Funding their Future

2023 Mill Levy Override and Bond Funding Recommendations

Graduating
class 2036

my DCSD
Douglas County School District

Future Funding Needs

my DCSD
Douglas County School District

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Message from Superintendent Erin Kane

Here in the Douglas County School District (DCSD), we have so much to celebrate. The Class of 2023 earned more than $118 million in scholarships and our students and parents saved over $4.5 million in college expenses through DCSD's concurrent enrollment partnerships in the 2022-2023 school year. In addition, 46 of our schools received an award for academic achievement from the Colorado Department of Education in 2022. In the coming school year we will have 14,229 seats available in our Career and Technical education programs, the highest to date!

Looking to the Future
As we stop to celebrate the Class of 2023, it's also important to plan for the future. We are faced with a growing challenge in our school district: inadequate school funding. While many believe that school funding increases as home values rise, that is not the case. When local revenue increases, the state simply contributes less. Therefore, school districts often rely on voter-approved Mill Levy Overrides and Bonds to bring in additional funding. This is why I, along with members of my Cabinet, recommended to our Board of Education that a Mill Levy Override and Bond be placed on the 2023 ballot.

We must ensure that our future students have the same opportunities for success as past students have enjoyed. We can do this by:

- **Increasing Pay:** Make DCSD teacher and staff pay more competitive with other school districts.
- **Enhancing Safety and Security:** Provide additional School Resource Officers and security staff at schools and continuously upgrade and replace equipment.
- **Investing in Career and Technical Education:** Continue to investment in pathways, setting our students up for success after high school.
- **Upgrading Buildings:** Keep school buildings comfortable and safe for students and staff.
- **Constructing New Schools:** Build new schools in quickly-growing neighborhoods to reduce crowding.

This document serves as our Mill Levy Override and Bond Plan for 2023. Throughout the pages of this plan are details of how dollars would be utilized should a potential Mill Levy Override and Bond pass in 2023.

Thank you for taking some time to review this plan to learn more about how our school district is funded and about our needs and challenges. More information is also available on our website at t **www.dcsdk12.org/funding**.

Sincerely,

Erin Kane
Superintendent
Douglas County School District

About the Douglas County School District

Our Mission

The mission of the Douglas County School District (DCSD) is to provide an educational foundation that allows each student to reach his or her individual potential.

Our Vision

The Douglas County School District strives to maximize the potential of every student to pursue his or her chosen endeavor in society, including but not limited to postsecondary education, career, or military service.

Learn Today, Lead Tomorrow

DCSD has nine school feeders, each featuring amazing preschool, elementary school, middle school, and high school offerings across Castle Rock, Lone Tree, Highlands Ranch, Parker, and neighboring communities. Families can access the educational options within their schools that best meet their students' needs. DCSD schools offer a safe, supportive, and inclusive environment where students can discover their strengths and talents and develop their unique potential.

Programs include:
- Postsecondary and Workforce Readiness
- Honors and Advanced Placement Offerings
- Concurrent Enrollment (students earn college credits while in high school)
- Career and Technical Education (preparing students to enter the workforce directly after graduation)
- International Baccalaureate programs
- A variety of sports, clubs and extracurricular activities
- Advanced Placement (such as gifted and talented programs)
- Special Education and related services in alignment with the Individuals With Disabilities Education Act (IDEA) and Colorado's Exceptional Children's Education Act (ECEA)
- Early Childhood Education/Preschool
- Before and After School Programs

DCSD is committed to ensuring that all children have access to the support they need to fulfill their potential and pursue their chosen endeavor in society, whether it's postsecondary education, career, or military service.

DCSD Facts

90 Schools

48 Elementary Schools
9 Middle Schools
9 High Schools
6 Alternative Schools
18 Charter Schools

63,000 Students

75% Neighborhood
25% Charter

8,600 Employees

4,400 Licensed

Largest Employer in Douglas County

$118 Scholarships
Class of 2023

$4.5M+ Tuition Saved
2022-2023

Douglas County School District

What We Want for Our Students

- **Excellent Schools:**
  Each school is a point of pride in our community in which all students can explore their passions and develop their academic and essential skills, abilities, agency, and capacity.

- **College, Career, and Service Pathways:**
  Multiple pathways for students following high school graduation. Create a pipeline of employees for local industry.

- **Destination District:**
  An amazing place to work and go to school.

How We Get There

We must ensure that our future students have the same opportunities for success as past students have enjoyed. We can do this by:

- **Increasing Pay:** Make DCSD teacher and staff pay more competitive with other school districts.

- **Enhancing Safety and Security:** Provide additional School Resource Officers and security staff at schools and continuously upgrade and replace equipment.

- **Investing in Career and Technical Education:** Continue to investment in pathways, setting our students up for success after high school.

- **Upgrading Buildings:** Keep school buildings comfortable and safe for students and staff.

- **Constructing New Schools:** Build new schools in quickly-growing neighborhoods to reduce crowding.

How Our Schools Are Funded

The state legislature sets total funding for each school district each year. Think of our funding as a bucket, set by the state and filled with state and local funding.

Local Share = Fixed tax rate set by the state of Colorado and applied to all taxpayers.

State Share = Funding from State Income Tax and Sales Tax allocated by Legislature.

More Local Share = Less State Share

An increase in local funding due to economic growth and rising property taxes does NOT provide our schools with more money (does not increase the size of the bucket) - it just means the state contributes less.

(NOTE: local share refers to School Finance Act funding only and is not inclusive of Mill Levy Override).
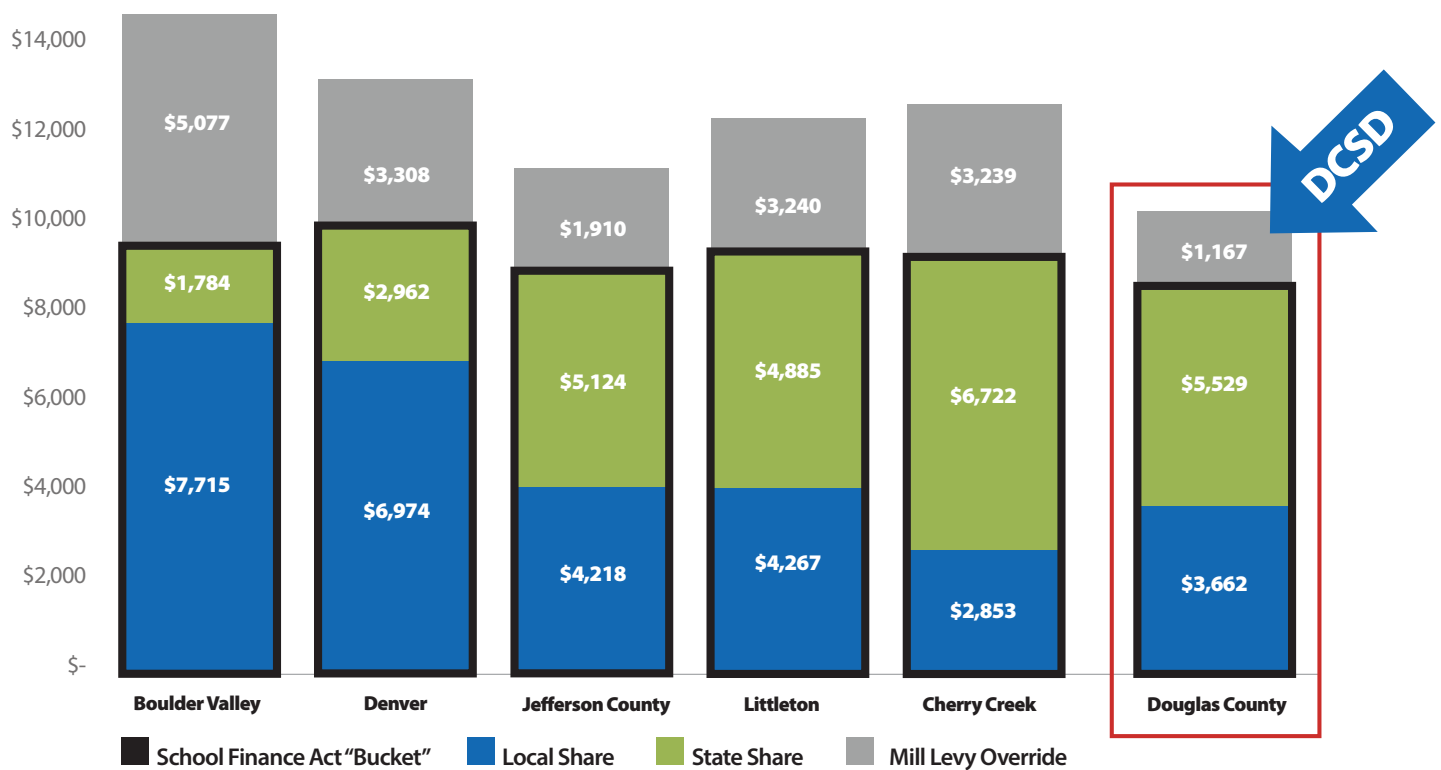
How Schools Can Obtain Additional Funding

Voters can approve additional local funding via Mill Levy Overrides and Bonds which would help increase local dollars that would not be reduced via less state share of funding.

Mill Levy Overrides

Each school district can request additional local funding (up to 25% more) through a local Mill Levy Override (MLO). Additionally, districts can pass a number of special use MLOs. This funding is generally used for operations, salaries, staffing, and student programming. DCSD currently receives 12% additional funding thanks to previous MLOs. However, neighboring school districts are closer to or even above 25% (due to special use MLOs), making it difficult to compete for staff.

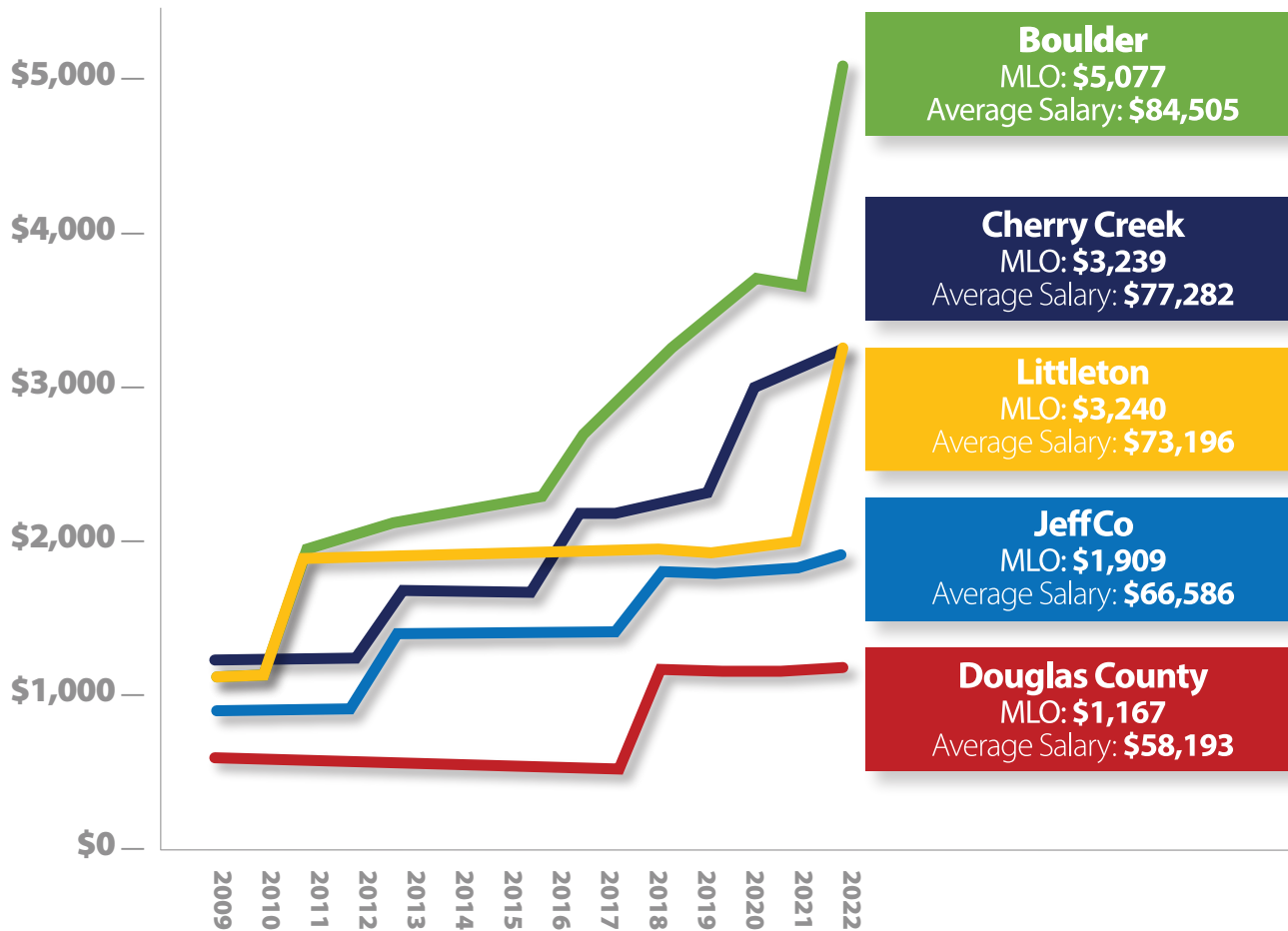## Comparative Per Pupil Revenue (2022-2023)

District	Local Share	State Share	Mill Levy Override
Boulder Valley	$7,715	$1,784	$5,077
Denver	$6,974	$2,962	$3,308
Jefferson County	$4,218	$5,124	$1,910
Littleton	$4,267	$4,885	$3,240
Cherry Creek	$2,853	$6,722	$3,239
Douglas County	$3,662	$5,529	$1,167

DCSD

Legend: School Finance Act "Bucket" — Local Share — State Share — Mill Levy Override

*Numbers reflect the 2022-2023 school year, post 2022 election.

FACT:
Cherry Creek receives more than **$2,072** more per student in MLO <u>annually</u> equating to a **$130 million** funding gap <u>each year</u>.

*Based on DCSD's 2022-23 student count of 63,876.

MLO Funding Per Student vs. Average Teacher Salary

Boulder MLO: **$5,077** Average Salary: **$84,505**	
Cherry Creek MLO: **$3,239** Average Salary: **$77,282**	
Littleton MLO: **$3,240** Average Salary: **$73,196**	
JeffCo MLO: **$1,909** Average Salary: **$66,586**	
Douglas County MLO: **$1,167** Average Salary: **$58,193**	

*MLO per student is total MLO divided by funded pupil count; Average teacher salaries are from CDE data for the 2021-2022 school year.

Douglas County starting teacher pay (2023-24): $45,209
1-bedroom apartment in Douglas County $1,665+/month
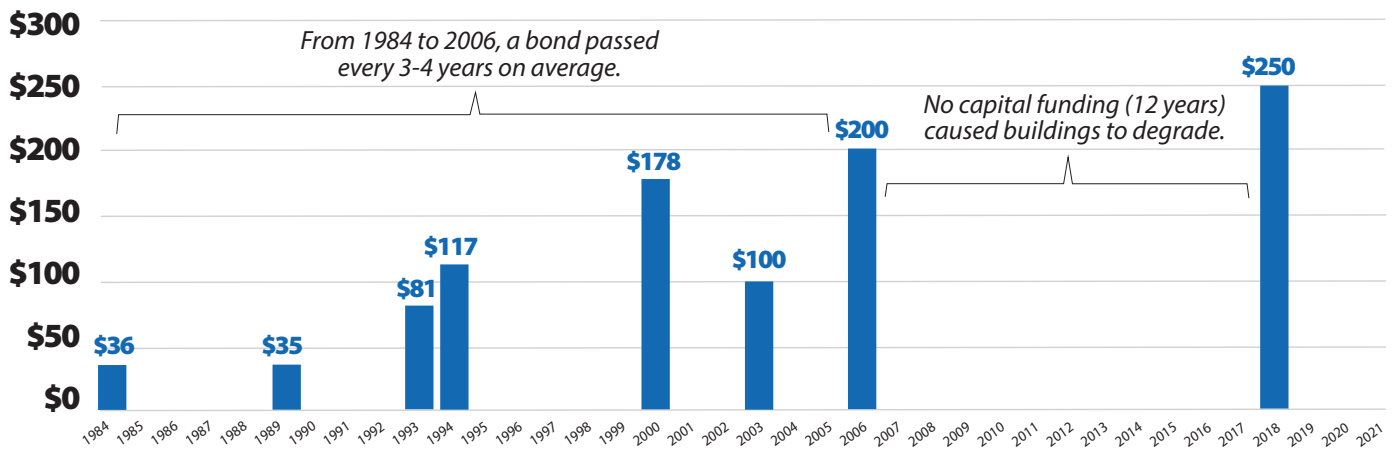
It's Not Just Teachers

The starting salary for DCSD Assistant Principals is 10-15% below market. In addition, many support staff such as Campus Security Specialists and Educational Assistants could receive higher starting pay at fast food restaurants such as Chick-Fil-A or retail stores such as Target.

Bonds

Local voter-approved general obligation bonds are used by school districts for capital needs such as constructing new school buildings or additions to existing school buildings, facility repairs and upgrades, security upgrades, classroom equipment, buses, and technology.

The bond passed by Douglas County voters in 2018 enabled DCSD to cover maintenance that had been deferred for many years. However, additional funding is needed to continue to fund maintenance and repairs and to construct new schools in fast-growing areas of the county.

Bond Passed
(Amount in Millions)

From 1984 to 2006, a bond passed every 3-4 years on average.

No capital funding (12 years) caused buildings to degrade.

Bar chart values by year:
- 1984: $36
- 1989: $35
- 1993: $81
- 1994: $117
- 2000: $178
- 2003: $100
- 2006: $200
- 2018: $250

Y-axis: $0, $50, $100, $150, $200, $250, $300
X-axis: 1984–2021

Buildings in DCSD 111 → **$30 –$35 million** annual capital maintenance
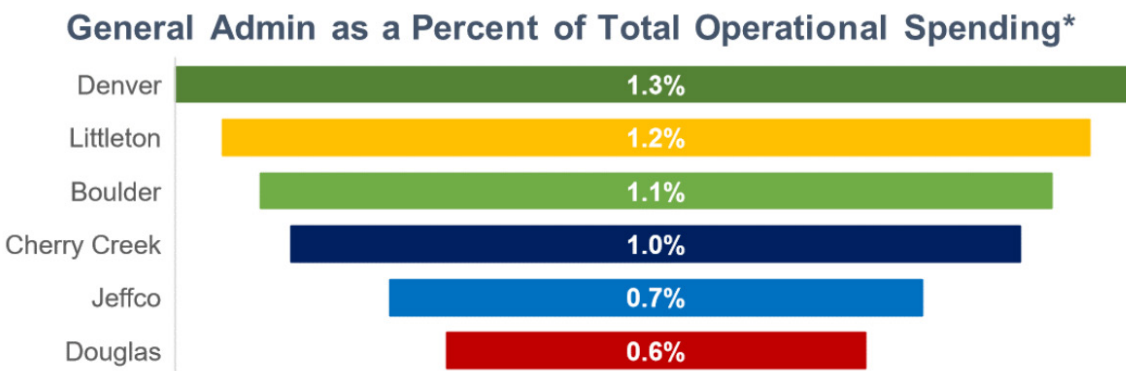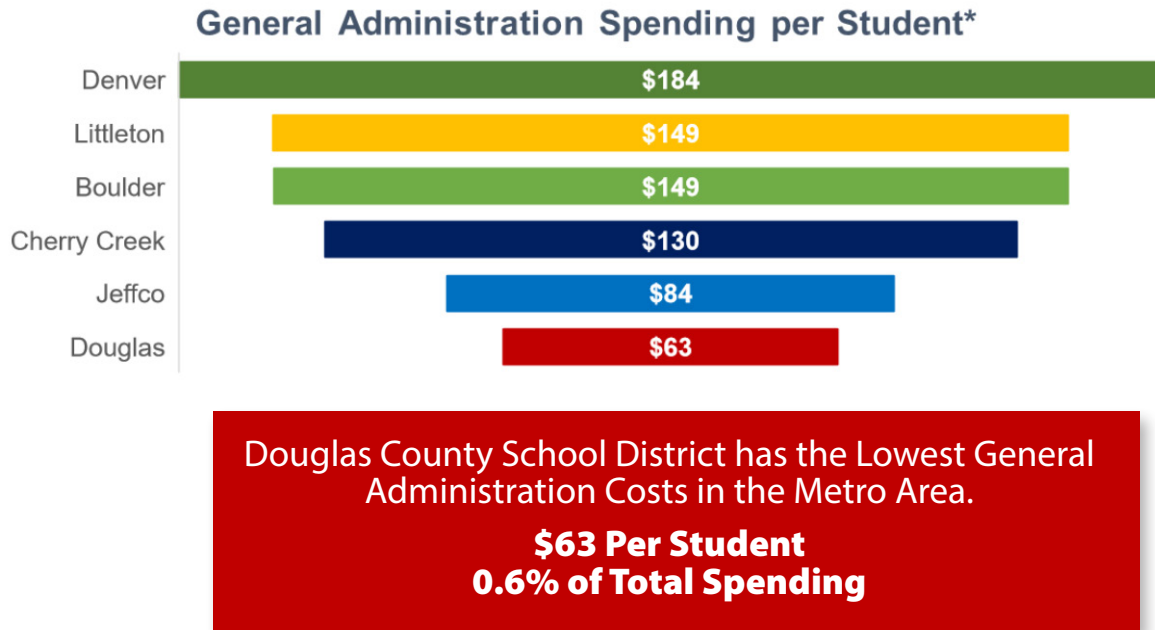
Douglas County School District

How DCSD Administrative Costs Compare

Approximately 85% of DCSD's annual revenue is spent on our people (salaries, benefits, and PERA contributions). However, this does not mean that our school district is spending money on a large central administration.

In fact, DCSD has a small central administration compared to other school districts in the area. (Central administration is 1% of DCSD's salary and benefits).

General Administration Spending per Student*

District	Amount
Denver	$184
Littleton	$149
Boulder	$149
Cherry Creek	$130
Jeffco	$84
Douglas	$63

Douglas County School District has the Lowest General Administration Costs in the Metro Area.

**$63 Per Student
0.6% of Total Spending**

General Admin as a Percent of Total Operational Spending*

District	Percent
Denver	1.3%
Littleton	1.2%
Boulder	1.1%
Cherry Creek	1.0%
Jeffco	0.7%
Douglas	0.6%

*Source: CDE expense data: (https://www.cde.state.co.us/cdefinance/revexp)

*As another example of low administration costs DCSD Human Resources
has 23 professionals to serve 8500 employees (1:370 ratio)
- other districts' ratios are 1:100 to 1:250; industry standard is 1:50.*

Mill Levy Override - Staff Recommendations

$60 Million for Competitive Compensation
$6 Million for Enhanced Security Staffing

A $66 million Mill Levy Override would be invested into:

- **Making district-wide compensation more competitive with other school districts so we can hold onto our valued teachers and staff.**
- **Increasing and maintaining school security support, such as School Resource Officers.**

	Compensation	Security	Total
Total Mill	**$60.0M**	**$6.0**	**$66.0M**
District Allocation (76%)	$45.6M*	$4.6M	$50.2M*
Charter Allocation (24%)	$14.4M*	$1.4M	$15.8M*

Based on 2023-2024 funded pupil count projection used in 2023-2024 Proposed Budget, excluding HOPE Online.

Specific District Compensation Changes (non-charter)
Every district employee will know exactly what their pay increase will be (retroactive to July 1) should the potential MLO pass. Charter schools will implement their own compensation strategies.

District Teacher (Licensed) Compensation Investment*

Licensed employees will see an average increase of 9.2%.

- Teachers over their cell will receive a 7% ongoing increase.
- A step has been added to the bachelor's lanes on the salary schedules.
- 110-day (post-retirement) employees will receive a 3.5% increase.

DCSD will continue to work on future enhancements based on feedback, as resources allow.

Licensed Employees Pay Examples (same cell placement on the post-MLO salary schedule) (see Appendix A)

- Example: A teacher on Step 10 with a Bachelor's Degree will go from $55,637 to $61,758 (General Schedule).

- Example: A teacher on Step 12 with a Master's Degree will go from $70,417 to $76,992 (Hard to Hire Schedule).

- Example: A teacher on Step 15 with a Master's Degree +15 credits will go from $85,919 to $92,793
  (Extremely Hard to Hire Schedule).

* Licensed employees will remain at approximately 70% of total compensation for the District.

District Staff (Non-Licensed) Compensation Investment*

Average salary increase for non-licensed staff will be 8%*.

- Increases by Employee Group
    - Support Staff (Classified): 9%
    - 110 (post-retirement): 3.5%
    - All other regular staff: 7%

- Ranges will shift along with pay making all ranges more competitive for hiring.

- Will continue to work in the future on calibrations between and within groups.
    Non-licensed employees will remain at approximately 30% of total compensation for the District.

Non-licensed average does not include 110 employees.

District Compensation Timeline (if MLO passes)

Pay changes will be retroactive to July 1, 2023.
- **January 2024 Payroll:** Lump sum retroactive payment.
- **February 2024 Payroll:** New rate of pay begins.

Bond - Staff Recommendations

$484 Million - Security, Career and Technical Education, Safe and Adequate Learning Spaces for Students and Staff

The bond would be an investment in school safety and security upgrades; Career and Technical Education opportunities for students; and updating, maintaining, equipping, replacing and constructing educational facilities consistent with the district bond plan to provide safe and adequate learning spaces for students and staff, and to reduce overcrowding.

Neighborhood School Construction	$226M
Capital Renewal and Replacement	$145M
Safety and Security	$ 15M
Career and Technical Education	$ 26M
Special Education	$ 17M
Information Technology	$ 20M
Athletics and Activities	$ 8M
Bond Fees and Contingency	$ 27M
Total Bond for the Entire District	**$484M**

Neighborhood School Construction
New neighborhood schools and expansions to two existing middle schools are needed in several communities to accommodate growth.

Neighborhood School for The Canyons	$58.3M
Neighborhood School for Sterling Ranch	$58.3M
Neighborhood School for Crystal Valley	$58.3M
Mesa Middle School Expansion	$21.8M
Sierra Middle School Expansion	$29.3M
Total Neighborhood School Construction	**$226M**

Capital Renewal and Replacement
Investments in maintaining the school district's 111 buildings ($30M-$35M/year) for 3-5 years and responsible replacement of vehicles.

District Educational Facilities Capital Maintenance	$126.0M
Charter School Facilities Capital Maintenance	$8.0M
Emergency Capital Maintenance Allowance	$3.0M
LED Upgrades district-wide	$2.0M
ADA-Related Improvements	$0.5M
Playground Upgrades	$0.5M
School Bus and Vehicle Replacement	$5.0M
Total Capital Renewal and Replacement	**$145M**

*DCSD's 2022-2023 Master Capital Plan estimates the district's capital needs will be $800M - $920M over the next five years.

Safety and Security

Continuing to update building security to ensure the school district is adopting the latest recommendations and continuously replacing older equipment.

Security Equipment Replacement/Upgrades	$4.0M
Radio Communication Upgrades	$4.4M
Building Upgrades	$7.0M
Total Security	**$15.4M**

Career and Technical Education

Investments in Career and Technical Education offerings for students to improve student access and better meet demand for programming.

Legacy Campus Phase II (expand CTE pathways)	$17.4M
Automotive CTE Program Expansion	$8.2M
Total Career and Technical Education	**$25.6M**

Special Education

Investments in Special Education facilities, school buses and center-based programming.

Parker Bridge, Child Find, and Early Childhood Education Facility Upgrades	$7.0M
Specialized Career and Technical Education Capital Improvements	$2.5M
Additional Center-Based Programming	$2.5M
Replacement of Special Education School Buses	$4.7M
Special Education-Related Improvements	$0.3M
Total Special Education	**$17.0M**

Information Technology

Investment in regularly refreshing staff and student information technology devices.

Staff and Student Device Refresh	$20.0M
Total Information Technology	**$20.0M**

Athletics and Activities

Investment in upgrading athletic and auditorium facilities.

Athletic Facilities Upgrades	$6.5M
Auditorium Upgrades	$1.5M
Total Athletics and Activities	**$8.0M**

Bond Fees and Contingency

Contingency (either Bond, Bond Premium, and/or Bond Interest)	$16.0M
Bond Management Staff and Contractors	$9.2M
Bond Fee	$0.98M
Software	$0.64M
Total Bond Fees and Contingency	**$26.8M**

Cost to Taxpayers

Mill Levy Override (MLO)

Cost to Residents

Because the MLO is a fixed dollar amount, the impact on an individual will decrease with growth (number of homes and assessed values).

Impact per $500K in Assessed Value (AV) if MLO passes

	Per Year
Residential	$200
Non-Residential	$840

Examples:

$500K home (assessed value): $200 per year
$1M home (assessed value): $400 per year

Bond

A $484M bond would result in an expected decrease of approximately one mill.

Cost to Residents

Impact per $500K in assessed value if Bond passes
Expected decrease of approximately one mill from 6.700 mills to 5.700 mills.

	Per Year
Residential	(-$20)
Non-Residential	(-$80)

Accountability/Transparency

Mill Bond Oversight Committee (MBOC)
The Douglas County School District has a Mill Bond Oversight Committee (MBOC) made up of citizens from across our community. The MBOC meets regularly to monitor the progress of the improvements and programs being implemented, and ensure that MLO/Bond expenditures are in alignment with ballot language approved by voters. The MBOC is looking for new members – if you are interested in volunteering your time to be part of the important committee, visit the MBOC page on our website.

Fiscal Responsibility
DCSD's Budget and Accounting departments work to provide accurate financial budgeting, reporting and analysis to DCSD leadership, community stakeholders as well as the Federal and State government on a timely basis.

Our goal is to ensure that we are using our resources as effectively as possible for our students, schools, and community.

Government Finance Officers Association (GFOA)
DCSD received the Government Finance Officers Association ("GFOA") Distinguished Budget Presentation Award for its annual budget document for the fiscal years beginning July 1, 2004 through 2010, and 2014 through 2017. In order to qualify for this award, the government's budget must be judged proficient as a policy document, a financial plan, an operations guide and a communications device. The District's budget documents for the budget years beginning July 1, 2011 through 2013 and for the budget years beginning July 1, 2018-2022 were not submitted for awards due to needs identified by the GFOA review for the fiscal year 2018 budget submittal and beyond.

Association of School Business Officials International (ASBO)
DCSD's 2014-2015 through 2019-2020 budget documents received the Meritorious Budget Award from the Association of School Business Officials International ("ASBO"). The District's budget documents for 2020-2021 were not submitted for awards due to staff capacity as a result of COVID-19. The 2021-2022 and 2022-2023 budget document again received the Meritorious Budget Award from ASBO and the District intends to submit the 2023-2024 budget document for award consideration.

DCSD's Bond Rating
Moody's – Aa1 General Obligation Bond Rating
- Obligations rated Aa1 are judged to be of high quality and are subject to very low credit risk.
- The DCSD continues to maintain healthy reserve levels, although this level is dependent upon the passage of mill levy overrides to supplement state funding.
- The Aa1 credit rating qualifies DCSD for a low interest rate in all borrowing, thus saving taxpayers money.

2018 Mill Levy Override/Bond
Learn how the 2018 Mill Levy Override and Bond benefited our students, staff and schools. TinyURL.com/2018MLOBond

Frequently Asked Questions
Find answers to frequently asked questions about DCSD's funding needs at www.dcsdK12.org/funding

2023-2024 General Compensation Schedule - Post MLO

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	$ 50,182	$ 51,687	$ 53,238	$ 55,368	$ 57,029	$ 58,739	$ 60,502	$ 62,317	$ 64,809
2	$ 51,186	$ 52,721	$ 54,303	$ 56,475	$ 58,169	$ 59,914	$ 61,712	$ 63,563	$ 66,106
3	$ 52,209	$ 53,776	$ 55,389	$ 57,604	$ 59,333	$ 61,113	$ 62,946	$ 64,834	$ 67,428
4	$ 53,254	$ 54,851	$ 56,497	$ 58,757	$ 60,519	$ 62,335	$ 64,205	$ 66,131	$ 68,776
5	$ 54,585	$ 56,222	$ 57,909	$ 60,225	$ 62,032	$ 63,893	$ 65,810	$ 67,784	$ 70,496
6	$ 55,949	$ 57,628	$ 59,357	$ 61,731	$ 63,583	$ 65,491	$ 67,455	$ 69,479	$ 72,258
7	$ 57,348	$ 59,069	$ 60,841	$ 63,274	$ 65,173	$ 67,128	$ 69,142	$ 71,216	$ 74,064
8	$ 58,782	$ 60,545	$ 62,362	$ 64,856	$ 66,802	$ 68,806	$ 70,870	$ 72,996	$ 75,916
9	$ 60,251	$ 62,059	$ 63,921	$ 66,478	$ 68,472	$ 70,526	$ 72,642	$ 74,821	$ 77,814
10	$ 61,758	$ 63,611	$ 65,519	$ 68,140	$ 70,184	$ 72,289	$ 74,458	$ 76,692	$ 79,759
11	$ 62,993	$ 64,883	$ 66,829	$ 69,502	$ 71,587	$ 73,735	$ 75,947	$ 78,226	$ 81,355
12	$ 64,253	$ 66,180	$ 68,166	$ 70,892	$ 73,019	$ 75,210	$ 77,466	$ 79,790	$ 82,982
13	$ 65,538	$ 67,504	$ 69,529	$ 72,310	$ 74,480	$ 76,714	$ 79,015	$ 81,386	$ 84,641
14	$ 66,849	$ 68,854	$ 70,920	$ 73,756	$ 75,969	$ 78,248	$ 80,596	$ 83,014	$ 86,334
15	$ 68,186	$ 70,231	$ 72,338	$ 75,232	$ 77,489	$ 79,813	$ 82,208	$ 84,674	$ 88,061
16	$ 69,549	$ 71,636	$ 73,785	$ 76,736	$ 79,038	$ 81,409	$ 83,852	$ 86,367	$ 89,822
17		$ 73,068	$ 75,261	$ 78,271	$ 80,619	$ 83,038	$ 85,529	$ 88,095	$ 91,618
18			$ 76,766	$ 79,836	$ 82,231	$ 84,698	$ 87,239	$ 89,857	$ 93,451
19				$ 81,433	$ 83,876	$ 86,392	$ 88,984	$ 91,654	$ 95,320
20				$ 83,062	$ 85,554	$ 88,120	$ 90,764	$ 93,487	$ 97,226
21					$ 87,265	$ 89,883	$ 92,579	$ 95,356	$ 99,171
22						$ 91,680	$ 94,431	$ 97,264	$ 101,154
23							$ 96,319	$ 99,209	$ 103,177
24								$ 101,193	$ 105,241
25									$ 107,346
26									
27									
28									
29									
30									

Effective 7-1-23

Note: Teachers receive at least a 7% ongoing increase; 110-day (post-retirement) employees will receive a 3.5% increase.

2023-2024 Hard to Hire Compensation Schedule - Post MLO

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	$ 54,500	$ 56,135	$ 57,819	$ 60,132	$ 61,936	$ 63,794	$ 65,708	$ 67,679	$ 70,386
2	$ 55,418	$ 57,258	$ 58,975	$ 61,334	$ 63,174	$ 65,070	$ 67,022	$ 69,032	$ 71,794
3	$ 56,527	$ 58,403	$ 60,155	$ 62,561	$ 64,438	$ 66,371	$ 68,362	$ 70,413	$ 73,230
4	$ 57,657	$ 59,571	$ 61,358	$ 63,812	$ 65,727	$ 67,699	$ 69,729	$ 71,821	$ 74,694
5	$ 59,099	$ 61,060	$ 62,892	$ 65,408	$ 67,370	$ 69,391	$ 71,473	$ 73,617	$ 76,562
6	$ 60,576	$ 62,587	$ 64,464	$ 67,043	$ 69,054	$ 71,126	$ 73,260	$ 75,457	$ 78,476
7	$ 62,091	$ 64,151	$ 66,076	$ 68,719	$ 70,781	$ 72,904	$ 75,091	$ 77,344	$ 80,438
8	$ 63,643	$ 65,755	$ 67,728	$ 70,437	$ 72,550	$ 74,727	$ 76,968	$ 79,277	$ 82,448
9	$ 65,234	$ 67,399	$ 69,421	$ 72,198	$ 74,364	$ 76,595	$ 78,893	$ 81,259	$ 84,510
10	$ 66,865	$ 69,084	$ 71,157	$ 74,003	$ 76,223	$ 78,510	$ 80,865	$ 83,291	$ 86,622
11	$ 68,202	$ 70,466	$ 72,580	$ 75,483	$ 77,747	$ 80,080	$ 82,482	$ 84,957	$ 88,355
12	$ 69,566	$ 71,875	$ 74,031	$ 76,992	$ 79,302	$ 81,681	$ 84,132	$ 86,656	$ 90,122
13	$ 70,957	$ 73,312	$ 75,512	$ 78,532	$ 80,888	$ 83,315	$ 85,814	$ 88,389	$ 91,924
14	$ 72,377	$ 74,779	$ 77,022	$ 80,103	$ 82,506	$ 84,981	$ 87,531	$ 90,157	$ 93,763
15	$ 73,824	$ 76,274	$ 78,563	$ 81,705	$ 84,156	$ 86,681	$ 89,281	$ 91,960	$ 95,638
16	$ 75,301	$ 77,800	$ 80,134	$ 83,339	$ 85,839	$ 88,414	$ 91,067	$ 93,799	$ 97,551
17		$ 79,356	$ 81,736	$ 85,006	$ 87,556	$ 90,183	$ 92,888	$ 95,675	$ 99,502
18			$ 83,371	$ 86,706	$ 89,307	$ 91,986	$ 94,746	$ 97,588	$ 101,492
19				$ 88,440	$ 91,093	$ 93,826	$ 96,641	$ 99,540	$ 103,522
20				$ 90,209	$ 92,915	$ 95,703	$ 98,574	$ 101,531	$ 105,592
21					$ 94,774	$ 97,617	$ 100,545	$ 103,562	$ 107,704
22						$ 99,569	$ 102,556	$ 105,633	$ 109,858
23							$ 104,607	$ 107,745	$ 112,055
24								$ 109,900	$ 114,296
25									$ 116,582
26									
27									
28									
29									
30									

Douglas County School District

2023-2024 Specialist Compensation Schedule - Post MLO

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45	MA + 60	PHDEDS
1	$ 60,093	$ 61,896	$ 63,753	$ 66,303	$ 68,292	$ 70,341	$ 72,451	$ 74,625	$ 77,610
2	$ 61,295	$ 63,134	$ 65,028	$ 67,629	$ 69,658	$ 71,748	$ 73,900	$ 76,117	$ 79,162
3	$ 62,521	$ 64,397	$ 66,329	$ 68,982	$ 71,051	$ 73,183	$ 75,378	$ 77,640	$ 80,745
4	$ 63,772	$ 65,685	$ 67,655	$ 70,361	$ 72,472	$ 74,646	$ 76,886	$ 79,192	$ 82,360
5	$ 65,366	$ 67,327	$ 69,347	$ 72,120	$ 74,284	$ 76,513	$ 78,308	$ 81,172	$ 84,419
6	$ 67,000	$ 69,010	$ 71,080	$ 73,924	$ 76,141	$ 78,425	$ 80,778	$ 83,202	$ 86,530
7	$ 68,675	$ 70,735	$ 72,857	$ 75,772	$ 78,045	$ 80,386	$ 82,798	$ 85,282	$ 88,693
8	$ 70,392	$ 72,504	$ 74,679	$ 77,666	$ 79,996	$ 82,396	$ 84,868	$ 87,414	$ 90,910
9	$ 72,152	$ 74,316	$ 76,546	$ 79,608	$ 81,996	$ 84,456	$ 86,989	$ 89,599	$ 93,183
10	$ 73,955	$ 76,174	$ 78,459	$ 81,598	$ 84,046	$ 86,567	$ 89,164	$ 91,839	$ 95,513
11	$ 75,435	$ 77,698	$ 80,029	$ 83,230	$ 85,727	$ 88,298	$ 90,947	$ 93,676	$ 97,423
12	$ 76,943	$ 79,252	$ 81,629	$ 84,894	$ 87,441	$ 90,064	$ 92,766	$ 95,549	$ 99,371
13	$ 78,482	$ 80,837	$ 83,262	$ 86,592	$ 89,190	$ 91,866	$ 94,622	$ 97,460	$ 101,359
14	$ 80,052	$ 82,453	$ 84,927	$ 88,324	$ 90,974	$ 93,703	$ 96,514	$ 99,409	$ 103,386
15	$ 81,653	$ 84,102	$ 86,625	$ 90,090	$ 92,793	$ 95,577	$ 98,444	$ 101,398	$ 105,454
16	$ 83,286	$ 85,784	$ 88,358	$ 91,892	$ 94,649	$ 97,489	$ 100,413	$ 103,426	$ 107,563
17		$ 87,500	$ 90,125	$ 93,730	$ 96,542	$ 99,438	$ 102,421	$ 105,494	$ 109,714
18			$ 91,928	$ 95,605	$ 98,473	$ 101,427	$ 104,470	$ 107,604	$ 111,908
19				$ 97,517	$ 100,442	$ 103,456	$ 106,559	$ 109,756	$ 114,146
20				$ 99,467	$ 102,451	$ 105,525	$ 108,690	$ 111,951	$ 116,429
21					$ 104,500	$ 107,635	$ 110,864	$ 114,190	$ 118,758
22						$ 109,788	$ 113,082	$ 116,474	$ 121,133
23							$ 115,343	$ 118,803	$ 123,556
24								$ 121,180	$ 126,027
25									$ 128,547
26									
27									
28									
29									
30									

Potential MLO/Bond 2023 | How Each School Would Benefit

Neighborhood Schools

School	Description
Acres Green Elementary	• Replace RTUs originally installed in 2000. • Replace boiler(s). • Install new IP intercom system for building. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Arrowwood Elementary	• Replace chiller. • Replace boiler(s). • Install new IP intercom system for building. • Replace original epoxy floor. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Bear Canyon Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace original panels and transformers. • Replace main switchgear. • Replace carpet in workrooms in stacked pods. • Replace VCT flooring in staff restrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Buffalo Ridge Elementary	• Replace boiler(s). • Install new IP intercom system for building. • Resurface asphalt parking lot. • Resurface playpad. • Recaulk control joints. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist

Castle Rock Elementary	• Install new IP intercom system for building. • Replace generator and associated equipment. • Replace ceramic tile floor with MMA. • Replace original ceramic tile with poured acrylic. • Replace gym carpet. • Replace VCT. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Castle Rock Middle School	• Replace boiler(s). • Install new IP intercom system for building. • Replace kitchen flooring. • Upgrade strand controller. • Recaulk control joints. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Castle View High School	• Install new IP intercom system for building. • Upgrade lighting and sound systems. • Re-seal CMU, recaulk control joints. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Chaparral High School	• Resurface track and field. • Replace boiler(s). • Install new IP intercom system for building. • Upgrade lighting and sounds systems. • Replace original Hubbellite floor with MMA. • Install new IP intercom system for building. • Replace sink counter tops in all restrooms. • Replace cracked seats in auditorium. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Cherokee Trail Elementary	• Replace carpet. • Upgrade control system. • Install new IP intercom system for building. • Replace kitchen flooring. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Cherry Valley Elementary	• Replace carpet in all buildings, including modular classrooms. • Install new IP intercom system for building. • Replace kitchen flooring. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Cimarron Middle School	• Upgrade fire alarm system. • Upgrade control system. • Install new IP intercom system for building. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Clear Sky Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Recaulk expansion joints. Reseal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Copper Mesa Elementary	• Replace carpet. • Install new IP intercom system for building. • Replace generator and associated equipment. • Replace poured acrylic flooring in all restrooms. • Replace gym carpet. • Replace VCT. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Douglas County School District

Cougar Run Elementary	• Replace boiler(s). • Install new IP intercom system for building. • Upgrade gym sound system. • Replace red hubblelite floor with poured acrylic. • Replace sink countertops with single surface. • Replace VCT. • Replace sheet vinyl flooring in art room. • Replace VCT in classrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Coyote Creek Elementary	• Replace carpet. • Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace original panels and transformers. • Replace main switchgear. • Replace flooring. • Replace poured acrylic flooring in all restrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Cresthill Middle School	• Replace carpet. • Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace original panels and transformers. • Replace kitchen flooring, original poured acrylic. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Daniel C. Oakes High School	• Replace carpet. • Replace generator and associated equipment. • Replace condensing units. • Install new IP intercom system for building. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.

Douglas County High School	• Resurface stadium track. • Install new IP intercom system for main building. • Install new IP intercom system for south building. • Upgrade lighting and sound systems. • Upgrade auditorium theatrical equipment to be comparable with other high schools. • Replace generator and associated equipment. • Replace poured acrylic flooring in all south building restrooms. • Replace ceramic tile flooring in two sets of restrooms at 2 story addition. • South 100A Stage/Dance, replace damaged curtain and track system. • South 104B Office, 50, 50B, 53B, 66A remove and replace VCT beyond life. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Eagle Ridge Elementary	• Install new IP intercom system for building. • Replace epoxy floor with MMA. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Early Childhood Center - Castle Rock	• Upgrade fire alarm system. • Install new IP intercom system for building. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Echo Park Stadium - Parker	• Resurface track.
Eldorado Elementary	• Install new IP intercom system for building. • Replace cooling tower. • Replace kitchen floor. • Replace sheet vinyl flooring with MMA. • Replace sink countertops with single surface. • Replace VCT in classrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Flagstone Elementary	• Replace carpet. • Upgrade chiller. • Install new IP intercom system for building. • Replace cooling tower. • Replace generator and associated equipment. • Recaulk building control joints. Seal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Fox Creek Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace original panels and transformers. • Replace main switchgear. • Replace kitchen flooring with MMA. • Replace VCT in classrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Franktown Elementary	• Install new IP intercom system for building. • Replace trough washing stations with sinks (6). • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Frontier Valley Elementary	• Install new IP intercom system for building. • Replace cooling tower. • Replace sheet vinyl flooring with MMA. • Replace sink countertops with single surface. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Gold Rush Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Recaulk expansion joints. Reseal CMU. • Repair flashing on east side front entry. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Heritage Elementary	• Install new IP intercom system for building. • Replaced poured acrylic kitchen flooring. • Replace VCT. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Highlands Ranch High School	• Addition of Automotive CTE Programming. • Resurface asphalt parking lot. • Replace VCT. • Resurface track and field. • Install new IP intercom system for building. • Upgrade lighting and sound systems. • Replace kitchen flooring. • Replace auditorium seating. • Replace sheet vinyl with MMA 4 student restrooms, coat tile restrooms with MMA. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Iron Horse Elementary	• Replace boiler(s). • Install new IP intercom system for building. • Replace sink countertops with single surface. • Replace DHW heater. • Replace main hallway restrooms with poured acrylic. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Larkspur Elementary	• Replace boiler(s). • Install new IP intercom system for building. • Replace panels and transformers not yet replaced. • Replace main switchgear. • Replace ceramic tile with MMA. • Replace trough washing stations with sinks (2). • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Legacy Campus	• Replace roof. • Resurface asphalt parking lot.
Legacy Point Elementary	• Replace carpet. • Install new IP intercom system for building. • Replace cooling tower. • Replace generator and associated equipment. • Replace gym carpet with sport flooring. • Replace VCT. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Legend High School	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Upgrade lighting and sound systems. • Repair moisture penetration at F pod entrance. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Lone Tree Elementary	• Replace .045 EDPM ballasted roof with .060 EDPM fully adhered. • Upgrade control system. • Install new IP intercom system for building. • Upgrade fire alarm system. • Replace sink counter tops in all restrooms. • Recaulk control joints. Seal masonry CMU. • Repair VCT at cafeteria entrance. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Mammoth Heights Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Resurface asphalt parking lot. • Resurface asphalt playground. • Recaulk expansion joints. Reseal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Meadow View Elementary	• Install new IP intercom system for building. • Resurface asphalt parking lot. • Replace cooling tower. • Replace playground asphalt play pad. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Mesa Middle School	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace generator and associated equipment. • Re-support gas piping. • Replace sink counter tops. • Recaulk expansion joints. Reseal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Mountain Ridge Middle School	• Replace .060 EPDM ballasted with .060 fully adhered. • Replace carpet. • Install new IP intercom system for building. • Replace generator and associated equipment. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.

Mountain View Elementary	• Resurface asphalt parking lot. • Install new IP intercom system for building. • Resurface asphalt playground. • Replace trough washing stations with sinks (6). • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Mountain Vista High School	• Replace RTUs. • Install new IP intercom system for building. • Replace carpet in classrooms and offices. • Upgrade lighting and sound systems. • Replace VCT in pod hallways, classrooms as needed. • Replace VCT. • Replace flooring in all restrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Northeast Elementary	• Resurface asphalt parking lot. • Install new IP intercom system for building. • Replace poured acrylic floor in kitchen. • Resurface playground play pads. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Northridge Elementary	• Upgrade fire alarm system. • Install new IP intercom system for building. • Replace ceramic floor tile with MMA. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Pine Grove Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Resurface asphalt parking lot. • Replace original panels and transformers. • Replace main switchgear. • Replace sink countertops with single surface. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Pine Lane Elementary	• Replace RTUs (south building). • Install new IP intercom system for south building. • Install new IP intercom system for north building. • Replace VCT with poured acrylic. Abatement (north building). • Replace VCT in kitchen with poured acrylic (south building). • Replace VCT (north building). • Replace south building trough washing stations with sinks (6). • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Pioneer Elementary	• Replace boiler(s). • Install new IP intercom system for building. • Resurface asphalt parking lot. • Replace playground play pads. • Replace sink countertops with single surface. • Replace VCT. • Replace VCT in art room. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Plum Creek Academy	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.

Ponderosa High School	• Resurface asphalt parking lot. • Resurface track. • Install new IP intercom system for building. • Replace cooling tower. • Add/upgrade tennis courts. • Upgrade lighting and sound systems. • Repalce water fountains. • Replace generator and associated equipment. • Recaulk control joints. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Prairie Crossing Elementary	• Install new IP intercom system for building. • Resurface asphalt parking lot. • Replace cooling tower. • Replace asphalt playground. • Replace sheet vinyl flooring with MMA. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Ranch View Middle School	• Replace chiller. • Replace boiler(s). • Install new IP intercom system for building. • Overhaul elevator. • Replace domestic hot water system, heaters, pumps, and storage. • Replace generator and associated equipment. • Replace VCT. • Replace original sheet vinyl flooring with poured acrylic in all restrooms. • Replace sink counter tops in all restrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.

Redstone Elementary	• Replace carpet • Install new IP intercom system for building. • Replace generator and associated equipment. • Replace poured acrylic flooring in all restrooms. • Replace gym carpet. • Replace VCT. • Replace sink countertops with single surface. • Seal CMU. Repair cracks at joints left of main entrance and other areas. • Recaulk control joints. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Renaissance Magnet School	• Install new IP intercom system for building. • Resurface restroom countertops. • Repair cracks in walls. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Rock Canyon High School	• Replace RTUs. • Replace carpet. • Resurface track and field. • Install new IP intercom system for building. • Upgrade lighting and sound systems. • Replace VCT. • Replace poured acrylic flooring in all restrooms. • Replace generator and associated equipment. • Reseal CMU, recaulk control joints. • Replace sink counter tops in all restrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Rock Ridge Elementary	• Replace carpet. • Install new IP intercom system for building. • Replace kitchen flooring. • Replace gym carpet. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Rocky Heights Middle School	• Replace .060 EPDM ballasted with .060 fully adhered. • Replace carpet. • Install new IP intercom system for building. • Replace generator and associated equipment. • Replace VCT. • Replace sink countertops in all restrooms with single surface. • Replace sheet vinyl with poured acrylic (some restrooms complete). • Recaulk building control joints. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Roxborough Intermediate	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Recaulk expansion joints. Reseal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Roxborough Primary	• Replace carpet. • Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace original panels and transformers. • Replace main switchgear. • Replace kitchen flooring with poured acrylic. • Replace generator and associated equipment. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Saddle Ranch Elementary	• Install new IP intercom system for building. • Replace epoxy floor with MMA. • Replace sink countertops with single surface. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Sage Canyon Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Sagewood Middle School	• Replace boiler(s). • Resurface asphalt parking lot. • Install new IP intercom system for building. • Overhaul elevator. • Replace sink countertops with single surface. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Sand Creek Elementary	• Replace carpet. • Install new IP intercom system for building. • Replace domestic water heater and associated piping. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Sedalia Elementary	• Install new IP intercom system for building. • Replace unit heaters at entries. • Replace red ceramic tile in hallway, showing wear and cracks. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Sierra Middle School	• Install new IP intercom system for building. • Replace poured acrylic flooring in all restrooms. • Replace sink countertops as necessary. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.

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Soaring Hawk Elementary	• Replace carpet. • Install new IP intercom system for building. • Replace generator and associated equipment. • Replace poured acrylic flooring in all restrooms. • Replace gym carpet. • Seal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
South Ridge Elementary	• Upgrade fire alarm system. • Install new IP intercom system for building. • Replace panels and transformers not yet replaced. • Replace main switchgear. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Stone Mountain Elementary	• Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Recaulk expansion joints. Reseal CMU. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Summit View Elementary	• Replace carpet • Upgrade control system. • Upgrade fire alarm system. • Install new IP intercom system for building. • Replace original panels and transformers. • Replace main switchgear. • Replace VCT flooring in staff restrooms. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Teddy Lane (Eagle Academy/ Bridge Program)	• Replace RTU.

ThunderRidge High School	• Resurface asphalt parking lot. • Replace boiler(s). • Resurface track. • Install new IP intercom system for building. • Upgrade lighting and sound systems. • Recaulk control joints. Re-seal CMU. • Replace small stage curtains and cracked seats in auditorium. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff.
Timber Trail Elementary	• Replace carpet. • Install new IP intercom system for building. • Resurface asphalt parking lot. • Replace generator and associated equipment. • Replace poured acrylic flooring in all restrooms. • Replace gym carpet with sport flooring. • Replace sink countertops with single surface. • Replace VCT. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Trailblazer Elementary	• Install new IP intercom system for building. • Replace kitchen flooring with poured acrylic. Currently Hubellite material (Red). • Replace VCT. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.
Wildcat Mountain Elementary	• Replace chiller. • Replace boiler(s). • Install new IP intercom system for building. • Replace kitchen flooring. • Replace VCT. • Replace VCT in classrooms due to building movement. • Student/Staff device refresh. • Safety and security upgrades. • Pay increases for teachers and staff. • Addition of Campus Security Specialist.

Douglas County School District

Charter Schools

School	Description
Academy Charter School	• Replace exhaust fans. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
American Academy - Castle Pines	• Playground replacement. • RTU units. • Replace BAS System (for HVAC). • Door hardware upgrades. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
American Academy - Lincoln Meadows	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
American Academy - Motsenbocker	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Aspen View Academy	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Ben Franklin Academy	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Challenge to Excellence Charter School	• Replace interior exit signs. • Replace water heater (100 gallon). • Replace water heater (50 gallon). • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
DCS Montessori Charter School	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.

Global Village Academy - Douglas County	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Leman Classical Academy	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
North Star Academy	• Replace fire alarm system (3-5 years). • Gym sound system. • Double HVAC unit. • Water heater. • Replace plumbing fixtures. • Drinking fountain in hallway. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Parker Core Knowledge Charter School	• Replace intercom and clock system. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Parker Performing Arts	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.

Douglas County School District

Platte River Academy	• Replace plumbing fixtures. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
Renaissance Secondary School	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
SkyView Academy	• Replace HVAC units. • Replace fire alarm system. • Install new HVAC controls. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
STEM School Highlands Ranch	• Elementary school roof top unit repair/replacement (5B and 6B). • RTU # old 7A Carrier 10 ton. • RTU # old 5A Carrier 5 ton. • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support. • World Compass Academy • Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.
World Compass Academy	• Safety and security upgrades. • Pay increases for teachers and staff. • Additional security support.