



Board of Education  
Study Session  
Minutes  
Tuesday, March 8, 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 meeting of the Board of Education of Douglas County School District Number RE-1 was called to order by President Peterson at 5:00 p.m.

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

BOARD MEMBERS EXCUSED: Hanson

ALSO IN ATTENDANCE: Deputy Superintendent Abner, Deputy Superintendent Hiatt, Learning Services 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 Administrative Assistant Kiyon

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.

ORIGINAL - Motion

Member Myers moved, Member Winegar seconded to approve the ORIGINAL motion that the Board of Education approves the Agenda as presented.

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

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6 - 0.

Study Session

4. Safe, Positive Climate and Culture: Mental Health Support

RECOMMENDATION: Information only.

- Attachment #1: 03.08.2022 DCSD Mental Health Support Spring 2022

Director of Mental Health Dr. Stephanie Crawford-Goetz will present information regarding mental health support available for students.

Director of Mental Health Dr. Stephanie Crawford-Goetz provided an overview and update of DCSD's mental health supports and highlighted some resources available to schools and families.

Board discussion.

Public Comment

5. 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.

- Nick Menzel, student, provided Student Advisory Group update
- Owen Wicks, student, provided comment regarding the superintendent
- Amity Wicks, Highlands Ranch resident, provided comment regarding the superintendent
- Chris Wicks, Highlands Ranch resident, provided comment regarding the superintendent
- Jennifer Iversen, Castle Pines resident, provided comment regarding the superintendent
- Dr. Jistine Harrison, Castle Rock resident, provided comment regarding the superintendent search
- Eiko Browning, Highlands Ranch resident, provided comment regarding the superintendent
- Laura Allen, Highlands Ranch resident, provided comment regarding safe, positive culture and climate
- Mark Middlebrooks, Highlands Ranch resident, provided comment regarding the superintendent finalists
- Christa Gilstrap, Highlands Ranch resident, provided comment regarding the superintendent search
- Matthew Smith, Castle Rock resident, provided comment regarding hiring
- Steve Colella, Parker resident, provided comment regarding the superintendent search
- Lisa Neal-Graves, Parker resident, provided comment regarding the superintendent search
- Carolyn Williamson, Parker resident, provided comment regarding teacher compensation
- Jayson Hurd, Highlands Ranch resident, provided comment regarding the superintendent search
- Matthew Solak, Parker resident, provided comment regarding the superintendent search
- Erin Dill, Castle Rock resident, provided comment regarding the superintendent finalists
- Kelly Mayr, Highlands Ranch resident, provided comment on behalf of a teacher regarding mental health
- Sarah Redder, Parker resident, provided comment regarding the superintendent search and MLO/Bond
- Tina Stroman, Parker resident, provided comment regarding the superintendent process
- Laura Mutton, Highlands Ranch resident, provided comment regarding the superintendent selection

- Luke Johnson, Highlands Ranch resident, provided comment regarding the equity policy and superintendent hire
- Kurt Stroman, Parker resident, provided comment regarding the superintendent search
- Kendra Gish, Elizabeth resident, provided comment regarding the superintendent search
- Jenny Brady, Highlands Ranch resident, provided comment regarding social media and Critical Race Theory
- Robyn Hunt, Castle Pines resident, provided comment regarding a superintendent candidate
- Andy Jones, Highlands Ranch resident, provided comment regarding staff compensation
- Jodi Losinger, Castle Rock resident, provided comment regarding the superintendent search and teacher compensation
- John Groom, Highlands Ranch resident, provided comment regarding support of a superintendent finalist
- Gary Colley, Parker resident, provided comment regarding mental health support

President Peterson called for a recess at 6:41 p.m. and reconvened the Study Session at 6:50 p.m.

- Liz Wagner, Lone Tree resident, provided comment regarding the superintendent selection
- Julie Bateman, Parker resident, provided comment regarding the superintendent
- Lucy Squire, Highlands Ranch resident, provided comment regarding the superintendent and stability
- Tiffany Baker, Highlands Ranch resident, provided comment regarding the superintendent
- Marie Krantston Highlands Ranch resident, provided comment regarding the superintendent selection
- Ursula Kakos, Castle Rock resident, provided comment regarding the superintendent search
- Stephanie Chancy, Highlands Ranch resident, provided comment regarding the superintendent
- Meggan Dahlgren, Highlands Ranch resident, provided comment regarding the superintendent, stability and MLO
- Danielle Bryan, Franktown resident, provided comment regarding the superintendent search
- Tonia Nealey, Highlands Ranch resident, provided comment regarding teacher retention
- Brooke Ricafort, Parker resident, provided comment regarding superintendent candidate feedback
- Jennifer Bosley, Highlands Ranch resident, provided comment regarding the superintendent and staff retention
- Brandi Bradley, Littleton resident, provided comment regarding the superintendent
- Jennifer Barney, Castle Rock resident, provided comment regarding superintendent feedback
- Margaret Furlow, Highlands Ranch resident, provided comment regarding safe, positive climate and culture
- Kaci Nice absent. Parker resident, provided comment regarding the superintendent
- Tracie Jones, Parker resident, provided comment regarding the superintendent

- Chris Todd, Aurora resident, provided comment regarding superintendent candidates
- Triana Burdick, Parker resident, provided comment on behalf of a teacher regarding the superintendent

President Peterson called for a recess at 7:30 p.m. and reconvened the Study Session at 7:37 p.m.

#### Study/Action Items

##### 6. Resolution Regarding Approval of Licensed Employee Salary Schedules

RECOMMENDATION: That the Board approve the Resolution Regarding Approval of Licensed Employee Salary Schedules.

- Attachment #1: 3.08.2022 Compensation and Benefits Update Attachment #2: Resolution Regarding Approval of Licensed Employee Salary Schedules

The Douglas County School District Board of Education has authority under Colorado law to determine District employee compensation and is required by law to adopt by resolution any teacher salary schedule. Prior Board Resolutions adopted by the Board on December 13, 2018 and March 20, 2020, directed the Superintendent to develop a compensation system which reflected certain attributes and values consistent with the Board's End Statements and Strategic Themes. In furtherance of these Board's resolutions, the District has been working towards creating a licensed employee compensation system that fulfills the Board's directives and, after receiving input from staff, has developed three salary schedules: a Licensed General Compensation Schedule, a Licensed Hard to Hire Compensation Schedule, and a Licensed Specialist/Extremely Hard to Hire Compensation Schedule.

Chief Human Resources Officer Thompson and Chief Financial Officer Kotaska presented provided a recap of progress on the licensed employee salary schedules and shared feedback from the Fiscal Oversight Committee and the Mill Bond Exploratory Ad-Hoc Committee (MBEC).

Board discussion.

ORIGINAL - Motion

Member Winegar moved, Member Meek seconded to approve the Resolution Regarding Approval of Licensed Employee Salary Schedules.

Board discussion.

Director Ray suggested for discussion three (3) WHEREAS statements to be incorporated into the Resolution.

1. WHEREAS, the last time Douglas County School District had a salary schedule based on experience and knowledge was the 2011-2012 school year.
2. WHEREAS, since 2017 the District has worked to rectify the negative impact of a market based pay band compensation plan.
3. WHEREAS, the Board has authorized the investment of an additional \$67M into employee compensation since 2017.

Board discussion.

AMENDED - Motion

Member Ray moved to amend the Resolution to include the three (3) WHEREAS statements as follows:

1. WHEREAS, the last time Douglas County School District had a salary schedule based on experience and knowledge was the 2011-2012 school year.
2. WHEREAS, since 2017 the District has worked to rectify the negative impact of a market based pay band compensation plan.
3. WHEREAS, the Board has authorized the investment of an additional \$67M into employee compensation since 2017.

Board discussion regarding the first suggested WHEREAS statement.

Friendly Amendment by President Peterson to amend the WHEREAS statement to state:

WHEREAS, the last time Douglas County School District had a traditional and predictable step and lane schedule was 2011.

Friendly Amendment accepted by Director Ray.

Board discussion regarding the second suggested WHEREAS statement.

Friendly Amendment by President Peterson amend the WHEREAS statement to state:

WHEREAS, since 2017 the District has worked to rectify the negative impact of a market based pay system that lacked predictability and agency.

Staff suggested the removal of the word "negative."

Friendly Amendments accepted by Director Ray.

Board discussion regarding the third suggested WHEREAS statement.

Director Ray amended the WHEREAS statement to reflect the change to "at least \$74.5M," to read as follows:

WHEREAS, the Board has authorized the investment of at least \$74.5M additional into employee compensation since 2017.

Friendly Amendment by President Peterson restate the ORIGINAL motion by Director Winegar to allow the Resolution to be approved with the three (3) suggested amendments.

Friendly Amendment accepted by Director Winegar.

Director Ray suggested an amended motion in order to amend the Resolution with the three (3) suggested amendments, as additional amendments to the Resolution would be recommended.

AMENDED - Motion

Member Winegar moved, Member Myers seconded to amend the Resolution to include the three (3) WHEREAS statements as follows:

WHEREAS, the last time Douglas County School District had a traditional and predictable step and lane schedule was 2011.

WHEREAS, since 2017 the District has worked to rectify the impact of a market based pay system that lacked predictability and agency.

WHEREAS, the Board has authorized the investment of at least \$74.5M additional into employee compensation since 2017.

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

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6 - 0.

AMENDED - Motion

Member Ray moved, Member Meek seconded to amend the Resolution to add a THEREFORE statement:

NOW, THEREFORE, BE IT RESOLVED that the Board directs the Superintendent to define a metric for determining what is meant by regionally competitive pay for all employees.

Board discussion.

Director Ray amended the WHEREAS statement to:

NOW, THEREFORE, BE IT RESOLVED that the Board directs the Superintendent to define a metric for determining what is meant by regionally competitive pay for all employees prior to the 2023-2024 school year.

Director Meek accepted the amendment to the motion.

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

Upon a roll call vote being taken, the vote was: Aye: 4 Nay: 2. The motion carried 4 - 2.

AMENDED - Motion

Member Winegar moved, Member Myers seconded to approve the AMENDED motion that the Board approve the Resolution Regarding Approval of Licensed Employee Salary Schedules, as amended.

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

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6 - 0.

#### 7. Resolution Regarding Approval of Employee Benefits Plan Changes

RECOMMENDATION: That the Board of Education approve the Resolution Regarding Approval of Employee Benefits Plan Changes.

- Attachment #1: See Agenda Item 5|Attachment #1: 3.08.2022 Compensation and Benefits Update
- Attachment #2: Resolution Regarding Approval of Employee Benefits Plan Changes
- Attachment #3: 03.08.2022 REVISED Resolution Regarding Approval of Employee Benefits Plan Changes

The Douglas County School District Board of Education has authority pursuant to Colorado law to establish an employee benefits plan. Due to medical benefits inflation that threatened the District's ability to insulate staff from rising costs, the District researched and identified an alternative employee benefits plan offering which is the subject of this proposed Resolution.

Chief Human Resources Officer Thompson reviewed a historical snapshot of the District's employee benefits and shared employee feedback regarding benefit changes being considered for 2022-2023.

Board discussion.

ORIGINAL - Motion

Member Myers moved, Member Ray seconded to approve the ORIGINAL motion that the Board approve the Resolution Regarding Approval of Employee Benefits Plan Changes.

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

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6 - 0.

#### Board of Education Reports

##### 8. President Reports

RECOMMENDATION: Information only.

President Peterson advised:

- March 9, 2022 at 3:30 p.m. Agenda Planning Meeting
- March 10, 2022 at 5:00 p.m. Superintendent Finalist Community Forum
- March 22, 2022 at 5:00 p.m. Regular Board Meeting

Board discussion regarding interview panels.

##### 9. Vice President Items

RECOMMENDATION: Information only.

Vice President Williams provided comments on the Mill Bond Exploratory Ad Hoc Committee (MBEC).

##### 10. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

Director Meek provided comments regarding a student comment, the DAC Forum focus on mental health support and providing information to the community.

Director Winegar provided comments regarding the MBEC.

Director Myers comment regarding Student Advisory Group meeting.

Director Ray commented on the Student Advisory Group presentations and invitation to the Board to attend the March 28, 2022 SAG meeting.

#### Adjournment

##### 11. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

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

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

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6 - 0.

President Peterson adjourned the meeting at 9:11 p.m.

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=yzEYjp8jPI0&list=PLyjVvMhp58liz3QmZQeX7QUKKhYfNu4Rb&index=6&t=214s>

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