



Board of Education
Minutes
Special Board Meeting
(Remote Meeting)
Wednesday, February 16, 2022

Available seating is contingent on room capacity restrictions and provided on a first-come basis or lottery system, if necessary. Community members can also view this meeting via livestream via YouTube.

Call to Order and Roll Call

1. Roll Call

RECOMMENDATION: Presiding Board Member calls roll.

The special meeting of the Board of Education of Douglas County School District Number RE-1 was called to order by President Peterson at 5:03 p.m.

BOARD MEMBERS PRESENT (REMOTELY): Hanson, Meek, Myers, Peterson, Ray, Williams, Winegar

ALSO IN ATTENDANCE (REMOTELY): Deputy Superintendent Abner, Deputy Superintendent Hiatt, Chief Assessment and Data Officer Reynolds, General Counsel Klimesh, Chief Technology Officer Blair, Chief Operations Officer Cosgrove, Chief Financial Officer Kotaska, Chief Human Resources Officer Thompson, Communications Officer Rader and Board Assistant Secretary Maresh.

Pledge of Allegiance

2. Pledge of Allegiance

Acceptance of Agenda

3. Acceptance of Agenda

RECOMMENDATION: That the Board of Education approves the Agenda as presented.

NEW - Motion

Member Meek moved, Member Hanson seconded to modify the Agenda to include an Executive Session prior to the Study/Action items on tonight's agenda to hold conference to receive legal advice on specific legal questions pursuant to C.R.S.24-6-402(4)(b) for the purpose of seeking legal counsel regarding the release of employee names in response to a CORA request and legal advice pursuant to C.R.S.24-6-402(4)(d) specialized details of security arrangement or investigations.

Friendly Amendment by President Peterson to move Executive Session to just prior to Public Comment.

Friendly Amendment accepted by Member Meek.

Hanson, aye; Meek, aye; Myers, aye; Peterson, aye; Ray, aye; Williams, aye; Winegar, aye.

Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7 - 0.

Executive Session

3.A. Convene in Executive Session (a closed session) (Added to Agenda)

RECOMMENDATION: That the Board of Education convene in Executive Session (a closed session) for purposes of holding conference to receive legal advice on specific legal questions pursuant to C.R.S.24-6-402(4) (b) for the purpose of seeking legal counsel regarding the release of employee names in response to a CORA request and legal advice pursuant to C.R.S.24-6-402(4) (d) to be advised on specialized details of security arrangement or investigations.

The Board may hold an executive session for considering limited matters, including: Real Estate matters e.g. the purchase, acquisition, lease, transfer or sale of real, personal or other property pursuant to C.R.S. § 24-6-402(4) (a); to hold conference with the Board's attorney to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4) (b); matters required to be kept confidential by federal or state law or rules and regulations pursuant to C.R.S. § 24-6-402(4) (c); to be advised on specialized details of security arrangements and investigations pursuant to C.R.S. § 24-6-402(4) (d); to determine positions relative to matters that are or will be subject to contract negotiations, developing strategy for those negotiations, and instructing negotiators, pursuant to C.R.S. § 24-6-402(4) (e); personnel matters, including actions, updates, and Superintendent recommendations involving individual employees, pursuant to C.R.S. § 24-6-402(4) (f); to consider documents protected by non-disclosure provisions of Colorado Open Records Act pursuant to C.R.S. § 24-6-402(4) (g); and/or to be advised on individual student matters, where public disclosure would adversely affect the person or persons involved, pursuant to C.R.S. § 24-6-402(4) (h).

ORIGINAL - Motion

Member Meek moved, Member Hanson seconded to convene in Executive Session (a closed session) for purposes of holding conference to receive legal advice on specific legal questions pursuant to C.R.S.24-6-402(4) (b) for the purpose of seeking legal counsel regarding the release of employee names in response to a CORA request and legal advice pursuant to C.R.S.24-6-402(4) (d) to be advised on specialized details of security arrangement or investigations.

Hanson, aye; Meek, aye; Myers, aye; Peterson, aye; Ray, aye; Williams, aye; Winegar, aye.

Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7 - 0.

Executive Session Attendance: Hanson, Meek, Myers, Peterson, Ray, Williams Winegar, Deputy Superintendents Abner and Hiatt, General Counsel Klimesh, Deputy Counsel Condon and Jacobs.

Executive Session Time: 5:13 p.m. to 6:15 p.m.

Executive Session concluded at 6:15 p.m.

President Peterson reconvened the Special Board Meeting at 6:22 p.m.

President Peterson made a statement regarding a CORA request to release the names of employees absent on February 3, 2022 and reports of flyers distributed on employee vehicles on school property.

Deputy Superintendent Abner made a statement stating District support of employees and that employees should report any incidents violating Board policy.

Deputy Superintendent Hiatt made a statement requesting respect and value for District educators.

4. Public Comment

RECOMMENDATION: Information only.

- Attachment #1: Public Comment Roster

Community input that could help the District meet the challenge of becoming the best school system possible is always welcome.

- Aadithya Senthilkuma, student, provided comment regarding the superintendent hiring process
- Josh Lederman, student, providing comment on behalf of SAG and the superintendent search
- Christa Gilstrap, Highlands Ranch resident provided comment regarding the superintendent search
- Juli Watkins, Castle Rock resident, provided comment regarding the superintendent hiring process and timeline
- Marie Kranston, Highlands Ranch resident, provided comment regarding the superintendent search
- Tiffany Baker, Highlands ranch resident, provided comment regarding the superintendent
- Sharon McWilliams, Parker resident, provided comment regarding the superintendent
- Allison Cook, Highlands ranch resident, provided comment regarding the superintendent search and board direction
- Bobbi Hillard, Lone Tree resident provided comment regarding the superintendent search
- Jennifer Iversen, Castle Pines resident, provided comment regarding the superintendent
- Kalissa Braga, Highlands Ranch resident, provided comment regarding the superintendent and teacher support
- Petrina Gorny, Highlands Ranch resident, provided comment regarding superintendent hiring process
- Tina Stroman, Parker resident, provided comment regarding superintendent action
- Krish Kumar, Lone Tree resident, provided comment regarding superintendent hiring process and timeline
- Frances Stroud, student provided comment regarding superintendent hiring process
- Eiko Browning, Highlands Ranch resident, providing comment regarding transparency and following policy
- Brandi Bradley, Littleton resident, provided comment regarding equity
- Jennifer Mitkowski, Highlands Ranch resident, provided comment regarding firing of Corey Wise

- Robert C Marshall, Highlands Ranch resident, provided comment regarding superintendent
- Kaitlin Ochs, Parker resident, provided comment regarding superintendent action
- Constance Ingram, Highlands Ranch resident, provided comment regarding superintendent hiring process and timeline
- Julie Bateman, Parker resident, provided comment regarding the superintendent hiring process
- Lucy Squire, Highlands Ranch resident, provided comment regarding superintendent process
- Genna Person, Sedalia resident, providing comment regarding superintendent process
- Kelly Mayr, Highlands Ranch resident, provided comment regarding superintendent process
- Denice Dirks, Parker resident, provided comment regarding superintendent search
- Stephanie Chancy, Highlands Ranch, provided comment regarding superintendent process and agenda of board majority
- Triana Burdick, Parker resident, provided comment regarding the superintendent
- Matthew Solak, Parker resident, provided comment regarding the direction of the district
- Chris Horen, Highlands Ranch resident, provided comment regarding hiring of superintendent and trust with the community
- Christina Courtney, Parker resident, provided comment regarding superintendent hiring
- Chad Cox, Castle Rock resident, providing comment regarding superintendent hiring
- Kim Clever, Castle Rock resident, providing comment regarding superintendent choice
- Matthew P Smith, Castle Rock resident, providing comment regarding superintendent hiring process
- Katrina Eike, Parker resident, providing comment regarding superintendent choice
- Miles Cortez, Centennial resident, providing comment regarding superintendent hiring process and timeline
- Sondra Marie Emerson, Lone Tree resident, providing comment regarding superintendent search
- Carolyn Ford, Parker resident, provided comment regarding superintendent hiring process and timeline

President Peterson called for a recess at 7:25 p.m. and reconvened the Special Board Meeting at 7:35 p.m.

- Leah Raffaelli, Sedalia resident, provided comment regarding superintendent replacement
- Joyel Chambers, Castle Rock resident, provided comment regarding superintendent
- Crista Mann, Parker resident, provided comment regarding superintendent hiring
- Kelly Dixon, Parker resident, provided comment regarding superintendent selection
- Braeden Miguel, Highlands Ranch resident, provided comment regarding superintendent job, public comment on board strategy
- Jessica Kaiser, Parker resident, providing comment regarding selection process for new superintendent

- TJ Callaway, Parker resident, provided comment regarding superintendent hiring process
- Lucas Johnson, Highlands Ranch resident, provided comment regarding superintendent hiring process
- Elizabeth Barry, Highlands Ranch resident, provided comment regarding superintendent hiring process and timeline
- Margarita Anne Fiduccia, Highlands Ranch resident, provided comment regarding timeline for superintendent identification
- Melissa Palay, Highlands Ranch resident provided comment regarding superintendent hiring process and contract
- Kathy Redmond, Castle Rock resident, provided comment regarding school governance
- David Ternet, Parker resident, providing comment regarding questions for superintendent candidates
- Janet Babb, Centennial resident, provided comment regarding CORA request
- Robin Webb, Highlands Ranch resident, provided comment regarding superintendent
- Richard Clark, Highlands Ranch resident, provided comment regarding superintendent hiring process and timeline
- Amy Akerman, Highlands Ranch resident, providing comment regarding superintendent discussion
- Morgan O'Hara, Parker resident, provided comment regarding superintendent plans
- Sarah Wu, Castle Rock resident, provided comment regarding superintendent replacement
- Ken Molcsan, Parker resident, provided comment regarding proposed timeline for superintendent identification
- Sammye Wheeler Clouse, Castle Rock resident, provided comment regarding hiring of superintendent
- Matt Bergenholtz, Castle Rock resident, provided comment regarding superintendent hiring process and timeline
- Chris Cheline, Highlands Ranch resident, provided comment regarding CORA request
- Christine Garcia, Centennial resident, provided comment regarding hiring timeline for superintendent
- Matt Cassidy, Highlands Ranch resident, provided comment regarding superintendent hiring process and timeline
- Kelly Maxam, Castle Pines resident, provided comment regarding superintendent hiring process and timeline
- Barrett Rothe, Castle Pines resident, provided comment regarding superintendent process and timeline
- Mary Soldwisch, Acres Green resident, provided comment regarding hiring a new superintendent
- Constantine Kokolis, Parker resident, provided comment regarding support for the board and finding a new superintendent
- Deborah Trujillo, Parker resident provided comment regarding basics taught in schools and proficiency scores
- Tina De Los Santos, Parker resident, provided comment regarding superintendent
- Paula Smith, Highlands Ranch resident, provided comment regarding superintendent hiring process and timeline
- Jenny Brady, Highlands Ranch resident, provided comment regarding support for new superintendent
- Allyson Kulinski, Parker resident, provided comment regarding superintendent
- Jennifer Barnes, Parker resident, provided comment regarding superintendent

- Karen Jefferson, Castle Rock resident, provided comment regarding superintendent selection
- Tiffani Wilson, Parker resident provided comment regarding superintendent hiring process and timeline
- Keary Hallack, Highlands Ranch resident, provided comment regarding superintendent search

President Peterson called for a recess at 8:40 p.m. and reconvened the Special Board Meeting at 8:51 p.m.

President Peterson advised that outside legal counsel Kristin Edgar of Caplan & Earnest joined the meeting. Counsel Edgar made a statement regarding a legislative change regarding the designation of superintendent finalists and is available to answer Director questions.

Study/Action Items

5. Superintendent Hiring Process and Timeline

RECOMMENDATION: That the Board of Education approve a timeline for superintendent identification.

- Attachment #1: Proposed Timeline for DCSD Superintendent Identification

The Board of Education will discuss legal requirements and consider a proposed timeline for superintendent identification.

ORIGINAL - Motion

Member Williams moved, Member Winegar seconded to approve the ORIGINAL motion that the Board of Education approve a timeline for superintendent identification.

Board discussion.

Counsel Edgar responded to Director questions.

CHRO Thompson responded to Director questions regarding clarification of an internal posting and an external posting.

Board discussion and consensus regarding amendments to the proposed Timeline for Douglas County School District Superintendent Identification to include: post the Superintendent Job Description/Salary internally and externally from February 17, 2022 through February 25, 2022, to add a special board meeting on March 1, 2022 to discuss applications, and to add a special board meeting on March 3, 2022 to interview applicants, provide for public comment and vote on finalists; and to place a revised Timeline for Douglas County School District Superintendent Identification including the stated amendments on the February 22, 2022 Board Meeting Consent Agenda.

Director Williams rescinded the ORIGINAL Motion.

Director Winegar rescinded the second to the ORIGINAL Motion.

No further motions on Agenda Item #5 Superintendent Hiring Process and Timeline.

President Peterson called for a recess at 10:33 p.m. and reconvened the Special Board Meeting at 10:45 p.m.

6. Superintendent Job Description

RECOMMENDATION: That the Board of Education approve a superintendent job description for internal posting.

- Attachment #1: 6-1 Douglas County School District Superintendent Search Community Member
- Attachment #2: 6-2 Douglas County School District Superintendent Search Current Student
- Attachment #3: 6-3 Douglas County School District Superintendent Search DCSD Staff
- Attachment #4: 6-4 Douglas County School District Superintendent Search Government Official
- Attachment #5: 6-5 Douglas County School District Superintendent Search Local Business Owner
- Attachment #6: 6-6 Douglas County School District Superintendent Search Local Business Owner
- Attachment #7: 6-7 Douglas County School District Superintendent Search Parent-Guardian Summary
- Attachment #8: 6-8 2022 Superintendent Job Description Summary (Proposed)

The Board of Education will review a proposed superintendent job description, to include salary range, to be posted for internally to be accessible by all district public neighborhood and charter school staff.

Board questions and comments regarding the proposed superintendent job description.

CHRO Thompson responded to Director questions.

President Peterson read the superintendent job description as amended, and will provide the revised document to Board Assistant Secretary Maresh to attach to the February 16, 2022 Meeting Minutes.

NEW - Motion

Member Myers moved, Member Winegar seconded to approve the NEW motion that the Board of Education approve the superintendent job description as amended to be posted beginning February 17, 2022 through February 25, 2022.

Hanson, aye; Meek, aye; Myers, aye; Peterson, aye; Ray, aye; Williams, aye; Winegar, aye.

Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7 - 0.

7. Standardized Interview Questions for Applicants

RECOMMENDATION: That the Board of Education amend and approve standardized questions to be used during the superintendent applicant review process.

- Attachment #1: 7-1 Proposed 2022 Superintendent Interview Questions

The Board of Education will review proposed standardized questions to be used during the superintendent applicant review process. Proposed questions were derived from a consolidated list used in previous superintendent interview forums including school employees, community representatives, and students.

Board discussion.

No motion.

Adjournment

8. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

Member Winegar moved, Member Myers seconded to approve the ORIGINAL motion that the Board of Education adjourns the meeting.

Hanson, aye; Meek, aye; Myers, aye; Peterson, aye; Ray, aye; Williams, aye; Winegar, aye.

Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7 - 0.

President Peterson adjourned the Special Board Meeting at 12:03 a.m. on Thursday, February 17, 2022.

These minutes summarize the final decisions made by the Board of Education at the referenced meeting. View the meeting via You Tube by accessing the following link:
<https://www.youtube.com/watch?v=-qUHwAohoC8&list=PLyjVvMhp58liz3QmZQeX7QUKKhYfNu4Rb&index=8&t=164s>

Supporting document(s) attached to the agenda <https://douglas.ic-board.com>



Mike Peterson

Mike Peterson
Board of Education President

Becky Myers

Becky Myers
Board of Education Secretary

Attachment to February 16, 2022 Meeting Minutes

Agenda Item #6 Superintendent Job Description

Revised with amendments added during February 16, 2022 Board Meeting; to be posted and attached to February 16, 2022 Meeting Minutes.

Summary of DCSD Superintendent Job Description

The Douglas County School District is conducting a search for a Superintendent that displays high integrity, dynamic leadership and community engagement that is focused on providing a high-quality educational foundation that empowers students to reach their individual potential.

The ideal individual will possess the following:

- A leader who is an effective communicator who excels in building relationships with students, parents/guardians, staff, and community members through authentic engagement.
- Someone who understands the culture, the current climate, and the Board's ends and vision and district's mission.
- An individual who understands the community and will be committed to being a part of the community to include outside of the school district.
- A leader who is open, approachable, thoughtful, and has unquestioned integrity.
- A leader who is fully transparent with students, parents/guardians, staff, and community members.
- A leader who values diversity and inclusion among students, parents, and outside groups.
- A leader with transparent personal values and an unwavering moral compass.
- A leader who inspires trust, confidence, and mutual respect.

The required qualifications for the ideal individual are as following:

- An individual committed to the Douglas County School District.
- Experience in education - either as an educator or working closely with educators as a school leader.
- Masters Degree in a related field is required.
- Strong interpersonal skills and ability to work with individuals at all different levels.
- Exceptional leadership, coaching, and mentoring skills.
- Experience with all aspects of the position including academics, financials, operations, community, and parent engagement, and state advocacy.
- An individual who will always advocate for the students, teachers, faculty members, and administrators.
- A fully transparent and decisive leader who will stand up for the district in all circumstances.

- Willing to advocate for funding and preparing for a bond/mill initiative (if required).
- An individual who will be known and approachable at the school level.
- An individual who will ensure that equity and inclusion ~~is~~ are provided to all students, teachers, faculty members, staff, and administrators.
- An individual who will operate under policy governance and comply with executive limitations.

The anticipated annual salary for this position will range from \$220,000 - \$270,000. The maximum range is \$220,000 - \$330,000.