

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

TRANSITIONING TO A NEW EMPLOYEE COMPENSATION SYSTEM

WHEREAS, the Douglas County School District (“District”) Board of Education (“Board”) has authority under Colorado law to fix District employee compensation; and,

WHEREAS, the Board unanimously passed a resolution on December 13, 2018 outlining the values of a future employee compensation system; and,

WHEREAS, the Board values all current District employees’ professionalism and believes they are deserving of a more competitive compensation system; and,

WHEREAS, it is the Board’s goal to recruit, develop, support, retain and celebrate quality staff because it believes that providing students with quality staff greatly influences their cognitive, physical, social and emotional growth; and,

WHEREAS, the ability to offer a more competitive compensation system is an integral component of recruiting and retaining quality staff; and

WHEREAS, the citizens of Douglas County have exhibited support for progressing towards a more competitive employee compensation system through community survey data, polling results and the passage of a mill levy override initiative to specifically address employee compensation; and

WHEREAS, the Board has already undertaken steps to realize its own aspirations and those of the Douglas County community to further the competitiveness of the District’s compensation system by authorizing the investment of an additional \$60,000,000 into employee compensation since 2016; and

WHEREAS, the Board recognizes that there are significant financial constraints and considerations, along with a potential economic recession which impact the development of a future employee compensation system at this time.

NOW, THEREFORE, be it resolved that the Douglas County School District RE-1 Board of Education, in order to advance the competitiveness of the District’s employee compensation system, directs the Superintendent to consider the following when developing the District’s future compensation system for the 2020-2021 school year:

- Compensation Options/Recommendations are aligned to the Board’s December 2018 resolution regarding employee compensation
- There is evidence that all individuals who will be impacted by the decision have been offered opportunities for engagement, input and reaction to the proposed compensation system

- Options/recommendations are fiscally responsible, sustainable, allow for multiple year phase-in, with evidence that all avenues/strategies have been considered
- The recommendations advance and/or protect the Board's end statements without adverse impact to student learning
- The recommendations are fully endorsed/supported by the Superintendent

Adopted this 10th day of March, 2020 by a vote of 6-1.

DOUGLAS COUNTY SCHOOL DISTRICT RE-1



By: David Ray
David Ray
President, Board of Education

Attest:
Elizabeth Hanson
Elizabeth Hanson
Secretary, Board of Education