

D38 Elevates: Exploring A Solution To Competitive Compensation

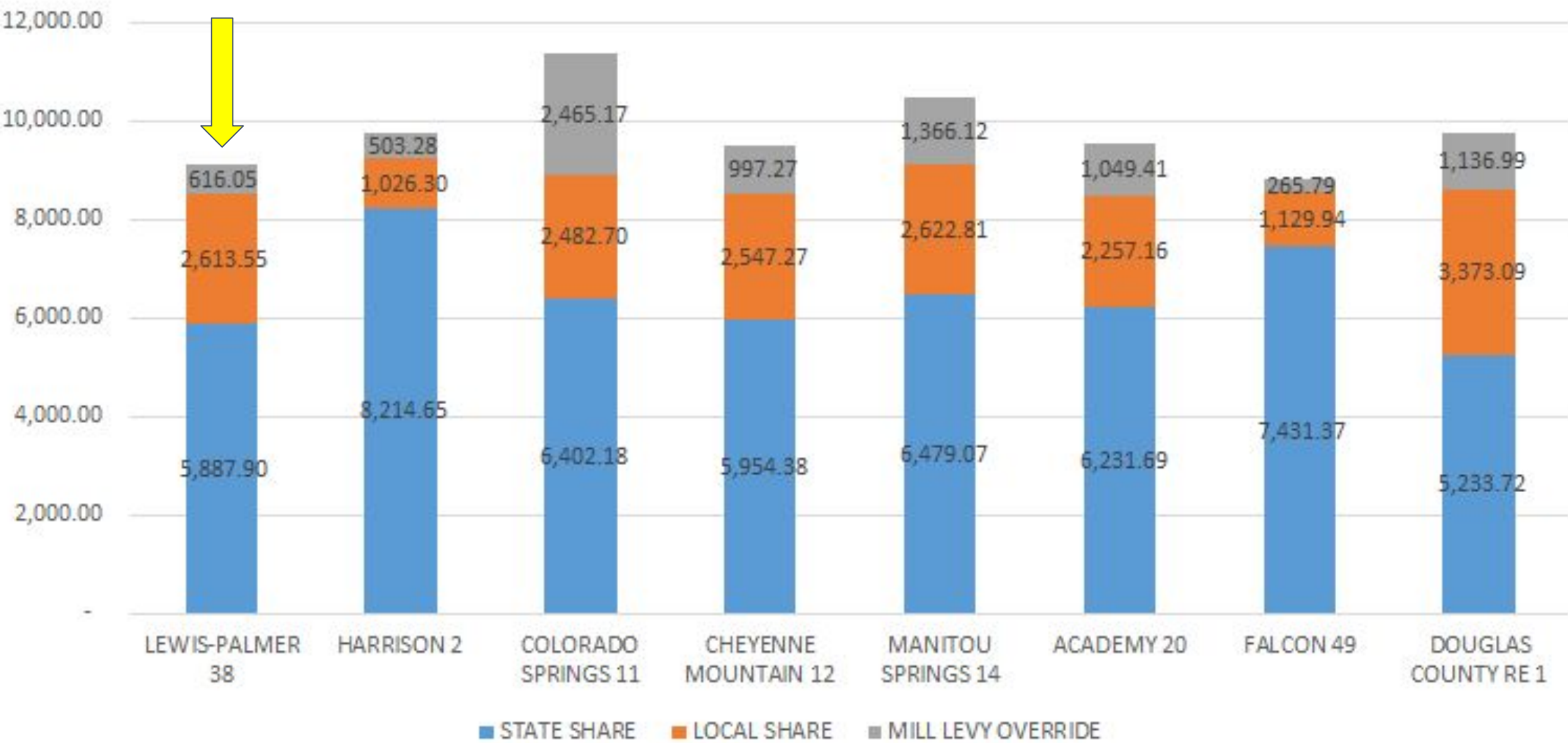


PER PUPIL REVENUE COMPARISON 2021-2022

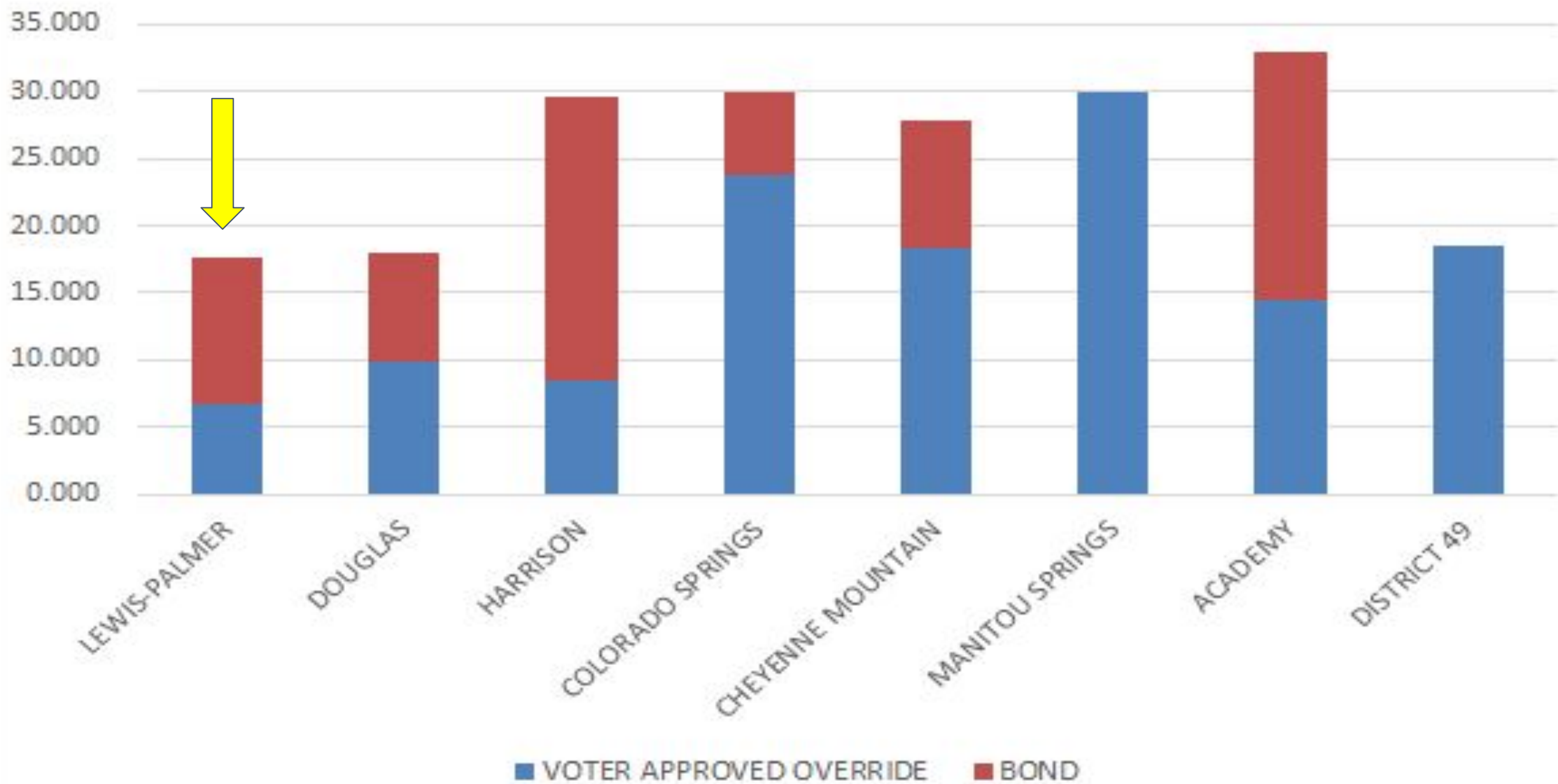
■ PPR ■ MLO



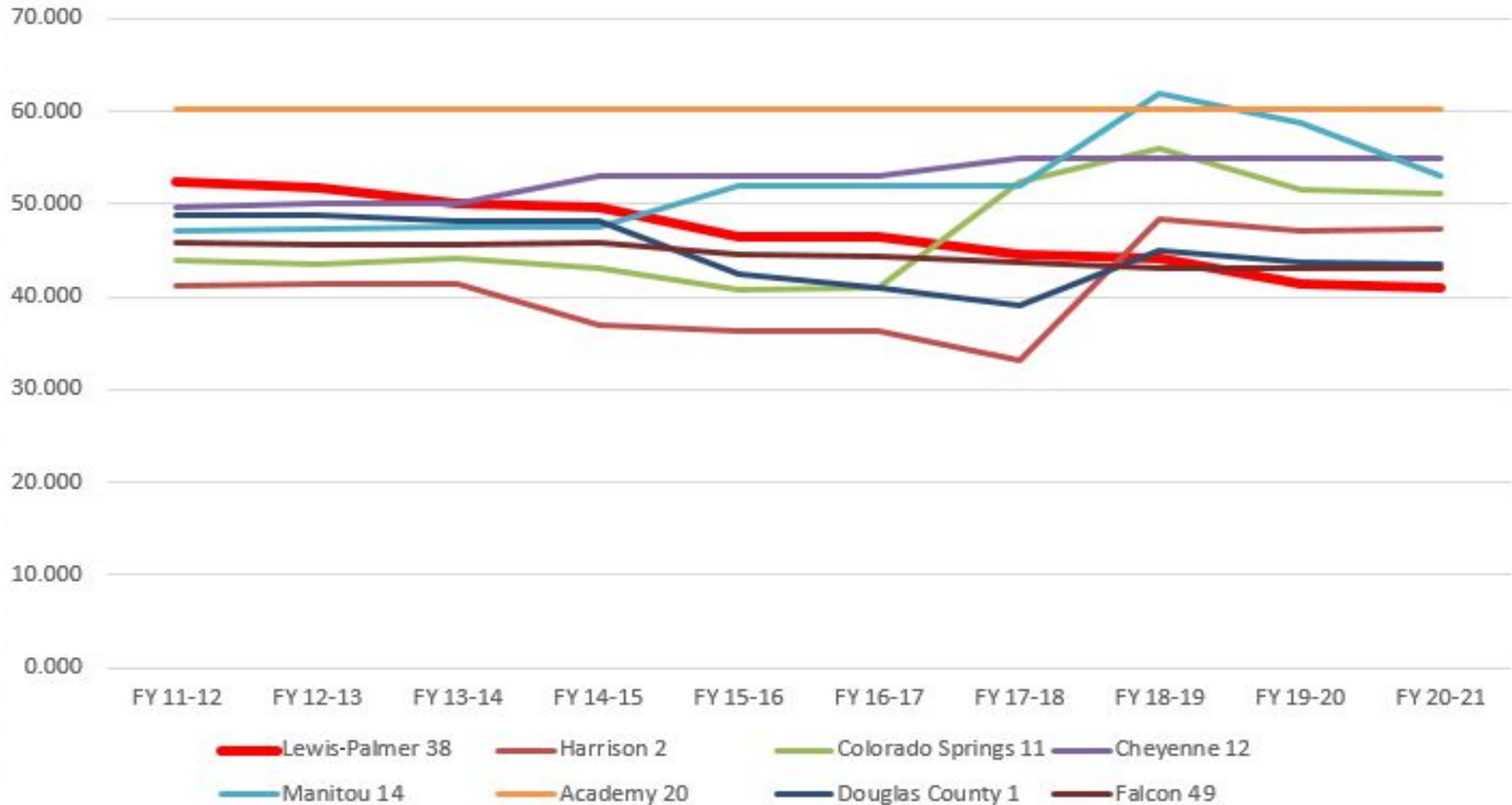
PER PUPIL REVENUE COMPARISON



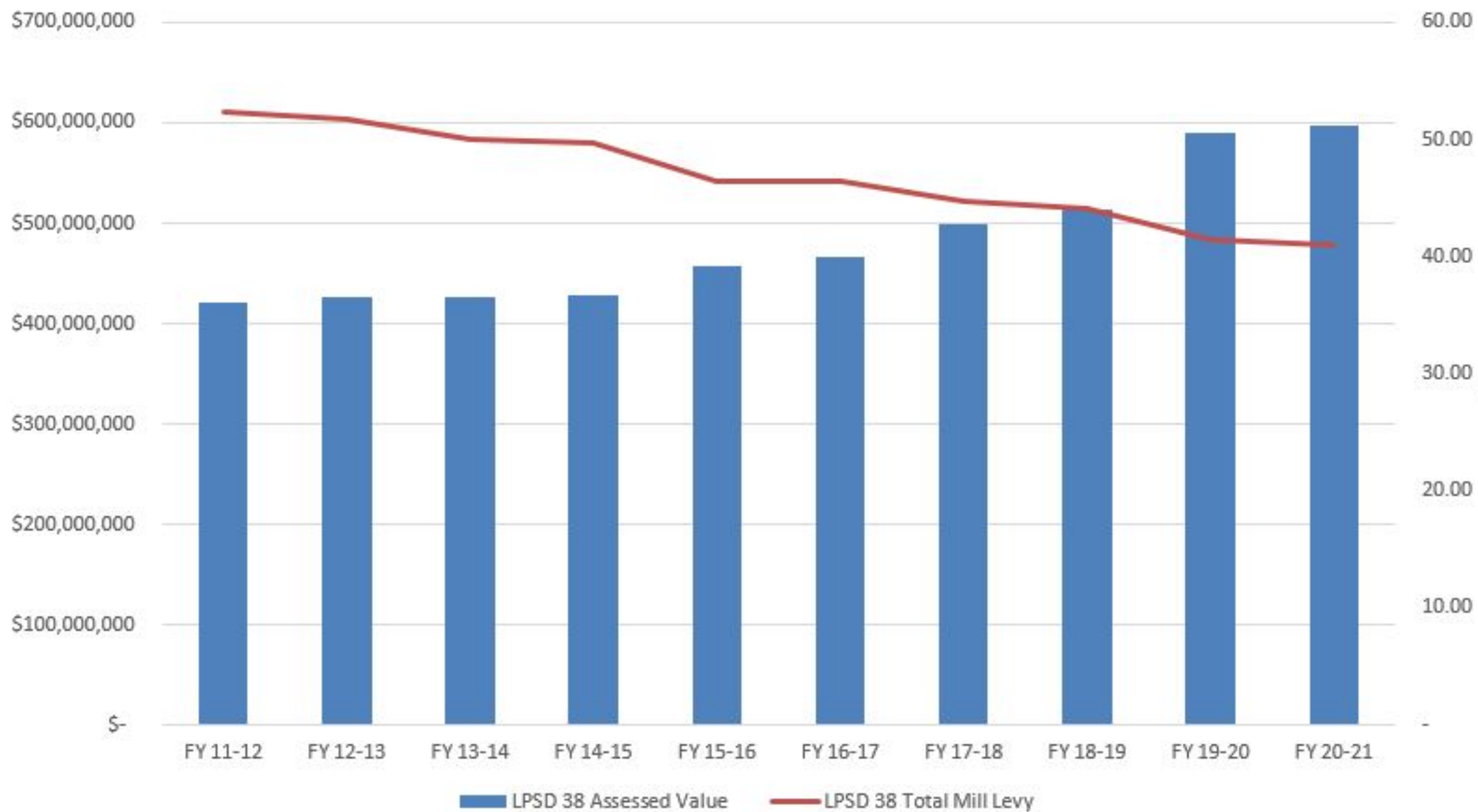
Bond and Override



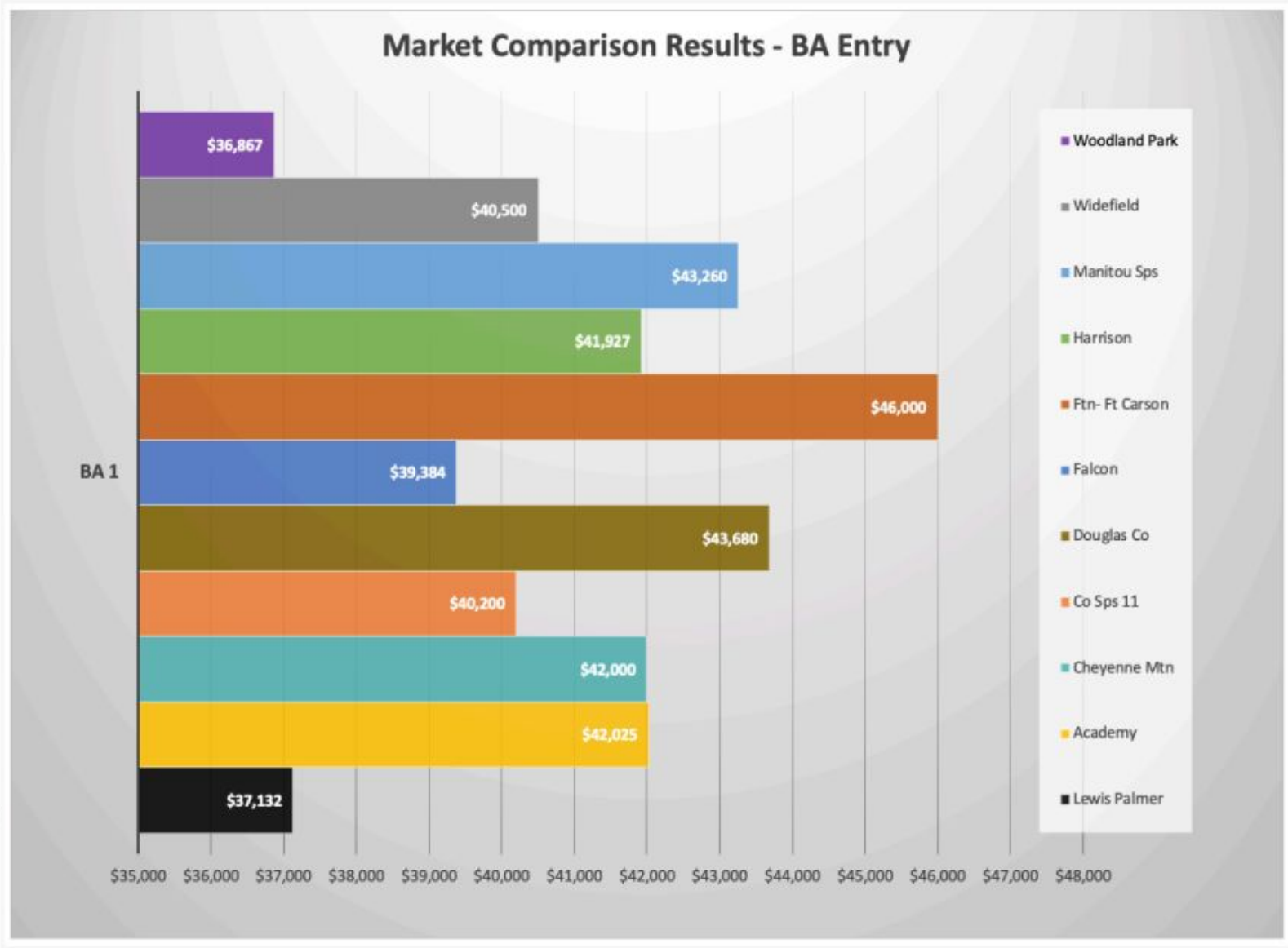
TOTAL MILL LEVY TREND OVER 10 YEAR PERIOD



D38 Trend in AV and Mill Levy



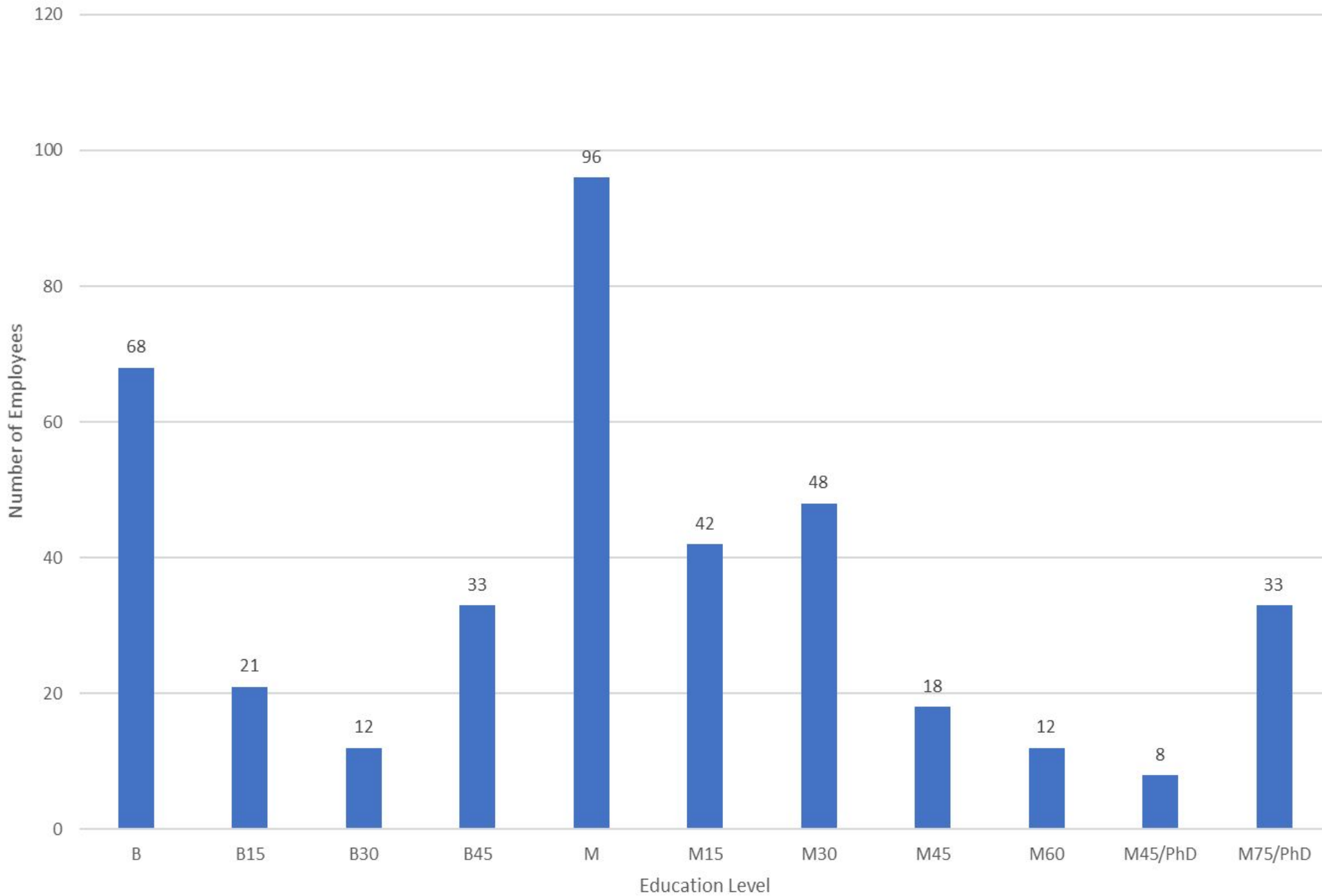
Market Study Results - Certified



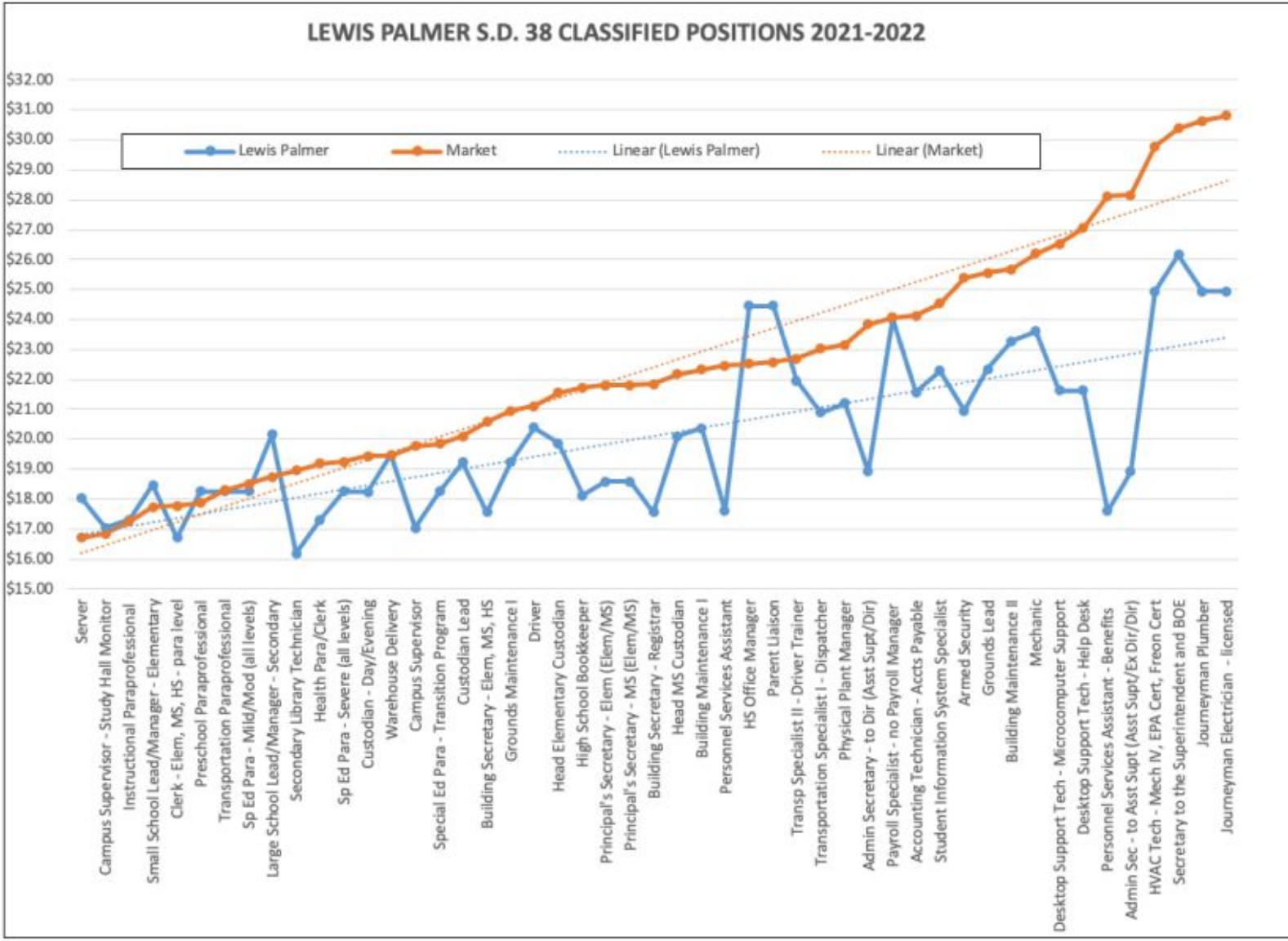
Market Study Results - Certified



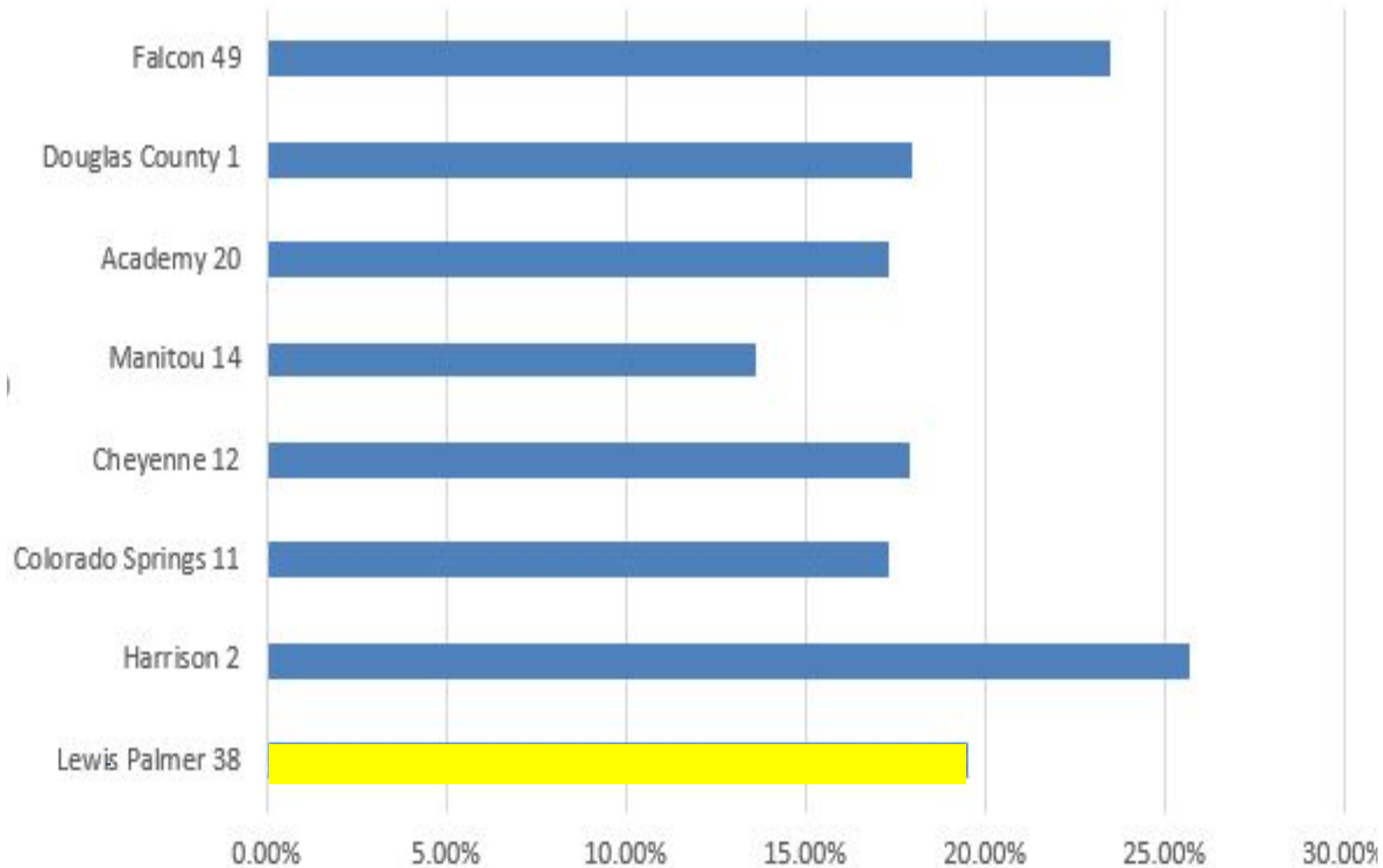
21-22 Teacher Distribution by Education Level - Lewis-Palmer



Market Study Results - Classified



Employee Turnover Rate 2020-2021

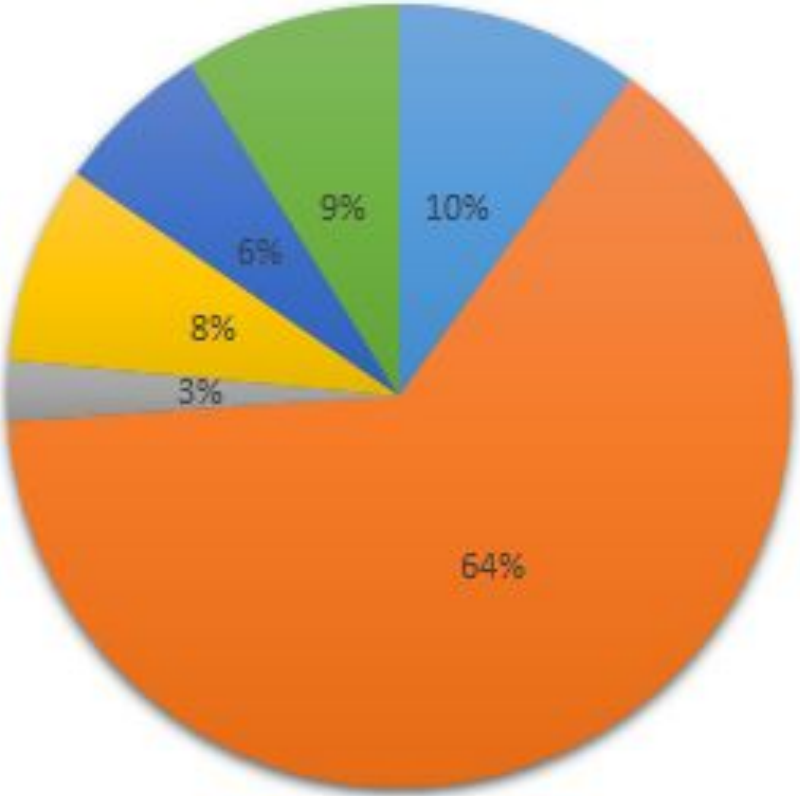


Current Year (21-22) Salaries by CDE Job Code

Salaries by CDE Job Code

Administrators	2,869,832
Certified/Professional Instructional	18,290,636
Professional / Other	718,429
Paraprofessionals	2,332,448
Office and Administrative Support	1,851,674
Crafts/Trades/Services	2,552,177
Total Salaries	28,615,196

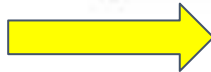


Salaries by CDE Job Code



- Administrators
- Certified/Professional Instructional
- Professional / Other
- Paraprofessionals
- Office and Administrative Support
- Crafts/Trades/Services

Current Year (21-22) Salaries + Benefits

Salaries by CDE Job Code

Administrators		2,869,832
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Professional / Other		718,429
Paraprofessionals		2,332,448
Office and Administrative Support		1,851,674
Crafts/Trades/Services		2,552,177
Total Salaries		<u>28,615,196</u>
Est. Employer Paid Benefits (PERA - 20.9%/MC - 1.45%/Insurance - 8.06%)		<u>8,584,559</u>
Salaries and Benefits		\$ 37,199,755
Total 21-22 GF Budget		\$ 47,402,680
Salaries and Benefits as % of Total GF Budget		<u>78.48%</u>

Compensation Update



Total Needed For Market Adjustment:

- Based on range of additional 6-15% increase
 - \$2.4 - 2.8M additional for certified increase
 - \$1.6M additional for classified increase

Difference is approximately **\$4.5M**, with \$1M going to MA

Potential Mill Levy/Override



- This measure would increase total mills by **7.45**, to a new total of **47.474**.
- The current D38 cost to homeowners per **\$100,000** is **\$23.48 per month**.
- An annual increase per **\$100,000** in assessed home value is **\$4.32 per month**, or **\$51.78 per year**.

Relevant Questions



Why does D38 need additional funding if it already receives 1999 MLO dollars?

- While the dollars D38 receives from the 1999 MLO are critical to our operations, our district has grown since 1999, and we need to invest in our district as a community to stay competitive

Relevant Questions



Does D38 Lobby The State?

- D38, alongside several districts across the state, petitions the state every year for additional funding (including a full buy down of the budget stabilization factor). The results of these coordinated lobbying efforts have seen limited success.

Relevant Questions



Is D38 Truly Working To Stretch Every Dollar?

- By refinancing our existing bonds, we've saved taxpayers \$1.9 million on tax bills.
- Through partnerships, including the one with Schneider Electric, D38 will save \$9.8 million in future utility costs by addressing deferred maintenance
- Despite setbacks, our geothermal project will not cost \$5-6 million to fix. A \$2.5 million fix will be deployed.
- Our Financial Advisory Committee group works to help identify new revenue streams. We are getting close on one new revenue stream, which is higher interest rate yields on cash in hand.
- We have increased the Town of Monument building fees for cash-in-lieu by a significant margin, increasing district income by more than \$200,000 annually.

Relevant Questions



Isn't D38 High Performing?

- For the past decade, D38 has maintained its Accredited with Distinction designation from the State of Colorado. (Accreditation on pause the last two years due to COVID)
- Despite this, our ranking among Colorado school districts has dropped from a top-10 designation in recent years.
- 60% of our employees have a master's or doctoral degree in education.
- Our students rank among the top-10 percent for college entrance and state test scores.
- Teachers and staff worked throughout the pandemic to continue educating students, earning national news coverage.