



PARKER PERFORMING  
ARTS SCHOOL

15035 Compark Blvd  
Englewood, CO 80112

## **Mill Levy Override Plan for 2023-2024**

### **Thank You Douglas County Voters!**

The passage of 5A is a huge celebration for our district, our school, our staff, and our students! Our teachers and staff will receive salary increases that will make their pay more competitive with surrounding school districts. In addition, PPA will be able to enhance security staffing in our school. Below is the PPA spending plan for the Mill Levy Override funds for the 2023-2024 school year.

- All Staff (under contract prior to 11/1/23) will receive a 10% increase to base salary.
- All Staff will receive 100% employer covered premiums for employee only benefit coverage for medical, dental, vision and life insurance.
- All Staff will receive an end of the year retention bonus for returning to PPA in 24-25.
- PPA will now employ a new staff member as the Dean of School Security.

Please see below for the full resolution of the Douglas County School District regarding compensation changes upon voter approval of the Mill Levy Override on November 7, 2023.

**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 7, 2023**

**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 June 20, 2023, 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 \$66 million annually (\$60 million towards compensation and \$6 million towards security) commencing in collection year 2024 and in each year thereafter for general fund purposes; and

**WHEREAS**, such recommendations provided that should the voters of Douglas County by election on November 7, 2023 authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes, compensation for District employees would be increased retroactive to the beginning of the 2023-24 school year beginning on July 1, 2023 as follows:

- Licensed employee compensation will be increased for the 2023-24 school year consistent with the schedules attached as Attachments A, B, and C, and regular licensed staff will receive a minimum of a 7% increase; and
- Regular non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that all other regular staff would realize a 7% compensation increase; and
- Post-retirement 110 employees will increase 3.5%.

**WHEREAS**, the Board desires to increase compensation for District staff retroactive to the beginning of the 2023-24 school year as recommended should the voters of Douglas County authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and 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 7, 2023 authorize and approve Douglas County taxes to be increased \$66 million annually commencing in collection year 2024 and in each year thereafter for general fund purposes, compensation for District employees shall be increased retroactive to the beginning of the 2023-24 school year beginning on July 1, 2023 as follows:

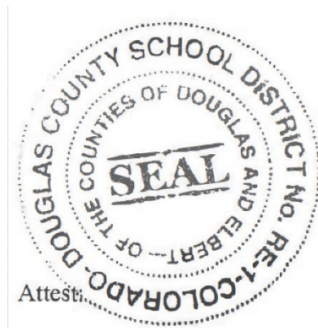
- Licensed employee compensation will be increased for the 2023-24 school year consistent with the schedules attached as Attachments A, B, and C, and regular licensed staff will receive a minimum of 7% increase; and
- Regular non-licensed employee compensation would be increased so that classified staff would realize a 9% compensation increase and so that all other regular staff would realize a 7% compensation increase; and
- Post-retirement 110 employees will increase 3.5%.

PASSED AND ADOPTED this 8<sup>th</sup> day of August, 2023 by a vote of 7-0.

AYES: Meek, Myers, Page, Peterson, Ray, Williams, Winegar

NAYS: N/A

**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**



By Mike Peterson  
Mike Peterson, President

By Becky Myers  
Becky Myers, Secretary