

**RESOLUTION OF THE BOARD OF
EDUCATION OF
DOUGLAS COUNTY SCHOOL DISTRICT
RE-1**

**RESOLUTION REGARDING COMPENSATION CHANGES IF A MILL LEVY
OVERRIDE IS APPROVED BY VOTERS ON NOVEMBER 3, 2026**

WHEREAS, the Douglas County School District RE-1 (“District”) Board of Education (“Board”) has authority under Colorado law to determine District employee compensation and is required by law to adopt by resolution any teacher salary schedule; and

WHEREAS, the Board believes that one of the greatest factors that influence students’ cognitive, physical, social and emotional growth is outstanding educators and staff; and

WHEREAS, the Board seeks to retain its employees, reduce turnover, and communicate value of all employees for their commitment to Douglas County School District; and

WHEREAS, the Board remains committed to a predictable compensation schedule for all employee groups that progressively moves towards regionally competitive pay for all employees; and

WHEREAS, on August 11, 2026, District staff made certain recommendations to the Board regarding employee compensation changes should the voters of Douglas County authorize and approve Douglas County taxes to be increased by \$54 million commencing in collection year 2027 and to increase its override mill levy to the maximum amount authorized pursuant to Section 22-54-108(3)(B)(VI), C.R.S. in each year thereafter for general fund purposes; and

WHEREAS, such recommendations provided that should the voters of Douglas County by election on November 3, 2026 authorize and approve Douglas County taxes to be increased by \$54 million commencing in collection year 2027 and to increase its override mill levy to the maximum amount authorized pursuant to Section 22-54-108(3)(B)(VI), C.R.S. in each year thereafter for general fund purposes, compensation for District employees would be increased retroactive to the beginning of the 2026-27 school year beginning on July 1, 2026 as follows:

- Licensed employee compensation will be increased by 4% for the 2026-27 school year consistent with the schedules attached as Attachments A, B, and C; and
- Regular classified, administrative, and professional/technical employee compensation would be increased by 4%; and
- Post-retirement 110 and 140 employee compensation would be increased by 2.0%; and
- Substitute teacher pay rates would increase by \$10 dollars per full day/half day across all assignments; and

WHEREAS, the Board desires to increase compensation as recommended for District staff retroactive to the beginning of the 2026-27 school year should the voters of Douglas County authorize and approve Douglas County taxes to be increased by \$54 million commencing in collection year 2027 and to increase its override mill levy to the maximum amount authorized pursuant to Section 22-54-108(3)(B)(VI), C.R.S. in each year thereafter for general fund purposes.

NOW, THEREFORE, BE IT RESOLVED by the Board that in the event that voters of Douglas County by election on November 3, 2026 authorize and approve Douglas County taxes to be increased by \$54 million commencing in collection year 2027 and to increase its override mill levy to the maximum amount authorized pursuant to Section 22-54-108(3)(B)(VI), C.R.S. in each year thereafter for general fund purposes, compensation for District employees shall be increased retroactive to the beginning of the 2026-27 school year beginning on July 1, 2026 as follows:

- Licensed employee compensation will be increased by 4% for the 2026-27 school year consistent with the schedules attached as Attachments A, B, and C; and
- Regular classified, administrative, and professional/technical employee compensation would be increased by 4%; and
- Post-retirement 110 and 140 employee compensation would be increased by 2.0%; and
- Substitute teacher pay rates would increase by \$10 dollars per full day/half day across all assignments.

PASSED AND ADOPTED this 25th day of August, 2026 by a vote of 7-0.

AYES: Callahan, Denzler, Geiger, Meek, Parker, Ryan, Thompson

NAYS: n/a



**DOUGLAS COUNTY SCHOOL DISTRICT
RE-1**

By *Susan O Meek*
Susan Meek, President

ATTEST:

Kyrzia Parker
By _____
Kyrzia Parker, Secretary

Attachment A

2026-2027 General Compensation Schedule - Should 2026 MLO Pass

[illegible]

Attachment B

[illegible]

Attachment C

[illegible]