



2025 Mill Levy Override Ballot Measure

Broomfield Rotary- Sept. 25, 2025

Five Star Proud



All-time
district high:
**ON-TIME
GRAD RATE
OF 87.3%**
for class of 2024

*0.9% increase from
previous year*



All-time high
in 2025:
72.4% of AP exams
**RECEIVED A
SCORE OF 3
OR GREATER**

*We continue to see
more students taking,
and receiving high
scores on Advanced
Placement (AP) exams*



Through
FutureForward:
792 high school students
**EARNED 3,327
INDUSTRY
CERTIFICATIONS**

*FutureForward is the district's
career and technical education
program. Industry certifications
measure a student's
competency in an industry, and
they validate the knowledge
base and technical skills that
show mastery in a particular
occupation.*



For the 2024-2025
school year:
**2,067 STUDENTS
EARNED
TUITION-FREE
COLLEGE CREDIT**
while still in high school

*Students earn Concurrent
Enrollment by taking college
classes offered at district
high schools, FutureForward
campuses or at a partner
college campus.*



For the 7th consecutive year,
**median growth for
multilingual learners**
(ACCESS testing)
has been
**ABOVE THE
50TH PERCENTILE**

*The ACCESS assessment is
administered to students
learning the English language
in grades kindergarten
through 12.*

Presentation Overview

- The journey to a 2025 Mill Levy Override (MLO) ballot measure
- Our compelling why - Adams 12 Five Star Schools is at a competitive disadvantage
- The 2025 MLO proposal



A Look at Where We've Been

- MLO reflects the community's values and priorities
- We engaged our community partners before and after the unsuccessful 2024 MLO:
 - District and school leaders through presentations and feedback sessions
 - Results from community surveys
 - Families, staff and community members through engagement sessions
- The 2025 MLO proposal was developed with the 2024 proposal as a starting point with some investments kept, revised or added



Our Compelling Why

- Initially, districts used much of local override dollars to supplement programming, now districts **use these dollars increasingly to fund essentials**, like teacher salaries
- Falling behind in funding essentials, and we're at a competitive disadvantage
- Due to a decline in State funding, we cut \$27.5 million and ~150 positions for 2025-2026
- Since those cuts, the State faces an additional \$1 billion shortfall as a result of changes in federal funding

Current Comparative MLO Data

15 Denver Metro Area School Districts

14th out of
15 districts

District	Per Student Override \$
Englewood	\$4,749
Boulder Valley	\$4,676
Aurora	\$4,061
Denver	\$4,061
Cherry Creek	\$3,892
Sheridan	\$3,796
Westminster	\$3,784
Littleton	\$3,730
Adams 14	\$2,866
Mapleton	\$2,825
Douglas County	\$2,396
St. Vrain	\$2,284
JeffCo	\$2,077
Adams 12	\$ 2,009
27J	\$1,170



WORLD CLASS STAFF

**Recruit, retain and
remain competitive
for highly-effective
staff**



PROGRAMMING

**Provide diverse,
relevant and
personalized
learning
opportunities**



SAFETY

**Enhance
school safety
and security,
and student
mental health**

2025 MLO Ballot Measure

World Class Staff

*Recruit, retain and remain
competitive for highly-effective staff*



Adams12
Five Star Schools



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**Rank near the bottom —
10 out of 15 — in average teacher salaries
compared to nearby districts***

Staffing Need



Average Teacher Salaries

2024-2025

Without Charters	With Charters
1 Boulder Valley	1 Boulder Valley
2 Cherry Creek	2 Cherry Creek
3 Littleton	3 Littleton
4 Denver	4 Mapleton
5 St Vrain	5 Westminster
6 Mapleton	6 St Vrain
7 JeffCo	7 JeffCo
8 Westminster	8 Aurora
9 Aurora	9 Adams 14
10 Adams 12	10 Denver
11 Adams 14	11 Adams 12
12 27J	12 27J
13 Douglas County	13 Englewood
14 Englewood	14 Douglas County
15 Sheridan	15 Sheridan



PERCEPTION

The district is top heavy and spends too much on administration. It doesn't need the money. It needs to put more money into classrooms.

% of District Expenditures on Administration

District	%
Cherry Creek	5.1%
Jeffco	6.1%
Douglas County	6.3%
Adams 12	6.3%
Aurora	7.0%
Boulder Valley	7.8%
St. Vrain	8.7%
Littleton	8.9%
27J	10.2%
Denver	10.2%
Westminster	10.9%
Englewood	11.9%
Mapleton	12.9%
Adams 14	13.0%
Sheridan	15.7%

*Tied for 3rd of
15 districts for
lowest admin
costs*

*4th out of
15 districts in
percentage
spent on
classroom staff*

% of Personnel Expenditures for Educators and Paraprofessionals

District	Educators	Paras	Total %
Cherry Creek	71.2%	9.1%	80.3%
Littleton	66.9%	11.1%	78.0%
Douglas County	68.1%	8.8%	76.9%
Adams 12	65.5%	9.1%	74.6%
Jeffco	65.1%	8.6%	73.7%
Boulder Valley	64.0%	9.0%	73.0%
St. Vrain	61.5%	10.3%	71.8%
Aurora	63.4%	7.8%	71.2%
Englewood	56.9%	12.0%	68.9%
27J	63.8%	5.0%	68.8%
Denver	67.9%	0.6%	68.5%
Westminster	57.9%	9.9%	67.8%
Mapleton	60.3%	6.9%	67.2%
Adams 14	53.7%	9.2%	62.9%
Sheridan	51.0%	11.1%	62.1%

Investments



Increase compensation to be competitive to the market average of nearby districts across all employee groups
(~\$25.2M)

Benefits

Students thrive when teachers stay.

When teachers leave for better pay elsewhere, our students lose continuity, relationships, and instructional momentum.

Positions us to compete aggressively for top talent, helping to **keep and attract new, talented educators and support staff.**

Programming

*Provide diverse, relevant and
personalized learning opportunities*



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97% of graduating Career and Technical Education (CTE) students found success within a year following their high school graduation — be it college, military or career.

Programming Need



Investments



Add teachers, instructional materials and curriculum for new CTE expansion including, new high school CTE pathways and exploratory CTE classes at all middle and K-8 schools
(~\$2.3 million)

Add Postsecondary/workforce readiness coordinators
(~\$1 million)

Cover tuition and associated costs to support students in dual enrollment, concurrent enrollment and college-level courses
(~\$65,000)

Benefits

Career and Technical Education (CTE) supports student success by combining academic learning with practical, career-focused experiences. **CTE makes learning relevant, increasing student engagement and graduation rates, and reduces dropout rates.**

CTE in middle school helps students **discover their interests, strengths, and potential career paths early on**, which can lead to improved motivation, attendance, and academic performance.

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**Nearly 21% of our ninth graders are
off track for graduation based on credit accrual
or failing classes**

Programming Need



Investments



Add staff to provide targeted small group instruction for identified 6th and 9th graders
(~\$1.2 million)

Benefits

Targeted support programs for incoming ninth graders **leads to increased GPA and attendance, lower dropout rates and higher graduation rates.**

Students often feel uncertain about new routines, social groups and expectations. Transition support programs **help reduce stress and build confidence.**

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More than 65% - or nearly 8,000 students - of our elementary and K-8 schools lack dedicated classes with hands-on STEM-focused or exploratory learning.

Programming Need



Investments



Add STEM-focused exploration teachers

Purchase instructional materials and design/acquire curriculum for makerspaces, robotics, coding, design challenges and engineering

Create opportunities for students to experience specials classes twice a day and elementary classroom teachers to have two planning periods
(~\$4.6 million)

Benefits

STEM-focused learning **encourages students to think critically, solve problems creatively, and collaborate with others.** These skills are valuable in various aspects of life.

STEM skills are highly sought after in today's job market. Reports show **more than 80% of future jobs will require these skills.**

With adequate time, **teachers can focus on researching and crafting truly engaging and differentiated lessons** that meet the diverse needs of their young learners.

Safety

*Enhance school safety and security,
and student mental health*



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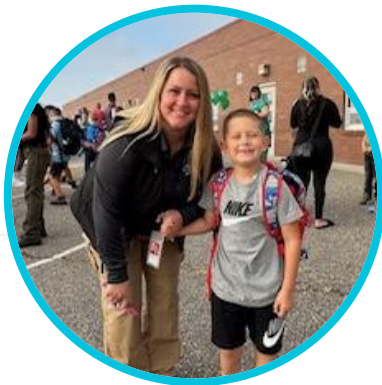
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Students value additional trained safety and security staff, but our security staffing is among the lowest of nearby districts

Physical Safety Need



Investments



**Add Safety Security Liaisons, MS
Campus Security Officers and Night
Security Guard
(~\$1,100,000)**

Benefits

Trained security staff **build relationships**, proactively **identify any potential threats** and offer **immediate crisis response**, supporting a safe school environment.

Students indicate they see more security staff as **positive because they support a safe environment conducive to learning.**

Faster response time by tripling security staff coverage at elementary schools from **1 security staff to 10 schools to 1:4.**

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**Nearly 27% of our high school students
reported having poor mental health most
of the time or always**

Mental/Emotional Safety Need



Investments



Add School-Based Therapists
(~\$320,000)

Benefits

Students with **better mental health** are **more likely to attend school regularly** and be present and engaged in learning.

School-based mental health professionals **remove barriers to care**, providing readily available support in a familiar setting. This **allows for early identification and intervention of mental health concerns**, preventing escalation and promoting overall well-being.

2025 MLO Ballot Measure Summary

\$39.42 Million, with a tax rate increase, costs a homeowner an estimated \$34 per month on an average home valued at \$661,000 based on the assessed value as of December 2024



World Class Staff

Recruit, retain, and remain competitive for highly-effective staff

TOTAL =~\$25.2M



Programming

Provide diverse, relevant, and personalized learning opportunities

TOTAL =~\$9.22M



Safety

Enhance school safety and security, and student mental health

TOTAL =~\$1.4M



Charters

Proportionate share for all four District charter schools

TOTAL =~\$3.6M



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MLO TOTAL = \$39.42M

With passing of a \$39.42 million MLO

*We move closer to the middle
of the pack from 14th to 9th*

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Badly underfunded districts are often forced to make substantial adjustments to keep highly-effective staff.

Such as a nearby district moving to a 4-day school week

But these adjustments have a negative impact

A study from Brown University shows that a 4-day school week causes:

- Nearly 4% reduction in property values
- 5% reduction in teacher retention
- Decrease in student test scores (*0.2 - 0.3 standard deviation*)

Our Compelling Why

- Cut \$27.5 million and ~150 positions for 2025-2026 due to lack of funding
- 14th out of 15 in per student MLO dollars
- 10th out of 15 in average teacher salary
- 2024 bond will add and renovate spaces for new and in-demand career and technical education (CTE) programming, but we lack funding for staffing and programming to bring these spaces to life
- Nearly 8,000 elementary-aged students lack dedicated classes with hands-on, STEM-focused or exploratory learning
- Safety and security staffing is low compared to nearby districts