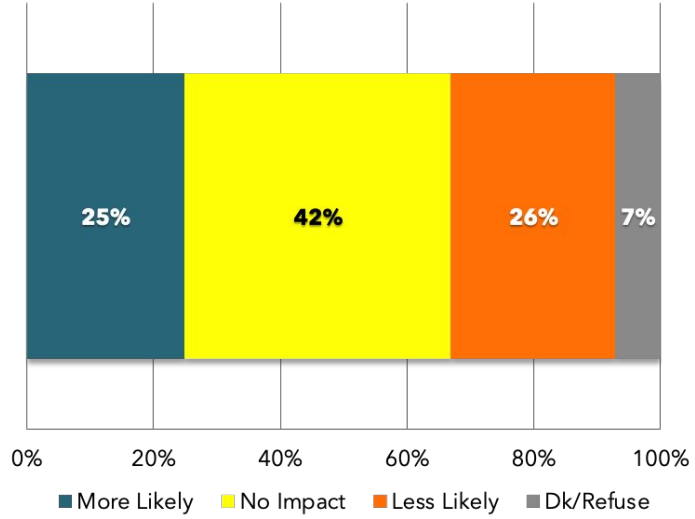
21. If both, a statewide education funding measure and a Douglas County School District funding measure, appeared on the same ballot, and you knew that revenue from the Douglas County measure would stay in Douglas County while revenue from the statewide measure would be distributed across Colorado, which measure would you be more likely to support the statewide education funding measure OR the Douglas Schools education funding measure?



	Size	Douglas Schools MLO Measure	Statewide Education Measure
Overall	100%	44%	22%
PARTY: Republican	35%	47%	13%
PARTY: Independent	47%	43%	28%
PARTY: Democrat	18%	41%	24%
EDU: High School or Less	11%	33%	34%
EDU: Some College	26%	49%	22%
EDU: Bachelor's Degree	37%	47%	23%
EDU: Post-Graduate	25%	41%	16%
CHILDREN: Less than 3-7	10%	45%	22%
CHILDREN: 8-11 years old	6%	61%	13%
CHILDREN: 12-15 years old	10%	33%	33%
CHILDREN:16-17 years old	7%	52%	6%
NO CHILDREN	64%	44%	24%
ENROLLMENT: Yes	47%	49%	13%
ENROLLMENT: No	52%	40%	31%
SES: <College <$75k	12%	36%	41%
SES: <College $75k+	20%	51%	15%
SES: College+ <$75k	8%	42%	36%
SES: College+ $75k+	48%	46%	19%
ETHNO: White	82%	46%	20%
Other Ethnicity	8%	34%	35%
GENAGE: Male 18-54	26%	51%	20%
GENAGE: Male 55+	21%	39%	15%
GENAGE: Female 18-54	23%	39%	32%
GENAGE: Female 55+	27%	46%	21%
ZIP: 80104	10%	42%	19%
ZIP: 80108	10%	52%	8%
ZIP: 80126	11%	48%	19%
ZIP: 80134	20%	50%	24%
BALANCE OF ZIPS	48%	40%	26%
VOTE HISTORY: 0 to 1 of 4	14%	43%	40%
VOTE HISTORY: 2 of 4	9%	47%	13%
VOTE HISTORY: 3 of 4	16%	52%	26%
VOTE HISTORY: 4 of 4	61%	42%	18%

vs. CBA

22. Assuming for a moment that a Collective Bargaining Agreement was reinstated in the school district, would this make you more likely OR less likely to support the Douglas County Schools funding measure, or would this have no impact on your position?

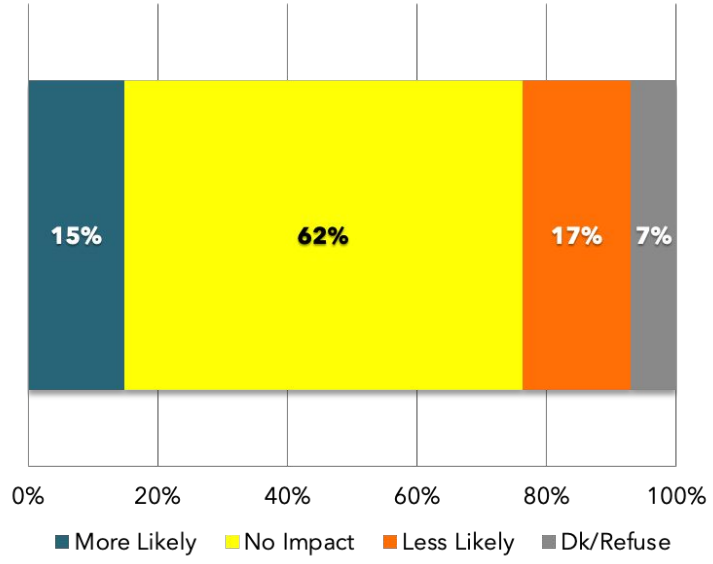


-1 Net More Likely

	Size	More Likely Support MLO	Less Likely Support MLO	No Impact
Overall	100%	25%	26%	42%
PARTY: Republican	35%	8%	45%	36%
PARTY: Independent	47%	25%	21%	51%
PARTY: Democrat	18%	60%	2%	33%
EDU: High School or Less	11%	18%	14%	53%
EDU: Some College	26%	27%	21%	47%
EDU: Bachelor's Degree	37%	23%	30%	41%
EDU: Post-Graduate	25%	28%	31%	35%
CHILDREN: Less than 3-7	10%	23%	12%	59%
CHILDREN: 8-11 years old	6%	23%	21%	43%
CHILDREN: 12-15 years old	10%	36%	23%	42%
CHILDREN:16-17 years old	7%	29%	25%	31%
NO CHILDREN	64%	24%	29%	41%
ENROLLMENT: Yes	47%	26%	28%	40%
ENROLLMENT: No	52%	24%	24%	45%
SES: <College <$75k	12%	24%	10%	61%
SES: <College $75k+	20%	25%	24%	46%
SES: College+ <$75k	8%	27%	24%	47%
SES: College+ $75k+	48%	26%	31%	38%
ETHNO: White	82%	25%	26%	42%
Other Ethnicity	8%	26%	27%	42%
GENAGE: Male 18-54	26%	29%	20%	48%
GENAGE: Male 55+	21%	22%	42%	33%
GENAGE: Female 18-54	23%	29%	18%	47%
GENAGE: Female 55+	27%	22%	28%	39%
ZIP: 80104	10%	26%	28%	38%
ZIP: 80108	10%	25%	32%	38%
ZIP: 80126	11%	21%	36%	35%
ZIP: 80134	20%	25%	19%	52%
BALANCE OF ZIPS	48%	26%	25%	42%
VOTE HISTORY: 0 to 1 of 4	14%	23%	12%	59%
VOTE HISTORY: 2 of 4	9%	18%	16%	65%
VOTE HISTORY: 3 of 4	16%	26%	20%	47%
VOTE HISTORY: 4 of 4	61%	26%	32%	34%

vs. School Consolidations/Declining Enrollment

23. Have school board actions, such as recent school consolidations in Highlands Ranch, due to declining enrollment, impacted your opinion about future funding measures?

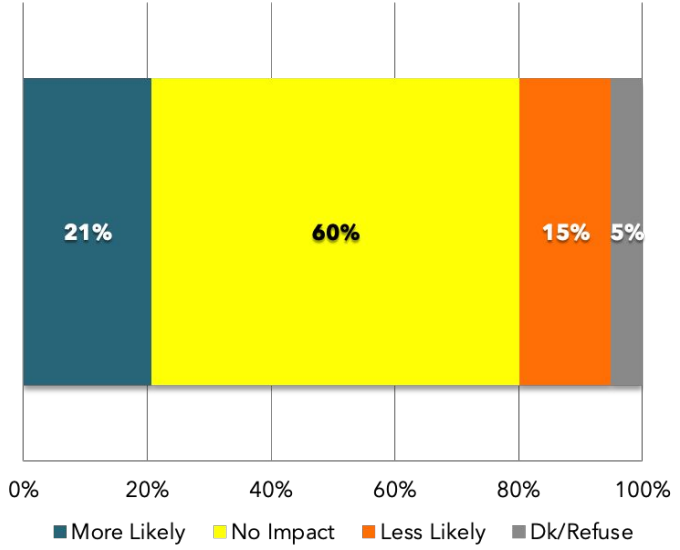


-2 Net More Likely

	Size	More Likely Support MLO	Less Likely Support MLO	No Impact
Overall	100%	15%	17%	62%
PARTY: Republican	35%	12%	26%	51%
PARTY: Independent	47%	17%	15%	65%
PARTY: Democrat	18%	15%	5%	77%
EDU: High School or Less	11%	17%	6%	60%
EDU: Some College	26%	11%	17%	68%
EDU: Bachelor's Degree	37%	13%	24%	59%
EDU: Post-Graduate	25%	22%	13%	62%
CHILDREN: Less than 3-7	10%	23%	8%	67%
CHILDREN: 8-11 years old	6%	15%	14%	71%
CHILDREN: 12-15 years old	10%	13%	17%	71%
CHILDREN:16-17 years old	7%	23%	23%	54%
NO CHILDREN	64%	13%	17%	62%
ENROLLMENT: Yes	47%	16%	22%	59%
ENROLLMENT: No	52%	14%	12%	67%
SES: <College <$75k	12%	13%	4%	72%
SES: <College $75k+	20%	12%	18%	64%
SES: College+ <$75k	8%	24%	21%	52%
SES: College+ $75k+	48%	15%	17%	64%
ETHNO: White	82%	15%	17%	62%
Other Ethnicity	8%	26%	9%	64%
GENAGE: Male 18-54	26%	18%	17%	61%
GENAGE: Male 55+	21%	8%	21%	67%
GENAGE: Female 18-54	23%	16%	14%	65%
GENAGE: Female 55+	27%	17%	16%	59%
ZIP: 80104	10%	10%	16%	72%
ZIP: 80108	10%	25%	14%	57%
ZIP: 80126	11%	18%	23%	59%
ZIP: 80134	20%	9%	17%	71%
BALANCE OF ZIPS	48%	15%	17%	58%
VOTE HISTORY: 0 to 1 of 4	14%	9%	12%	74%
VOTE HISTORY: 2 of 4	9%	15%	17%	55%
VOTE HISTORY: 3 of 4	16%	22%	14%	63%
VOTE HISTORY: 4 of 4	61%	15%	19%	60%

vs. HQ Move and other Efficiency Discussions

24. Have recent school boards discussions, such as the potential move of District headquarters from Castle Rock to Meridian, to consolidate multiple central office facilities for efficiency and cost savings, impacted your opinion on future funding measures?



+6 Net More Likely

	Size	More Likely Support MLO	Less Likely Support MLO	No Impact
Overall	100%	21%	15%	60%
PARTY: Republican	35%	18%	25%	49%
PARTY: Independent	47%	22%	10%	65%
PARTY: Democrat	18%	24%	8%	66%
EDU: High School or Less	11%	26%	8%	49%
EDU: Some College	26%	20%	17%	61%
EDU: Bachelor's Degree	37%	19%	15%	64%
EDU: Post-Graduate	25%	24%	16%	56%
CHILDREN: Less than 3-7	10%	29%	13%	56%
CHILDREN: 8-11 years old	6%	33%	3%	64%
CHILDREN: 12-15 years old	10%	19%	13%	67%
CHILDREN:16-17 years old	7%	13%	26%	54%
NO CHILDREN	64%	20%	15%	59%
ENROLLMENT: Yes	47%	22%	18%	59%
ENROLLMENT: No	52%	21%	11%	60%
SES: <College <$75k	12%	12%	2%	76%
SES: <College $75k+	20%	26%	16%	53%
SES: College+ <$75k	8%	20%	16%	65%
SES: College+ $75k+	48%	22%	15%	61%
ETHNO: White	82%	22%	14%	59%
Other Ethnicity	8%	26%	12%	58%
GENAGE: Male 18-54	26%	20%	12%	61%
GENAGE: Male 55+	21%	20%	21%	58%
GENAGE: Female 18-54	23%	23%	10%	64%
GENAGE: Female 55+	27%	21%	16%	58%
ZIP: 80104	10%	17%	19%	59%
ZIP: 80108	10%	12%	14%	68%
ZIP: 80126	11%	19%	16%	65%
ZIP: 80134	20%	23%	14%	62%
BALANCE OF ZIPS	48%	24%	14%	56%
VOTE HISTORY: 0 to 1 of 4	14%	14%	3%	80%
VOTE HISTORY: 2 of 4	9%	17%	7%	61%
VOTE HISTORY: 3 of 4	16%	29%	13%	54%
VOTE HISTORY: 4 of 4	61%	21%	19%	56%

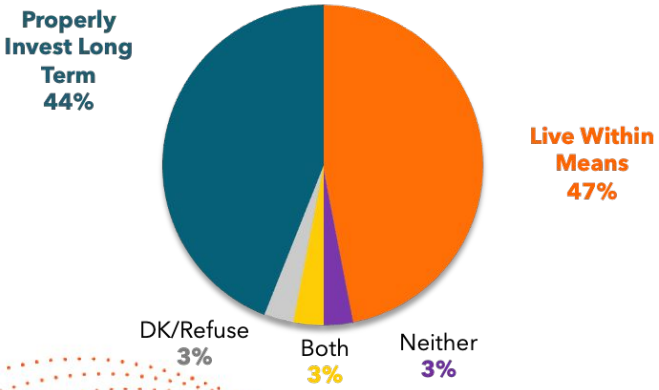
MLO VIEWPOINTS – CAUTIONARY NOTE

25. I am going to read you two general viewpoints about the mill levy ballot measure proposals, and please tell me which on you agree with more…

(Some/Other) people say that the District has passed two tax measures in the last three years, and it should focus on living within its means, rather than asking taxpayers for additional revenue, leading to more taxes — especially as districtwide enrollment has declined.

… while …

(Some/Other) people say that the District needs a long-term sustainable financial plan – to continue investing in school safety, teacher pay to keep pace with inflation, and future-focused programming – in order to maintain our top-performing schools and to protect property values.



	Size	Live Within Means	Properly Invest Long Term
Overall	100%	47%	44%
PARTY: Republican	35%	66%	27%
PARTY: Independent	47%	44%	45%
PARTY: Democrat	18%	18%	74%
EDU: High School or Less	11%	48%	49%
EDU: Some College	26%	46%	44%
EDU: Bachelor's Degree	37%	49%	43%
EDU: Post-Graduate	25%	46%	44%
CHILDREN: Less than 3-7	10%	33%	56%
CHILDREN: 8-11 years old	6%	45%	41%
CHILDREN: 12-15 years old	10%	40%	57%
CHILDREN:16-17 years old	7%	46%	51%
NO CHILDREN	64%	50%	41%
ENROLLMENT: Yes	47%	48%	43%
ENROLLMENT: No	52%	46%	45%
SES: <College <$75k	12%	45%	43%
SES: <College $75k+	20%	44%	50%
SES: College+ <$75k	8%	38%	58%
SES: College+ $75k+	48%	48%	44%
ETHNO: White	82%	48%	44%
Other Ethnicity	8%	36%	56%
GENAGE: Male 18-54	26%	42%	54%
GENAGE: Male 55+	21%	59%	32%
GENAGE: Female 18-54	23%	34%	53%
GENAGE: Female 55+	27%	53%	38%
ZIP: 80104	10%	61%	38%
ZIP: 80108	10%	50%	43%
ZIP: 80126	11%	50%	43%
ZIP: 80134	20%	40%	49%
BALANCE OF ZIPS	48%	46%	43%
VOTE HISTORY: 0 to 1 of 4	14%	43%	48%
VOTE HISTORY: 2 of 4	9%	39%	45%
VOTE HISTORY: 3 of 4	16%	37%	56%
VOTE HISTORY: 4 of 4	61%	52%	39%

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Research Design

Pulse Decision Science conducted a study of likely voters in DCSD Colorado.

PDS selected a random sample of likely voters from the Colorado voter file using Registration Based Sampling. The sample for this survey was stratified based on age, party, ethnicity, gender, and Zip Code. This methodology allows us to reduce the amount of post-survey "weighting" needed of the general electorate

Respondents were contacted via phone via a live telephone operator interview and Text-To-Web, from July 14-24, 2026. The study has a sample size of n=506 Likely Voters with a margin of error of ±4.4% in 95 out of 100 cases.

Research & Consulting Team

Todd Vitale: Principal
tvitale@pulsedecisionscience.com

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DECISION SCIENCE

Camden Chadwick Research Team Lead
Zully Duarte Research Associate
Philip Lancaster II Research Associate



Additional Feedback





Next Steps



Next Steps

August 25 Decisions:

- Resolution to place an MLO on the ballot.
- Compensation resolution (would automatically trigger the compensation changes in the event the MLO passes without an additional Board vote).

Once the Board makes a decision, Fair Campaign Practices go into effect.



Questions?

