

Douglas County School District, the Equity Advisory Council, and our community as a whole, share a unified goal to ensure an inclusive culture, one in which all students, staff, and community members feel safe and valued. Meeting the diverse and vital needs of our students, families, and staff requires adequate funding.

As we know, the total program funding for the Douglas County School District (“DCSD”) is set by the State and the only mechanism to increase longer term funding is through a local mill levy override. At present DCSD schools receive substantially less local mill levy override funding relative to the neighboring school districts, resulting in a funding gap which has significantly and negatively impacted the District’s ability to offer competitive and equitable wages to all of its staff and teachers.

It is vital that DCSD pass a mill levy override to enact the approved and published pay schedule, which increases wages for staff and teachers to more competitive levels. The decrease in the compensation gap between DCSD and neighboring districts will help the District retain and hire more staff.

In order to fund capital needs, as stated in the Comprehensive Bond Plan, the Board of Education has also approved a \$450,000,000 Bond question to be submitted to voters on the November 8, 2022 ballot. This bond will not increase the current tax rates within Douglas County, and a portion of these revenues, along with 100% of the per student distribution from the mill levy override, will be shared with DCSD charter schools.

It is key to note that the revenues received from successfully passing these measures will directly impact quality education, facility improvements, and the retention and recruitment of quality staff. As a Council we know that access to well maintained school buildings, facilities, and properly compensated staff helps address our need for an inclusive and equitable environment. This funding further ensures that every member of our community - staff, student and family alike - feels valued.

Constructing and expanding new school buildings will provide for reduced transportation times for families, better access to needed services, and manageable class sizes to best support all students. DCSD believes in excellence and equity for all students, which means an array of educational opportunities are provided to every child in Douglas County School District, and as such proper resources are required to successfully accomplish this goal.

The DCSD Equity Advisory Council is concerned with teacher and staff turnover, reduced educational programming, an inability to fill key mental health and Special Education roles, and with the need for safe and stable facilities. This Council believes that successfully passing a mill levy override and a bond are in the long-term best interests of every student, family, and staff member, from every school within DCSD. The Equity Advisory Council fully supports the passage of the Douglas County School District’s mill levy override and bond measures, since both will benefit our entire community and support our shared vision of inclusion, diversity, equity, accessibility, and excellence.