

*The body of the proposal is:*

Shall the State of Colorado limit the total annual compensation of public school district administrative employees to an amount not greater than the total annual compensation of the highest-paid teacher employed by the same school district during the same fiscal year, beginning with employment contracts entered into, renewed, or amended after the effective date of this measure?

For the purposes of this measure, "administrative employees" means school district employees whose primary duties are executive, managerial, supervisory, or policy-making in nature, including authority over personnel decisions, budget allocation, or district-wide policy, and includes superintendents, assistant superintendents, principals, and assistant principals.

This measure does not apply to classroom teachers or to non-administrative employees whose primary duties involve direct student instruction or support services, including but not limited to counselors, instructional coaches, department chairs, transportation staff, custodial staff, food service workers, and similar positions.

This measure applies prospectively and does not alter existing employment contracts or previously negotiated collective bargaining agreements.

*The intent of this proposal is:*

The intent of this initiative is to establish a uniform, prospective compensation standard for public school district administrative employees by capping their annual salary at no more than the highest-paid licensed classroom teacher in the same district during the same fiscal year. The measure applies only to future employment contracts and does not affect existing agreements. Its purpose is to create a clear, objective fiscal constraint within school district budgeting while preserving local discretion over compensation levels.