



Adams 12 Five Star Schools: 5B Campaign Talking Points

THE CHALLENGE - Why We Need 5B

- **Severe Budget Cuts Impact Students:** Adams 12 cut \$27.5 million and eliminated approximately 150 jobs for 2025-2026, resulting in larger class sizes, reduced programming and electives, and challenges recruiting quality staff.
- **Colorado's Funding Crisis:** Mill levy overrides have become the norm, not the exception, for school districts to fund basic operations like salaries, safety, and instructional programming that the state doesn't adequately cover.
- **Competitive Disadvantage:** Adams 12 ranks near the bottom (9 out of 10) in average teacher salaries compared to nearby districts, severely limiting our ability to compete for the best teachers and staff.

TEACHER & STAFF COMPENSATION

- **Below Market Salaries:** Adams 12 ranks closer to the bottom (10 out of 15) in teacher salaries compared to nearby districts, creating a significant competitive disadvantage in attracting and retaining quality educators.
- **All Staff Included:** 5B will increase compensation for all employee groups to be competitive with market averages - teachers, custodians, paraeducators, bus drivers, and nutrition services personnel.
- **Investment Amount:** Approximately \$25.2 million (almost 64%) of the override will go directly toward bringing staff salaries closer to the market average of surrounding districts.

ACADEMIC PROGRAMMING EXPANSION

- **Career & Technical Education:** The 2024 bond built new CTE spaces, but we lack \$2.3 million for staffing and programming to bring these spaces to life with qualified teachers and curriculum. The district has a waiting list for current class offerings and wants to not only accommodate more students, but also add classes based on student interest and industry demand for qualified candidates.
- **STEM Focus:** 5B will add STEM-focused exploration teachers and fund makerspaces, robotics, coding, and engineering programs, giving elementary students two specials classes daily and teachers two planning periods. Nearly

8000 Adams 12 students lack regular access to hands-on STEM and exploratory learning curriculum.

- **Student Success:** 97% of graduating CTE students find immediate success in college, military, or workforce, positively impacting our economy and quality of life.
- **Transition Support:** Targeted small group instruction for 6th and 9th graders during critical transition years.
- **Investment Amount:** Approximately \$9.2 million of the override will be used to expand career and technical education opportunities and provide real-world, hands-on learning experiences for students at every level: elementary, middle, and high school.

SAFETY & MENTAL HEALTH

- **Understaffed Security:** School safety and security are everyone's top priority. Adams 12 Five Star Schools has one of the smallest security staffs among nearby districts. We need additional investment to expand our safety and security staff in specific areas and improve and maintain support for all of our schools.
- **Security Investment:** 5B will add Safety Security Liaisons, Middle School Campus Security Officers, and Night Security Guards.
- **Mental Health Support:** Schools have become critical providers of student mental health services. 5B adds school-based therapists to help students develop life skills and prepare for their next stage.
- **Investment Amount:** Approximately \$1.4 million will be used to increase the number of trained safety and security staff to maintain safe learning environments for students and staff. Provide additional mental health support for students to develop life skills and be prepared for their next stage of life.

CHARTER SCHOOL INCLUSION

- **Proportionate Funding:** All four district-authorized charter schools will receive their proportionate share of MLO funds (approximately \$3.6 million).
- **Local Decision Making:** Charter schools determine how to invest their portion of the funds based on their individual needs and priorities.

TAX IMPACT

- **Affordable Investment:** 5B will cost homeowners approximately \$5 per month for every \$100,000 of home value.
- **Average Impact:** For the average district home valued at \$661,000, the monthly cost is \$34 based on assessed value as of December 2024.

- **Local Investment:** All property tax revenue stays within the county - none goes to state services.

COMMUNITY BENEFITS

- **Major Employer:** Adams 12 Five Star Schools is one of the largest employers in Adams and Broomfield counties with nearly 5,000 full- and part-time employees contributing to the local economy.
- **Property Values:** A high-quality school district with a strong reputation supports real estate property values across both Adams and Broomfield counties.
- **Workforce Development:** The school district offers 25 career pathways through [FutureForward](#), helping students gain training and certifications for immediate workforce contribution.

ACCOUNTABILITY & TRANSPARENCY

- **Public Oversight:** State law requires Adams 12 to provide full visibility and transparency of finances and financial reporting, all posted on the district website.
- **Proven Track Record:** The district has successfully managed multiple previous overrides, with older fixed-dollar overrides actually requiring fewer mills over time as property values increase.
- **Legal Requirements:** All funds are subject to state laws, regulations, and district policies for accountability and transparency.

THE BOTTOM LINE

- **Student Success:** Our students deserve the same competitive advantages as their peers in neighboring districts. 5B addresses three essential areas - competitive staff compensation, expanded academic programming, and enhanced school safety and mental health support.
- **Economic Impact:** Investing in education strengthens our workforce, supports property values, and enhances quality of life for all community members, regardless of whether they have children in school.
- **Investing that Matters:** A yes vote does not mean that every previously cut job or funding reduction will be restored; however, 5B will provide funds for improving teacher and staff salaries, increasing academic programming in career and technical education and STEM classes across all levels, increasing security staffing levels and providing additional mental health supports for students, and expanding academic supports for students in need. These strategic investments are in areas that directly impact student success and community strength.

[IF PRESENTING TO A PARENT or PTO GROUP, USE THE FOLLOWING TALKING POINTS TO SUMMARIZE 5B]

THE CHOICE FOR YOUR CHILD'S FUTURE

- **Level the Playing Field:** Your child deserves the same opportunities as kids in neighboring districts whose parents have already invested in quality education through additional mill levy overrides for their own districts. 5B closes the funding gap for Adams 12 schools and will give our students the same competitive advantages.
- **Three Priorities That Matter to Parents:** 5B focuses on what you care about most - keeping great teachers in your child's classroom, expanding programs that prepare all students for success, and ensuring students are safe and supported every day.
- **Your Child Can't Wait:** While 5B won't undo previous cuts and missed opportunities, it will stop the decline and start rebuilding the excellent education your family expects from Adams 12 Five Star Schools. Every year we wait is another year your child misses out on opportunities their peers in other districts already have.
- **Investment in Their Tomorrow:** The career and technical programs, STEM opportunities, and college preparation funded by 5B will give your child real-world skills and pathway choices for their future success - whether they choose college, career training, or military service after graduation.