



Board of Education
Minutes
Tuesday, March 23, 2021

The Board of Education of Douglas County School District RE-1 takes seriously the health and safety of its directors, staff, and community. Consistent with Public Health Orders members of the District's Board of Education, Superintendent, and designated support staff will attend and participate at this meeting either by attending in the boardroom or through electronic participation. Any individual who signs up for public comment will join via electronic participation. In order to maintain open meetings and full transparency the Board invites community members to view this meeting via livestream.

Study, Dialogue and Dinner Session

1. Study, Dialogue and Dinner Session

RECOMMENDATION: Information only.

- Attachment #1: ADB Educational Equity Policy - Second Reading
- Attachment #2: Equity Policy 2nd Reading Presentation: Study Session

This time is scheduled for the Board to receive information and discuss issues introduced by Board members and the Superintendent. These matters may be scheduled in advance or raised at the meeting. No Board action or substantive matters is taken at the dinner session. As is the case at the regular business meeting, the Board may vote to go into executive session to discuss and/or receive information on particular matters as authorized by C.R.S. 24-6-402 (4).

- ADB Educational Equity Policy

President Ray convened the study, dialogue and dinner Session at 5:02 p.m.

2. 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 Ray at 6:16 p.m.

BOARD MEMBERS PRESENT: Ciancio-Schor (remote), Graziano, Hanson (remote), Holtzmann, Leung, Meek, Ray

ALSO IN ATTENDANCE: Interim Superintendent Wise, Assistant Superintendent Knight (remote), Chief Assessment and Data Officer Reynolds (remote), General Counsel Klimesh (remote), Chief Human Resources Officer Thompson (remote), Chief Technology Officer Blair, Chief Operations Officer Cosgrove (remote), Chief Financial Officer Kotaska (remote), Personalized Learning Officer Ingalls (remote), Communications Officer Rader (remote) and Assistant Secretary Maresh

President Ray read a statement on behalf of the Board regarding recent events and called for a moment of silence.

3. Pledge of Allegiance

4. Student and Staff Recognitions

RECOMMENDATION: Information only.

Interim Superintendent and the Board recognized the following:

- Students and staff returning to secondary schools; a video presented regarding the return to school
- Social Work Month
- Transportation Bus Drivers Les Lilly and Todd Spencer for their efforts in assisting stranded motorists during the recent snow storm
- Nathan Hoffmann, ThunderRidge High School senior who received a perfect score on the ACT
- Sriya Surapaneni, Rock Canyon High School senior who received a perfect score on the ACT
- Frontier Valley Elementary School teacher Courtney Barondeau who was named a Curriculum Associates Class of 2021 Extraordinary Educator

5. Acceptance of Agenda

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

ORIGINAL - Motion

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

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

6. Student Comment

RECOMMENDATION: Information only.

Student representatives are encouraged and invited to provide comments regarding considerations for how the District can best meet and/or improve the academic and social-emotional needs of our students.

- Student Advisory Group member senior Jacob Hall provided the following information: Student Advisory groups will present to the Board of Education at the May meeting; the Youth Summit was held; the group is concentrating on three (3) topics: staying connected during COVID, improving mental health resources and establishing student boards; the group has been talking with Douglas County leaders an adult leaders; and provided comment on Board File ADB Educational Equity and the impact on students.

Superintendent Reports

7. In-Person Learning

RECOMMENDATION: Information only.

- Attachment #1: 03.23.2021 Superintendent Reports Presentation
- Attachment #2: 03.23.2021 Superintendent Reports Presentation_Updated 03.23

Interim Superintendent Wise introduced the four (4) topics to be presented.

Chief Assessment and Data Officer Reynolds presented information regarding the new COVID metrics, incidence rates and positivity rates.

Assistant Superintendent Knight provided an update on the return of all K-12 schools to full in-person learning; preparation for spring activities, and fourth quarter assessments.

Executive Director of Schools Wells shared observations regarding the students return to school.

Executive Director of Schools Winsor shared observations regarding the students return to school.

8. Transportation and Next Steps

RECOMMENDATION: Information only.

- See attachment to Agenda Item #7: 03.23.2021 Superintendent Reports Presentation_Updated 03.23

Chief Operations Officer Cosgrove provided an update on Transportation.

Staff answered questions.

9. State Assessment Updates

RECOMMENDATION: Information only.

- See attachment to Agenda Item #7: 03.23.2021 Superintendent Reports Presentation_Updated 03.23

Chief Assessment and Data Officer Reynolds provided an update on state assessments.

Staff answered questions.

10. Summer, Extended Learning Plan and 2021-2022 SY

RECOMMENDATION: Information only.

- See attachment to Agenda Item #7: 03.23.2021 Superintendent Reports Presentation_Updated 03.23

Assistant Superintendent Knight presented information regarding the working focus group to address intervention.

Interim Superintendent Wise provided comments regarding ESSER funds for intervention and next steps.

Staff answered questions.

Study/Work Session

11. Human Resources Report: Employee Benefits (30-minute presentation; 10-minute Q&A)

RECOMMENDATION: Information only.

- Attachment #1: HR Benefits Presentation 3-23-2021

The Human Resources department in partnership with Lockton will provide an update regarding benefit offerings for employees and future planning as a system.

Chief Human Resources Officer Thompson presented an overview of employee benefit offerings for District employees.

Lockton staff presented information regarding the benefit offerings to all District employees, changes for the current school year, and that there will be no changes to the plan design or employee's monthly contributions for premiums for the 2021-2022SY.

Director of Budget Doan, staff and Lockton answered questions.

President Ray called a recess at 8:17 and reconvened the meeting at 8:25 p.m.

Public Comment

12. Public Comment

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

- Attachment #1: Public Comment Roster
- Teresa Vargas, Highlands Ranch resident provided comment regarding Special Education
- Dr. Erik Newman, Highlands Ranch resident provided comment regarding SRO treatment of student
- Kristen Hirsch, Highlands Ranch resident provided comment regarding training and supervision of SROs and students with special needs
- Kelly Mayr, Highlands Ranch resident provided comment regarding equity and SRO interactions with students
- Nate Ormond, Castle Rock resident provided comment regarding funds provided by Douglas County Commissioners to provide security and mental health
- Rachele Wood, Highlands Ranch resident provided comment regarding COVID policies
- Aaron Wood, Highlands Ranch resident, provided comment regarding parent volunteers in elementary schools
- Barbara Nelms, Castle Rock resident provided comment regarding No Place for Hate program and Equity policy
- Lauren Boll, Highlands Ranch resident provided comment regarding the Educational Equity policy
- M. Hanson, Parker resident provided comment regarding the Educational Equity policy
- Dominick Esposito, Highlands Ranch resident provided comment regarding diversity, equity and inclusion in curriculum and culture
- Jennifer Iversen, Castle Pines resident provided comment regarding the Equity policy
- Esther Okanlawon, Highlands Ranch resident provided comment regarding the Equity policy
- Diane Marie, Highlands Ranch resident provided comment regarding the Equity policy
- Nicole Benak, Littleton resident provided comment regarding the Equity policy
- Tim Krug, Franktown resident provided comment regarding Educational Equity
- Marcelo Godoy, Lone Tree resident provided comment regarding the Equity policy
- Nara Altmann, Lone Tree resident provided comment regarding the Equity policy
- Aaron Ragon, Highlands Ranch resident provided comment regarding the Equity policy

- Jeanne Johnson, Parker resident provided comment regarding transportation and equity
- Patti Hickey, Littleton resident provided comment regarding the Equity policy
- Chris Ryman, Highlands Ranch resident provided comment regarding equity
- Surabhi Mehrotra, Highlands Ranch resident provided comment regarding the Equity policy
- Will Johnson, Highlands Ranch resident provided comment regarding
- Joy Overbeck, Parker resident provided comment regarding policies
- Liz Wagner, Lone Tree resident provided comment regarding the Equity policy
- Julianne D. Lamb, Castle Rock resident provided comment regarding equity
- Amanda Cushing, Highlands Ranch resident provided comment regarding public comment
- Andrew Mitchel Jones, Highlands Ranch resident provided comment regarding public comment and the Equity policy

President Ray directed Interim Superintendent Wise to provide a communication to the Board of Education regarding the current status of the SRO program and the restraint program report data. President Ray asked that parents with an interest in revising policies provide feedback to the Board of Education on Board Files JK-2 and JKA.

President Ray called a recess at 10:07 p.m. and reconvened the meeting at 10:13 p.m.

Adoption of Consent Agenda

13. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Items #14-#16 Organized for Board of Education Block Approval

RECOMMENDATION: That the Board of Education adopts the Consent Agenda as presented:

- #14 Approval of Annexation of the North Two Acres of the Pine Drive School Site into the Town of Parker
- #15 Approval of Change Order 11 to Guaranteed Maximum Price Agreement for Castle View High School F-Pod Addition
- #16 Approval of Access Easement Agreement and Drainage Easement Agreement at Douglas County High School

ORIGINAL - Motion

Member Leung moved, Member Meek seconded to approve the ORIGINAL motion that the Board of Education adopts the Consent Agenda as presented:

- #14 Approval of Annexation of the North Two Acres of the Pine Drive School Site into the Town of Parker
- #15 Approval of Change Order 11 to Guaranteed Maximum Price Agreement for Castle View High School F-Pod Addition
- #16 Approval of Access Easement Agreement and Drainage Easement Agreement at Douglas County High School

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

14. Approval of Annexation of the North Two Acres of the Pine Drive School Site into the Town of Parker

RECOMMENDATION: That the Board of Education approve the annexation of the north two

(2) acres of the Pine Drive School Site into the Town of Parker as presented under adoption of Consent Agenda.

- Attachment #1 - Petition for Annexation Updated Attachment #2 - 190023_Land Survey Plat_ SIGNED

Douglas County School District owns a 20-acre site on Pine Drive in Parker which will be used for a future Alternative Education School and Innovation Center. The north two (2) acres (Tract H) are under the jurisdiction of Douglas County, while the south eighteen (18) acres (Parcels A, B, and C) are under the jurisdiction of the Town of Parker.

In order to simplify the jurisdictional authority for this site, the north two (2) acres (Tract H) will be annexed into the Town of Parker.

15. Approval of Change Order 11 to Guaranteed Maximum Price Agreement for Castle View High School F-Pod Addition

RECOMMENDATION: That the Board of Education approve Change Order 11 to the Guaranteed Maximum Price Agreement for the Castle View High School F-Pod Addition under adoption of Consent Agenda.

- Attachment #1: DCSD_CVHS_OCO 11_AP-EA Signed

On January 21, 2020, the Board approved an Initial Guaranteed Maximum Price (iGMP) for the Castle View High School F-Pod Addition project with Adolphson & Peterson (A&P) in the amount of \$11,978,118.

Change Order 11 has been submitted to add the Multipurpose Room audio & visual (AV) infrastructure and equipment scope of work to A&P's contract.

The total amount for Change Order 11 is \$89,697. With approval of Change Order 11 the total contract cost to A&P will increase to \$12,371,662.25.

The cost of Change Order 11 and revised total contract cost is within the approved total project budget.

2018 Bond funds will pay for these costs and were already included in the bond planning budgets. The proposed costs are within industry standards for this work.

16. Approval of Access Easement Agreement and Drainage Easement Agreement at Douglas County High School

RECOMMENDATION: That the Board of Education approve the Access Easement Agreement and Drainage Easement Agreement at Douglas County High School with the Town of Castle Rock under adoption of Consent Agenda.

- Attachment #1: DCSD Access Easement Attachment #2: DCSD Permanent Drainage Easement

These easements are for drainage improvements at Douglas County High School to be completed by the Town of Castle Rock.

Adoption of Joint Motion Agenda

17. Approval of Board of Education Unofficial Minutes

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

- Attachment #1: 03.02.2021 BOE Minutes U

ORIGINAL - Motion

Member Meek moved, Member Leung seconded to approve the ORIGINAL motion that the Board of Education approves the minutes as presented.

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

Study/Policy Revision

18. Board File ADB Educational Equity: Second Reading

RECOMMENDATION: That the Board of Education approve Board File ADB Educational Equity as presented.

- Attachment #1: Board File ADB Educational Equity - Second Reading_03.23.2021

The Board of Education consider second reading of Board File ADB Educational Equity.

Director of Language, Culture and Equity Rummel and Highlands Ranch High School Principal Chris Page presented information regarding feedback received. The Equity Advisory Council recommends the following revisions to the policy:

- In the "Board shall not condone" section strike "systemic" in racism
- In the "Board shall not condone" section strike "myth of meritocracy"

Staff answered questions.

Discussion regarding revisions for consistency in the policy, including:

- Add the word 'all' prior to the word 'individuals' in the "Inclusion" section
- Add the word 'religion' in the lists in the definition sections

Board discussion regarding editing policy without legal review.

General Counsel Klimesh advised that federal and state law will control and that the last paragraph of the policy contains the statement that "Nothing in this policy is intended to alter, amend or conflict with the School District's obligations under state or federal law."

AMENDED - Motion

Member Leung Moved, Member Meek seconded to approve Board File ADB Educational Equity with the following revisions:

- In the "Board shall not condone" section strike "systemic" in racism
- In the "Board shall not condone" section strike "myth of meritocracy"
- In the "Inclusion" section add the word 'all' prior to the word 'individuals'

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

19. Board File JLDA-R Student Psychological Services

RECOMMENDATION: That the Board of Education approve proposed revisions of Board File JLDA-R Student Psychological Services as presented.

- Attachment #1: JLDA-R Student Psychological Services - Proposed Revisions 03.23.2021

The Board of Education will consider proposed revisions of Board File JLDA-R Student Psychological Services.

General Counsel Klimesh provided information regarding revisions to change this policy due to a change in state law.

ORIGINAL - Motion

Member Graziano moved, Member Leung seconded to approve the ORIGINAL motion that the Board of Education approve proposed revisions of Board File JLDA-R Student Psychological Services as presented.

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

Board of Education Reports

20. President Report: Superintendent Search Updates

RECOMMENDATION: Information only.

President Ray advised the following:

- Board Work Session is scheduled for March 30, 2021 at 5:00 p.m.
- Superintendent Search Screening Process for candidates will be held on April 2, 2021 at 5:00 p.m. and April 3, 2021 at 8:00 a.m.; outreach for feedback from staff, students, parents and community will be scheduled; list of finalists will be made public for fourteen (14) days
- Board Agenda Planning Meeting is scheduled for March 26, 2021 at 10:00 a.m.

21. Vice President Items

RECOMMENDATION: Information only.

Director Holtzmann advised that RMSEL met as a Board and worked on the strategic plan.

22. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

- Attachment #1: DCGEAC Agenda 3-3-21
- Attachment #2: Equity Advisory Council Agenda Minutes 3-10-21
- Attachment #3: FOC 3-11-21 Agenda
- Attachment #4: Foundation 3-25-201 Agenda
- Attachment #5: MBOC Agenda 3-24-21
- Attachment #6: SAG 3-10-21
- Attachment #7: SAG 3-22-21

Board Committees: Board/Superintendent Linkage 1.0; Executive Limitation 1.8:
District Accountability Committee (Ciancio-Schor, Meek)
Fiscal Oversight Committee (Graziano, Leung)
Long Range Planning Committee (Holtzmann, Meek)
Mill/Bond Oversight Ad Hoc Committee (Graziano, Ciancio-Schor)
Student Advisory Group (Leung, Ray)

District/Parent Committees:

The Foundation for Douglas County Schools (Hanson)
Douglas County Safety Committee (Ray, Hanson)
Douglas County Special Education Advisory Committee (Ray)
Douglas County Gifted Education Advisory Committee (Holtzmann)
Rocky Mountain School of Expeditionary Learning (Holtzmann)
Parent and Family Engagement (Leung) Equity Committee (Ray)

External Groups and Committees:

Colorado Association of School Boards Delegate (Holtzmann)
Douglas County Youth Initiative (Graziano, Meek)
Government Relations (Leung)
Partnership of Douglas County Governments (Holtzmann, Ray)
Talent Pipeline Douglas County and Castle Rock Collaborative Campus (Graziano, Ray)

Director Meek asked questions regarding the Superintendent Search Process.
President Ray advised that more information would be forthcoming.

Director Ciancio-Schor advised the Mill Bond Oversight Ad Hoc Committee (MBOC) would like the Board of Education to consider extending the timeline for the sunset date of the MBOC considering all of the bond work will not be completed by December 2022. President Ray asked that a resolution be brought to the Board of Education for consideration.

Adjournment

23. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

Member Leung moved, Member Ciancio-Schor seconded to approve the ORIGINAL motion that the Board of Education adjourns the meeting.

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

President Ray adjourned the regular session of the Board of Education at 11:01 p.m.

The next meeting of the Board of Education is scheduled for Tuesday, April 6, 2021, with the Regular Session beginning at 6:00 p.m. Members of the Board of Education and Superintendent's Cabinet will attend this meeting in person in the Wilcox Board Room, 620 Wilcox Street, Castle Rock, Colorado. Additional meeting participants will join via electronic participation and the meeting will be open to the public by broadcast via electronic means.

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=WeP7r_nxxKU&list=PLyjVvMhp58liz3QmZQeX7QUKKhYfNu4Rb&index=2

Supporting document(s) attached to the agenda items may be viewed by accessing the following link: <https://eboard.dcsdk12.org/>

David Ray

David Ray
Board of Education President



Elizabeth Hanson

Elizabeth Hanson
Board of Education Secretary