

**RESOLUTION OF THE BOARD OF EDUCATION  
OF  
DOUGLAS COUNTY SCHOOL DISTRICT, RE-1**

**BOARD VALUES AND RESOLUTION REGARDING EMPLOYEE BENEFITS**

WHEREAS, the Douglas County Board of Education values all Douglas County School District employees as professionals and believes they are deserving of competitive employee benefits; and,

WHEREAS, one of the DCSD Board of Education's end/goal statements includes outstanding educators and staff where "quality staff have been recruited, developed, supported, retained and celebrated;" and,

WHEREAS, the ability to offer a competitive benefit plan is an integral component of recruiting and retaining highly effective staff and includes, but is not limited to, options for medical coverage, sick leave benefits and/or short term disability insurance, a health savings account, a medical flexible spending account, and voluntary life insurance; and,

WHEREAS, the Douglas County citizens and community indicated support of employees as evidenced by a comprehensive community survey and polling results; and,

WHEREAS, the Board of Education has the authority pursuant to Colorado law to establish the comprehensive benefit plan made available to District employees; and,

WHEREAS, some employees have provided feedback communicating that the District's replacement of a sick leave bank benefit with a short-term disability insurance policy has resulted in employee dissatisfaction; and,

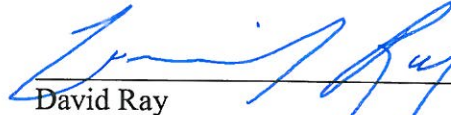
WHEREAS, the DCSD Board of Education desires that employee input be acquired related to potential improvements to, or replacement of, components to any comprehensive benefit plan made available to District employees, including, but not limited to the District's short-term disability insurance policy.

NOW, THEREFORE, be it resolved that the Douglas County School District Board of Education directs the Superintendent to review potential improvements to, or replacement of, the District's components of the comprehensive benefit plan made available to District employees, including a review of the District's short-term disability insurance policy, and to provide an update to the Board thereupon by the end of May 2019, that reflects the following values:

- Providing employees with comprehensive benefits comparable to neighboring school districts;
- Modifying the comprehensive benefits made available to District employees only after the opportunity for ample feedback and input from employees; and

- Reviewing and addressing the District's short-term disability and/or sick leave benefit that reflects best practices for ensuring fairness and employee satisfaction.

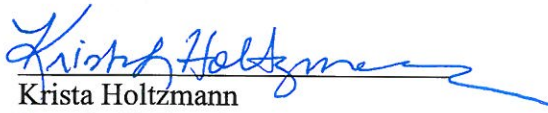
Adopted this 8<sup>th</sup> day of January 2019.



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David Ray  
Board of Education President

ATTEST



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Krista Holtzmann  
Board of Education Secretary