



Board of Education
Minutes
Tuesday, March 28, 2023

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. Call to Order

RECOMMENDATION: Presiding Board Member calls the meeting to order.

The meeting of the Board of Education of Douglas County School District (DCSD) Number RE-1, held at 620 Wilcox St., Castle Rock, CO, 80104, was called to order by President Peterson at 5:00 p.m.

2. Roll Call

RECOMMENDATION: Presiding Board Member calls roll.

BOARD MEMBERS PRESENT: Hanson, Meek, Myers, Peterson, Ray, Williams, Winegar.

BOARD MEMBERS EXCUSED: N/A

ALSO IN ATTENDANCE: Superintendent Kane, Deputy Superintendent Hiatt, Assistant Superintendent Winsor, Learning Services Officer Reynolds, General Counsel Klimesh, Chief Technology Officer Blair, Chief Operations Officer Cosgrove, Chief Human Resources Officer Thompson, Chief Financial Officer Schleusner, Communications Officer Rader and Board Assistant Secretary Brockman.

Pledge of Allegiance

3. Pledge of Allegiance

RECOMMENDATION: The presiding Board member leads the Pledge of Allegiance.

President Peterson led the Pledge of Allegiance.

DCSD Spotlight

4. Rich McCarthy, Douglas County High School, Named 2023 Colorado Business and Marketing Teacher of the Year, Colorado DECA Conference

RECOMMENDATION: Information only.

The Board of Education recognized Mr. McCarthy, a teacher at Douglas County High School, who was named the 2023 Colorado Business and Marketing Teacher of the Year at the Colorado DECA Conference.

5. Katie Allison, Mountain Vista High School, Named Colorado Technology Student Association Advisor of the Year

RECOMMENDATION: Information only.

The Board of Education recognized Katie Allison, a teacher at Mountain Vista High School, who was named the 2023 Colorado Technology Student Association Advisor of the Year.

6. Collin Gordon, Mountain Vista High School Engineering Student and Certified Solidworks Associate Selected for the Merrick & Company Summer Internship Position

RECOMMENDATION: Information only.

The Board of Education recognized Collin Gordon, a Mountain Vista High School Engineering student and Certified Solidworks Associate, who was selected for a paid Merrick and Company summer internship. He is one of two Colorado students selected for this position and one of 25 students nationwide.

Acceptance of Agenda

7. Acceptance of Agenda

RECOMMENDATION: That the Board of Education approve the agenda as presented.

NEW - Motion

Director Ray moved; Director Meek seconded that the Board of Education amend the agenda to include an information only item to discuss next steps in the Robert Marshall v. Douglas County Board of Education et al., Douglas County District Court Case No. 2022CV30071.

President Peterson explained that his intent was to schedule a Special Board Meeting at which the Board would meet in Executive Session with legal counsel followed by a public discussion and vote should there be a potential resolution to this matter. Currently, additional pieces need to fall into place before the Board can proceed.

Director Ray withdrew his motion.

NEW - Motion

Director Ray moved; Director Hanson seconded to modify the order of the agenda so that Item #11, Equity Updates and Hanover Summary, be moved immediately following Item #7, Acceptance of Agenda due to Hanover's time constraints.

Superintendent Kane explained that presentation timing had been coordinated with Hanover and that Hanover Staff were planning to join the meeting at the time published on the agenda.

Director Ray withdrew his motion.

ORIGINAL - Motion

Director Ray moved; Director Meek seconded to approve the ORIGINAL motion that the Board of Education approve the agenda as presented.

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.

Superintendent Reports

8. Superintendent Updates

RECOMMENDATION: Information only.

Superintendent Kane provided the following updates:

- Welcomed everyone back from Spring Break.
- Acknowledged that it has been a challenging couple of weeks and that our hearts go out to everyone impacted by the horrific shootings at East High School in Denver and Covenant School in Nashville, Tennessee.
- Expressed gratitude to our School Resource Officers and our law enforcement partners for helping us keep our schools safe.
- DCSD's DECA state champions will proceed to the national competition in April.
- Several DCSD students qualified for All-State Choir, Jazz and Band
- Hundreds of DCSD students will participate in the Technology Student Association (TSA) and Future Business Leaders of America (FBLA) state competitions.
- DCSD students competed at the CHSAA 5A Speech and Debate competition; state champions from Mountain Vista High School and Rock Canyon High School will be heading to Nationals.
- ThunderRidge High School students competed in the Culinary and Management categories of the ProStart State Championship and took first place in Management. They also received the Hospitality trophy and will proceed to Nationals.
- Chaparral High School students with significant support needs and their teachers hosted a fundraiser at Applebee's in Castle Rock. They personally served a pancake breakfast to 250 Chaparral parents, families, and community members.
- DCSD's Legacy Campus enrollment has almost reached its 400-student capacity. There are waitlists for Aviation, Certified Nursing Assistant and Emergency Medical Technician. Each student at Legacy Campus will receive an average of six to ten college credit hours. There is a dedicated classroom for DCSD's BRIDGE program so they can have work-based kitchen experience.
- The Apple Awards Reveal Party will be held at Legacy Campus on April 1, 2023 at 7:30 p.m.
- DCSD held a dyslexia parent engagement event last week which was well attended.
- CMAS testing starts this week.
- Several DCSD schools received the John Irwin Award and the Governor's Distinguished Award. A total of 46 DCSD schools won one or both awards.

9. Real Estate Updates

RECOMMENDATION: Information Only

- Attachment #1: DCSD Partnerships 3-280-23

Superintendent Kane provided real estate updates concerning the sale of Cantril, the sale of the Hidden Point school site in Castle Pines, and leasing parking lot space to Castle Rock at the Wilcox Administration Building.

Study/Work Session I

10. Educational Equity Path Forward

RECOMMENDATION: Information only.

- Attachment #1: EducationalEquityPathForward 3-28-23

- Attachment #2: EducationalEquityPathForwardFINAL 3-28-23

Superintendent Kane discussed the timeline and next steps for educational equity policy implementation.

Recess

President Peterson called a five-minute recess at 5:35 p.m. and reconvened the meeting at 5:40 p.m.

11. Equity Updates and Hanover Survey

RECOMMENDATION: Information only

- Attachment #1: BondMLOUpdatesStaffPresentation 3-28-23.pptx
- Attachment #2: Equity Policy Implementation Survey - Data Supplement

Learning Services Officer Reynolds introduced Hanover Research staff Jessie Hokenson, Relationship Director. Mr. Hokenson introduced Meredith Nelson, Managing Director; Dr. Susan Groundwater, Senior Research Advisor, K-12 Research and Professional Services; Mary Katherine Marr, Senior Content Director; Dr. Molly Hamilton, Managing Director of Education Survey; Brianna Stewart, Content Analyst, Qualitative Team; and Jennifer Campbell, Content Director.

Hanover Research staff presented a summary of their educational equity policy implementation survey and focus group results and findings.

The Board discussed next steps regarding Policy ADB, Educational Equity, and whether revisions were needed. Superintendent Kane recommended the creation of Policy ADB-R, a Superintendent's regulation that would focus on educational equity policy implementation. DCSD staff will provide comprehensive recommendations that include Policy ADB, Educational Equity; interpretation; metrics; and an educational plan covering academics, student wellness, resource allocation, and parent engagement at the April 25, 2023 Board meeting.

Public Comment

12. Student Advisory Group Update

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 (SAG) members Mona Rojas and Jake Oliver provided updates from the most recent SAG meeting and the SAG Subgroups.

13. Public Comment

RECOMMENDATION: Information only.

- Attachment #1: 03.28.23 DCSD Public Comment Roster (No Public)

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

- Student Ava Burch of Littleton provided public comment in support of the Equity Policy.
- Student Alexandra Neil of Littleton provided public comment in support of the Equity Policy

- Chad Cox of Castle Rock provided public comment on equity.
- Liz Wagner of Littleton provided public comment on literacy.
- Katie Barrett of Castle Rock provided public comment on Hanover Research's equity survey findings.
- Amy Windju of Castle Rock provided public comment on Hanover Research's equity survey findings.
- Jayson Hurd of Highlands Ranch provided public comment on Hanover Research's equity survey findings.
- Sammye Wheeler-Clouse of Castle Rock provided public comment on the equity policy and Hanover Research's equity survey.
- Kathleen Boyer of Highlands Ranch provided public comment on equity policy implementation.
- Jenn Spykerman of Highlands Ranch provided public comment on educational equity.
- Jennifer Iversen of Castle Pines provided public comment on dyslexia screening and equity.
- Kelly Mayr of Highlands Ranch provided public comment on the equity policy, school safety and security, and dyslexia screening.
- Randi Curtis of Highlands Ranch provided public comment on literacy and equity.
- Judy Brannberg of Littleton provided public comment on their eight charter school applications submitted to DCSD on March 14, 2023.
- Judy Brannberg of Littleton provided public comment on behalf of her husband, Barry Brannberg, on their eight charter school applications submitted to DCSD on March 14, 2023.
- Brad Geiger of Highlands Ranch provided public comment on the mill levy override and bond.
- Kelly Dixon of Parker provided public comment on the Hanover Research equity survey results and equity policy implementation.
- Tiffany Baker of Highlands Ranch provided public comment on the cost of lawsuits and the Hanover Research equity survey.
- Ursula Kakos of Castle Rock provided public comment on dyslexia, the equity policy and Hanover Research equity survey results.

Recess

14. Recess

RECOMMENDATION: That the presiding Board Member calls a recess.

President Peterson called a recess at 8:15 p.m. and reconvened the meeting at 8:32 p.m.

Adoption of Consent Agenda

15. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Item #16-#20 Organized for Board of Education Block Approval

RECOMENDATION: That the Board of Education adopts the Consent Agenda as presented.

Items in the Consent Agenda are organized for block approval by the Board. If an item is pulled from the Consent Agenda discussion will be limited to ten minutes.

- #16. Approval of Construction Agreement for Douglas County High School Artificial Turf Field
- #17. Approval of Contract to Buy and Sell Real Estate (Land) for Hidden Point Dedicated School Site

- #18. Approval of Colorado Omnibus Amendment to Building Excellent Schools Today (BEST) Grant Documents
- #19. Approval of Personnel Changes
- #20. Superintendent Monitoring Report: End #2, Outstanding Educators and Staff

ORIGINAL - Motion

Director Ray moved; Director Williams seconded to approve the ORIGINAL motion that the Board of Education adopts the Consent Agenda as presented.

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.

16. Approval of Construction Agreement for Douglas County High School Artificial Turf Field

RECOMMENDATION: That the Board of Education approve the Construction Agreement for Douglas County High School Artificial Turf Field under adoption of Consent Agenda

- Attachment #1: Construction Agreement - Douglas County High School Artificial Turf Field

The Master Capital Plan identifies irrigation systems and controllers as Tier 1 since failure of this infrastructure may cause large financial costs to the District. Irrigation systems were included in the 2018 Bond. All identified irrigation projects have been addressed with the exception of Douglas County High School. To replace this irrigation system and resod turf as needed would cost \$1 million. Staff is recommending the construction of an artificial turf field instead of replacing the existing irrigation system and resodding since the long-term sustainability of the supporting well and aquifer would no longer be a concern, well capacity and water could be diverted to remaining fields to provide adequate watering in accordance with Castle Rock watering time restrictions, and maintenance would be reduced significantly. The initial capital cost and long-term maintenance cost of an artificial field is similar to that of an irrigated turf field. On January 18, 2023 the Mill Bond Oversight Ad Hoc Committee reviewed the detailed cost benefit analysis of an artificial turf field and concurred with this recommendation. A Construction Agreement was issued to Academy Sports Turf for the artificial turf field at Douglas County High School in the amount of \$1,073,000. Per Board Policy DJ, Academy Sports Turf meets all requirements of a formal competitive bidding process to secure the best value to the District through a purchasing cooperative bidding process. 2018 Bond funds will pay for this award and are included in the bond planning budgets for Capital Improvement Projects.

17. Approval of Contract to Buy and Sell Real Estate (Land) for Hidden Point Dedicated School Site

RECOMMENDATION: That the Board of Education approve the Contract to Buy and Sell Real Estate (Land) for Hidden Point Dedicated School Site under Adoption of Consent Agenda.

- Attachment #1: Resolution Authorizing Sale of Property (Hidden Point)-v1
- Attachment #2: Contract to Buy and Sell Real Estate (Land) for Hidden Point Dedicated School Site

In 2021, the City of Castle Pines approached Douglas County School District (DCSD) to begin discussions regarding Castle Pines acquiring the Hidden Point dedicated

school site for parks and open space. On August 6, 2021, the City of Castle Pines submitted a Letter of Intent to DCSD. The Letter of Intent outlined the terms and conditions under which Castle Pines would perform due diligence on the property and proceed toward the negotiation of a purchase and sell agreement. In late 2021, DCSD and the City of Castle Pines each had the site appraised and shared appraisals. The land was valued at \$39,272 per acre by DCSD and \$48,025 per acre by the City of Castle Pines.

On March 22, 2022 the Board of Education approved a resolution declaring this site surplus. This site has access constraints, topographical challenges with a significant slope, and is located adjacent to overhead electrical distribution lines. This site is also not needed for school purposes within the foreseeable future. This resolution was based on the Long Range Planning Committee's evaluation of the site and recommendation. The site therefore, may be sold and conveyed in accordance with applicable law, District policy, and Board of Education approval.

On February 13, 2023 DCSD forwarded the Contract to Buy and Sell the Hidden Point dedicated school site to Castle Pines. The average of the appraised values was used to determine the purchase and sell price of \$486,225 for the school site.

18. Approval of Colorado Omnibus Amendment to Building Excellent Schools Today (BEST) Grant Documents

RECOMMENDATION: That the Board of Education approve the Omnibus Amendment to Colorado Building Excellent Schools Today (BEST) Grant Documents under Adoption of Consent Agenda.

- Attachment #1: Resolution to Approve Omnibus Amendment
- Attachment #2: Colorado BEST 2023 Douglas County Schools Omnibus Amendment

In 2010 the District applied for and received a lease purchase grant from the State of Colorado's Building Excellent Schools Today Program ("BEST") to finance life safety upgrades for Douglas County High School. Douglas County School District (DCSD) property located at 312 Cantril Street, Castle Rock, Colorado was used as lease purchase collateral for this grant.

On August 23, 2022, the Board of Education approved a resolution declaring the Cantril property surplus based on the Long Range Planning Committee's (LRPC) evaluation and recommendation since this property is not needed within the foreseeable future for any purpose. On November 15, 2022, the Board of Education also approved a contract to sell this property to the Town of Castle Rock for \$3,525,000. The Town of Castle Rock indicates that the intended use of the property will be for public use and benefit the community.

In order to clear the encumbrance on the Cantril title as a result of the BEST grant and sell the property to the Town of Castle Rock, an Omnibus Amendment is needed for DCSD to substitute another property for the collateral for this grant. District staff has identified the Venture Academy for Leadership and Entrepreneurship (VALE) property as the substitute, which the District recently acquired from Arapahoe Community College. This property is located at 15653 Brookstone Drive, Parker, Colorado 80134 and meets the requirements for fair market value, useful life, and essentiality as set forth in the BEST Grant Documents. In addition, because this property was recently acquired by the District, there is current due diligence available to satisfy the State in connection with the substitution process.

19. Approval Personnel Changes

RECOMMENDATION: That the Board of Education approves the personnel changes as presented under Adoption of Consent Agenda.

- Attachment #1: Licensed_Admin_ProTech CON BD List 3.28.2023 (No Public)
- Attachment #2: Licensed_Admin_ProTech PUB BD List 3.28.2023
- Attachment #3: Classified CON BD List 3.28.2023 (No Public)
- Attachment #4: Classified PUB BD List 3.28.2023

20. Superintendent Monitoring Report: End #2, Outstanding Educators and Staff

RECOMMENDATION: That the Board of Education vote to accept Monitoring Report; End #2: Outstanding Educators and Staff.

- Attachment #1: Monitoring Report - Outstanding Educators and Staff 3-28-23
- Attachment #2: MonitoringReportOutstandingEducatorsStaffPresentationBOE3-7-2023

Adoption of Joint Motion Agenda

21. Approval of Minutes

RECOMMENDATION: That the Board of Education approve the minutes of the February 28, 2023 and March 7, 2023 meetings as presented.

- Attachment #1: 02.28.2023 BOE Meeting Minutes_Unofficial
- Attachment #2: 03.07.2023 BOE Study Session Minutes_Unofficial

ORIGINAL - Motion

Director Williams moved; Director Myers seconded the ORIGINAL motion that the Board of Education approve the minutes of the February 28, 2023 and March 7, 2023 meetings as presented'.

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.

Study/Work Session II

22. MLO/Bond Updates

RECOMMENDATION: Information only.

- Attachment #1: BondMLOUpdatesStaffPresentation 3-28-23.pptx
- Attachment #2: BondMLOUpdatesStaffPresentationFINAL 3-28-23

Superintendent Kane discussed the timeline for a potential mill levy override (MLO) and bond to increase pay to retain and attract teachers and staff and fund the District's capital needs. The Board discussed adding an additional \$5-\$6 million to the MLO to upgrade school security. Consultant Pac/West Strategies will present its March 2023 polling results at the April 11, 2023 Board meeting.

23. Superintendent Evaluation Timeline

RECOMMENDATION: That the Board of Education extend the requirement under Section 6.1 of the Superintendent Contract to conduct the summative evaluation of Superintendent performance for School Year 2022-2023 to no later than the end of June 2023.

Section 6.1 of the Superintendent Contract requires a meeting in March of each school year to conduct the summative evaluation of Superintendent performance. Per the Superintendent Contract, the evaluation "shall be based upon the Superintendent's job description, and upon any goals and objectives with performance standards as agreed by the Board and Superintendent". Per the monitoring report schedule mutually agreed to by the Board and the Superintendent in October of this school year, monitoring report presentation and acceptance will continue through May of 2023 to enable the Board to review and evaluate District performance associated with each of the Board End Statements. Extending this requirement for SY 2022-2023 will allow time to complete acceptance of all remaining monitoring reports and to better assess the full performance of the Superintendent.

AMENDED - Motion

Director Ray moved; Director Myers seconded the AMENDED motion that the Board of Education submit a proposed amendment to the Superintendent requesting postponement of the summative performance evaluation for School Year 2022-23 to be conducted no later than the end of June 2023.

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.

Policy Governance

24. Proposed Policy Regarding Charter School Waivers of District Policy
RECOMMENDATION: That that the Board consider and approve Board File Policy LBD-R-3 entitled "Charter School Waivers of District Policy" and its Exhibit LBD-R-3-E entitled "Designation of District Policies for Charter School Waiver Requests" after two readings by the District's Board.

- Attachment #1: LBD-R-3 Charter School Waivers of District Policy
- Attachment #2: LBD-R-3-E -- Policy Designation Chart
- Attachment #3: 3.28.23 BOE Presentation Waiver Process
- Attachment #4: Waivers - Types of Waivers to DCSD Policies (No Public)

Director of Choice Programming Gordon Mosher provided an update on the proposed process for a systematic waiver process for DCSD charter schools. The Board conducted a first reading of proposed Policy LBD-R-3 and its Exhibit LBD-R-3-E. A second reading will be conducted at the April 25, 2023 Board meeting.

Board of Education Reports

25. President Report

RECOMMENDATION: Information only.

President Peterson advised:

- Regular Board Meeting (Study Session) on April 11, 2023 at 5:00 p.m.
- Agenda Planning Meeting on March 30, 2023 at 10:30 a.m.
- Regular Board Meeting on April 25, 2023 at 5:00 p.m.
 - Meeting content will include first readings of various policies
- Meeting date to be determined for a public discussion and vote in the matter of Marshall v. Douglas County Board of Education et al., Douglas County District Court Case No. 2022CV30071

- Considering revisions to Policy JKA, Corporal Punishment-Use of Physical Intervention and Restraint by Employees, based on recent Public Comment at Board meetings and following expected state action modifying existing rules
- Apple Awards Reveal Party at Legacy Campus on April 1, 2023 at 7:30 p.m.
- A combined total of 426 Shining Star nominations were made this year
- Reiterated that he does not support arming teachers in schools

26. Vice President Items

RECOMMENDATION: Information only.

Vice President William advised:

- Hopes everyone enjoyed Spring Break
- Attended the Mill Bond Exploratory Ad Hoc Committee (MBEC) meeting on March 27, 2023
- The next MBEC meeting will be held on April 3, 2023 at Wilcox from 6:00-8:00 p.m. Open invitation to the public to attend an MBEC meeting.
- MBEC minutes and agendas are posted on the DCS D website.
- Next Douglas County Gifted Education Advisory Council (DCGEAC) meeting on March 29, 2023.

27. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

Director Hanson advised that she is opposed to arming DCS D teachers. She also recommended that the Board either rescind the January 25, 2022 Resolution Concerning Douglas County School District's Culture of Individual Excellence and Inclusion and move forward as a Board with revising Policy ADB, Educational Equity, or follow it and have the Superintendent recommend potential changes to Policy ADB.

Director Ray recommended that the Board move forward with the direction set forth in the January 25, 2022 resolution and have the Superintendent recommend potential changes to policy ADB. He also provided updates from the last SAG meeting.

Director Myers affirmed that she does not support arming teachers and stressed the importance of coming together as a Board to support our students, staff, families and community. She also announced that the Douglas County Youth Initiative's Outstanding Youth Awards Ceremony would take place on April 24, 2023.

Director Winegar provided updates from the Fiscal Oversight Committee (FOC), the Mill Bond Oversight Committee (MBOC), and the Partnership of Douglas County Governments (PDCG) meeting.

Director Meek shared her thoughts on the importance of school safety and security and mental health support for students. She also provided updates from the District Accountability Committee (DAC) meeting.

Adjournment

28. Adjournment

RECOMMENDATION: That the Board President adjourns the meeting.

ORIGINAL - Motion

Director Williams moved; Director Winegar seconded the ORIGINAL motion that the Board of Education adjourn the meeting.

Board of Education Minutes

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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 meeting at 10:42 p.m. on Tuesday, March 28, 2023.

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://youtu.be/y19PBWtD0ss>.

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

Mike Peterson
Board of Education President

ATTEST

Becky Myers
Board of Education Secretary