

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

**RESOLUTION CONCERNING ADOPTION OF BUDGET  
FOR THE 2020-21 FISCAL YEAR**

**WHEREAS**, the Board of Education of the Douglas County School District RE-1, Douglas and Elbert Counties, State of Colorado (the “Board”) has considered the proposed budget as presented at meetings held on May 26, 2020, June 9, 2020, and June 23, 2020; and

**WHEREAS**, on March 10, 2020, Governor Jared Polis declared a state of emergency and issued Executive Order D 2020 003 on March 11, 2020 to mitigate against the further spread of COVID-19; and

**WHEREAS**, as a result of the COVID-19 pandemic and other budgetary constraints, significant budget reductions needed to be contemplated and considered prior to the Board’s formal adoption of the proposed budget; and

**WHEREAS**, Board Policy DB: *Annual Budget* has a contingency requirement stating that, “[a]t a minimum, the adopted budget for the coming fiscal year shall ensure that the district appropriates in the general fund a contingency in an amount equal to at least one percent of the amount budgeted to the general fund;” and

**WHEREAS**, after due consideration of present budgetary constraints and review of the proposed budget, the Board has determined it is in the best interests of the District to appropriate to the general fund contingency an amount of moneys equal to less than one percent in the budget for the 2020-21 fiscal year; and

**WHEREAS**, Board Policy BG: *Policy Process* authorizes the Board to temporarily approve a new Board governance policy or new district policy to meet emergency conditions and under unusual circumstances; and

**WHEREAS**, the Board has determined that because of emergency conditions and unusual circumstances it is in the best interests of the District to suspend Board Policy DB’s requirement that the Board adopt a budget which appropriates in the general fund a contingency in an amount equal to at least one percent of the amount budgeted to the general fund; and

**WHEREAS**, after due consideration of the present budgetary constraints and review of the proposed budget, the Board has determined it is in the best interests of the District to adopt a budget which impacts District employees, at least in the following ways:

- Unless a regular employee is assuming a new position for the 2020-21 fiscal year, all regular employee yearly salaries shall be set consistent with salaries set for the 2019-20 fiscal year; however, deductions from such 2020-21 yearly salaries will be made as a result of the institution of furlough days; and

- Unless a non-exempt classified employee is employed in a new position for the 2020-21 fiscal year, hourly rates of pay for non-exempt classified employees shall remain the same for the 2020-21 fiscal year as the hourly rates of pay set for non-exempt classified employees for the 2019-20 fiscal year. All non-exempt classified employees will be subject to the impact of deductions in pay, consistent with law, as a result of the institution of two unpaid furlough days; and
- Unless a licensed employee is assuming a new position for the 2020-21 fiscal year, placement of licensed employees on the salary system for the 2020-21 contract term shall remain consistent with licensed employee placement on the salary system for the 2019-20 contract term, understanding however that compensation actually received by licensed employees will be reduced during the 2020-21 contract term as a result of the institution of furlough days; and
- Furlough days (unpaid leaves of absences) shall be instituted for the following employee groups during the 2020-21 fiscal year:
  - Two unpaid furlough days for all regular employees, excluding all Cabinet level employees and employees at the level of department director, pending further investigation regarding the feasibility of differentiating furlough days for employees at the lower compensation level; and
  - Five unpaid furlough days for all Cabinet level employees and employees at the level of department director.
- As applicable, employee deductions from their wages during the 2020-21 fiscal year will be increased as a result of Colorado Public Employees' Retirement Association's increased member contribution rate as the Board has determined that it should not contribute to the employee's obligation to pay the increased member contribution rate.

**NOW, THEREFORE, BE IT RESOLVED** by the Douglas County School Dist. RE-1's Board of Education that:

1. Board Policy DB's requirement that the Board adopt a budget which appropriates in the general fund a contingency in an amount equal to at least one percent of the amount budgeted to the general fund be suspended as applicable to the adopted budget for the 2020-21 fiscal year.
2. The adopted budget for the 2020-21 fiscal year shall impact District employees at least in the following ways:
  - Unless a regular employee is assuming a new position for the 2020-21 fiscal year, all regular employee yearly salaries shall be set consistent with salaries set for the 2019-20 fiscal year; however, deductions from such yearly salaries will be made as a result of the institution of furlough days.
  - Unless a non-exempt classified employee is employed in a new position for the 2020-21 fiscal year, hourly rates of pay for non-exempt classified employees shall remain the

same for the 2020-21 fiscal year as the hourly rates of pay set for non-exempt classified employees for the 2019-20 fiscal year. All non-exempt classified employees will be subject to the impact of deductions in pay, consistent with law, as a result of the institution of two unpaid furlough days.

- Unless a licensed employee is assuming a new position for the 2020-21 fiscal year, placement of licensed employees on the salary system for the 2020-21 contract term shall remain consistent with licensed employee placement on the salary system for the 2019-20 contract term, understanding however that compensation actually received by licensed employees will be reduced during the 2020-21 contract term as a result of the institution of furlough days.
- Furlough days (unpaid leaves of absences) shall be instituted for the following employee groups during the 2020-21 fiscal year:
  - Two unpaid furlough days for all regular employees, excluding all Cabinet level employees and employees at the level of department director, pending further investigation regarding the feasibility of differentiating furlough days for employees at the lower compensation level; and
  - Five unpaid furlough days for all Cabinet level employees and employees at the level of department director.
- The Board will not contribute any payment to cover the increased member contribution rate payable to the Colorado Public Employee's Retirement Association (PERA).

Adopted and approved this 23rd day of June 2020 by a vote of 7-0.



**DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

*David Ray*

By: \_\_\_\_\_  
David Ray, President

Attest:

*Elizabeth Hanson*

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Elizabeth Hanson, Secretary