



Board of Education
Minutes
Tuesday, February 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, Assistant Superintendent Winsor, Learning Services Officer Reynolds, General Counsel Klimesh, Chief Technology Officer Blair, Chief Operations Officer Cosgrove, Chief Human Resources Officer Thompson, Interim 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. Ponderosa High School Teacher Micah Bernhardt named High School Art Educator of the Year by the Colorado Art Education Association.

RECOMMENDATION: Information only.

The Board of Education recognized Mr. Bernhardt who was selected by the Colorado Art Education Association as the High School Art Educator of the year. This award recognizes excellence in contributions, dedicated service, and professional achievements in the field of visual arts education.

Acceptance of Agenda

5. Acceptance of Agenda

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

ORIGINAL - Motion

Director Ray moved; Director Myers 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

6. Superintendent Updates

RECOMMENDATION: Information only.

Superintendent Kane provided updates on the following:

- Elementary school honor choir performance held February 24, 2023 at Rock Canyon High School.
- Rock Canyon High School and Mountain Vista High School will play in the final eight for boys' basketball this weekend.
- The Highlands Ranch High School girls' basketball team will also play in the finals this weekend.
- Congratulations to Ponderosa High School's four state wrestling champions.
- Congratulations to Highlands Ranch High School's 4A girls swimming state champion.
- She and Director Ray attended the Girls and Women in Sports Luncheon on February 17, 2023 where several high school and middle school girls were recognized.
- The Shine Summit 2023, where student leaders in elementary and middle school are invited to learn from female leaders, will take place this week.
- The Career Pathways Expo, held February 16, 2023, was attended by over 700 people.
- DCSD hosted a successful district-wide professional development day for staff on February 17, 2023.
- She and President Peterson met with DCSD's School Resource Officers (SROs) on February 17, 2023 to thank them for their service to our schools and our community.
- She and approximately 59 DCSD leaders attended the Colorado Association of School Executives (CASE) Conference last week.
- Superintendent Kane, Director Williams and their families attended a Douglas County High School performance of "Matilda" on February 28, 2023.

Public Comment

7. 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.

Nicholas Menzel, Co-President of the Student Advisory Group (SAG), provided updates from the most recent SAG meeting and the SAG Subgroups.

8. Public Comment

RECOMMENDATION: Information only.

- Attachment #1: 02.28.23 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.

- Meg Furlow of Highlands Ranch provided public comment on the equity policy and the equity policy survey.
- Chad Cox of Castle Rock provided public comment on equity and the equity policy survey.
- Amity Wicks of Highlands Ranch provided public comment on masking during COVID.
- Lucy Squire of Highlands Ranch provided public comment on staff engagement and retention strategies.
- Lucy Squire read public comment from Nadine Klein of Castle Rock on retention strategies.
- Anne Fisher of Parker provided public comment on retention strategies.
- Matthew Solak of Parker provided public comment on retention strategies.
- Matt Cassady of Highlands Ranch provided public comment on the equity policy survey developed by Hanover Research and Superintendent Kane's attainable housing proposal.
- Tiffany Baker of Highlands Ranch provided public comment on legislation, politics, and costs related to the equity policy survey and lawsuits.
- Marybeth Tullis of Highlands Ranch provided public comment on literacy.
- Jolene Mutchler of Denver provided public comment on behalf of WorkLife Partnership regarding a grant opportunity for Colorado school districts.
- Shannon Doering of Castle Rock provided public comment on retention strategies.

Adoption of Consent Agenda

9. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Item #10-#16 Organized for Board of Education Block Approval

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

- #10. SY 2022-2023 Supplier Spend Estimated to Surpass Board of Education Threshold Specified in Policy DJ - Arrowhead, Braconier and Officescapes
- #11. Approval of Supplier Spend Estimated to Surpass Board of Education Threshold Specified in Policy DJ - Ultimate Kronos Group (UKG)
- #12. Approval of Supplier Spend Estimated to Surpass Board of Education Threshold Specified in Policy DJ - Advanced Network Management
- #13. Approval of Change Orders 23, 24 and 25 for Fire Alarm Upgrades at Mountain Ridge Middle School, Rocky Heights Middle School and Rock Canyon High School
- #14. Request for Conveyance of Rockinghorse Dedicated School Site
- #15. Approval of School Year 2022-2023 Second Quarter Financial Report
- #16. Approval of Personnel Changes

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.

10. SY 2022-2023 Supplier Spend Estimated to Surpass Board of Education Threshold Specified in Policy DJ - Arrowhead, Braconier and Officescapes

RECOMMENDATION: That the Board of Education approve the Supplier Spend for the suppliers whose spend is expected to surpass the purchasing threshold specified in Policy DJ in 2022-2023 under Adoption of Consent Agenda.

The following suppliers will need Board approval due to the estimated aggregated spend for the 2022-2023 school year:

- Arrowhead Landscape Services - Mowing and snow removal
- Braconier Plumbing and Heating - HVAC services
- OfficeScapes - Furniture for Legacy Campus and Venture Academy of Leadership and Entrepreneurship (VALE) funded by the 2018 Bond and cash in lieu of land

11. Approval of Supplier Spend Estimated to Surpass Board of Education Threshold Specified in Policy DJ - Ultimate Kronos Group (UKG)

RECOMMENDATION: That the Board of Education approve the supplier spend whose spend is expected to surpass the purchasing threshold specified in Policy DJ under Adoption of Consent Agenda.

Board approval is needed for UKG due to the estimated aggregated spend for five years starting with the 2022-2023 School Year:

- New UKG time clocks = \$199,270.60 (one time)
- Estimated shipping for the clocks = \$442.98 (one time)
- Setup fees = \$23,000 (one time)
- SaaS Service & Equipment Rental Fee = \$120,000 (annual cost x 5 years)

Total Amount for five years = \$822,713.58

The one-time spend is included in the 22-23 revised budget. Annual costs will be included in future budgets.

12. Approval of Supplier Spend Estimated to Surpass Board of Education Threshold Specified in Policy DJ - Advanced Network Management

RECOMMENDATION: That the Board of Education approve the supplier spend whose spend is expected to surpass the purchasing threshold specified in Policy DJ under Adoption of Consent Agenda.

DCSD staff requested Board approval to spend \$5,102,000 with Advanced Network Management.

Wireless is a critical part of DCSD's daily operations. This infrastructure provides students, teachers and staff with the ability to connect a wide range of learning tools within our classrooms and buildings. This allows for flexible and mobile learning environments on all our campuses.

DCSD's IT team, in collaboration with procurement, released a competitive bid in December 2022, attracting interest from multiple value add resellers. After reviewing all bids, we recommend moving forward with Advanced Network Management's proposal.

The proposal includes the refresh of 93% of our aging access points, the necessary hardware to operate these access points, tools for network access control, and wireless monitoring. It also includes professional services to aid in the configuration and installation of the proposed equipment.

The funding for this spend is included in the 22-23 revised budget.

13. Approval of Change Orders 23, 24 and 25 for Fire Alarm Upgrades at Mountain Ridge Middle School, Rocky Heights Middle School and Rock Canyon High School

RECOMMENDATION: That the Board of Education approve Change Orders 23, 24, and 25 for Fire Alarm Upgrades at Mountain Ridge Middle School, Rocky Heights Middle School and Rock Canyon High School under Adoption of Consent Agenda.

- Attachment #1: DCSD Change Order 23 Mountain Ridge Duct Det-Partially Executed
- Attachment #2: DCSD Change Order 24 Rocky Heights Duct Det-Partially Executed
- Attachment #3: DCSD Change Order 25 Rock Canyon Dampers-Partially Executed

On August 7, 2020, the Board of Education approved a spend authority for Johnson Controls, Incorporated (JCI) for District-wide fire alarm upgrades in the amount of \$3,700,000 for the 2020-2021 school year.

On November 10, 2020, the Board of Education approved the Second Amendment to the Design/Build Agreement with JCI for District-wide fire alarm upgrades in the amount of \$3,045,828 at multiple schools. The agreement included upgrades at Mountain Ridge Middle School, Rocky Heights Middle School, and Rock Canyon High School.

Change Orders 23, 24, and 25 have been submitted to include additional fire monitoring, detection, and reporting devices to dampers throughout the buildings as required by building code.

The total amounts for the Change Orders are:

- Change Order 23 for Mountain Ridge Middle School: \$109,312.03
- Change Order 24 for Rocky Heights Middle School: \$109,228.37
- Change Order 25 for Rock Canyon High School: \$293,300.65

With approval of Change Orders 23, 24, and 25, the total contract cost to JCI will increase to \$3,759,650.23.

2018 Bond funds will pay for these Change Orders and were already included in the bond capital improvement budget.

14. Request for Conveyance of Rockinghorse Dedicated School Site

RECOMMENDATION: That the Board of Education approve the Request for Conveyance of Rockinghorse Dedicated School Site under Adoption of Consent Agenda.

- Attachment #1: Resolution Authorizing the Acquisition of Certain Real Property
- Attachment #2: School Site Dedication Agreement - Fully Executed
- Attachment #3: Rockinghorse (Inspiration) School Agreement - 1st Amendment

The Rockinghorse school site was final platted in September 2014 and identified in that plat as a site to be dedicated to Douglas County School District (DCSD) for school purposes. The school site is 12.8 acres and is located near the intersection of Gartrell Road and East Rockinghorse Parkway in Douglas County, Colorado. The site is described as Tract C, Rockinghorse Subdivision Filing 5.

Concurrent with final plat approval and pursuant to the Aurora Municipal Code, DCSD entered into a School Site Dedication Agreement with the developer of the Rockinghorse subdivision for terms of conveyance directly from the developer.

In September 2022, a representative from the Rockinghorse developer contacted DCSD and requested to convey the property to DCSD.

15. Approval of School Year 2022-2023 Second Quarter Financial Report

RECOMMENDATION: That the Board of Education approve the School Year 2022-2023 Second Quarter Financial Report under Adoption of Consent Agenda.

- Attachment #1: SY 2022-2023 Second Quarter Financial Report

The School Year 2022-2023 Second Quarter Financial Report was presented for the Board of Education's review. This report is in compliance with Colorado State Statute and district policy. The report includes information for all District funds inclusive of a comparison from prior year versus current year.

16. Approval of Personnel Changes

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

- Attachment #1: Licensed_Admin_ProTech CON BD List 2.28.2023 (No Public)
- Attachment #2: Licensed_Admin_ProTech PUB BD List 2.28.2023
- Attachment #3: Classified CON BD List 2.28.2023 (No Public)
- Attachment #4: Classified PUB BD List 2.28.2023
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Adoption of Joint Motion Agenda

17. Approval of Minutes

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

- Attachment #1: 01.24.2023 BOE Meeting Minutes_Unofficial
- Attachment #2: 02.07.2023 BOE Study Session Minutes_Unofficial

ORIGINAL - Motion

Director Ray moved; Director Meek seconded the ORIGINAL motion that the Board of Education approve the Board minutes 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.

Recess

President Peterson called a recess at 5:50 p.m. and reconvened the meeting at 6:09 p.m.

Study/Action Items

18. Human Resources Updates

RECOMMENDATION: Approval of Compensation Resolution.

- Attachment #1: HR Updates Presentation
- Attachment #2: Resolution Re Employee Compensation SY2023-2024
- Attachment #3: HR Updates - February 28, 2023 Board Meeting FINAL (Presentation)

Superintendent Kane, Chief Human Resources Officer Thompson, and Interim Chief Financial Officer Schleusner provided an update on long-term retention strategies in the areas of compensation, benefits and wellness, pathways to teaching, and climate and culture.

Director Ray proposed that the second "Whereas" statement in the Resolution Regarding Approval of Employee Compensation Pay Increases for the 2023-24 School Year be modified from, "WHEREAS, the Board's End Statements include 'Outstanding Educators'..." to, "WHEREAS, the Board's End Statements include 'Outstanding Educators and Staff'...".

AMENDED - Motion

Director Ray moved; Director Myers seconded the AMENDED motion that the Board of Education approve the Resolution Regarding Approval of Employee Compensation Pay Increases for the 2023-24 School Year with the addition of "and staff" to the second "Whereas" statement.

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.

Recess

President Peterson called a recess at 7:25 p.m. and reconvened the meeting at 7:38 p.m.

19. Superintendent Monitoring Report: End #5, Financial Well-Being

RECOMMENDATION: That the Board of Education vote to accept Monitoring Report; End #5: Financial Well-Being

- Attachment #1: MonitoringReportFinancialWellbeingBOE 2-28-2023
- Attachment #2: MonitoringReportFinancialWellbeingPresentationBOE 2-28-2023

Superintendent Kane presented her Monitoring Report on End #5, Financial Well-Being.

ORIGINAL - Motion

Director Winegar moved; Director Ray seconded the ORIGINAL motion that the Board of Education accept the Superintendent's Monitoring Report on End #5, Financial Well-Being.

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

20. Consideration of Revisions to Board File JCA-JFB, Assignment of Students to Schools, School Choice and Open Enrollment

RECOMMENDATION: That the Board consider adopting the proposed revisions to Board File JCA-JFB, Assignment of Students to Schools, School Choice and Open Enrollment.

- Attachment #1: JCA.JFB Assignment of Students -- Final Mark-up (2.24.23) (Redline)
- Attachment #2: JCA.JFB Assignment of Students -- Final Mark-up (2.24.23) (Clean)
- Attachment #3: Board Presentation re JCA.JFB.pdf

General Counsel Klimesh summarized proposed revisions to Board File JCA-JFB, Assignment of Students to Schools, School Choice and Open Enrollment, to provide consistent terminology and to align with the Colorado State Board of Education's adopted changes to the rules governing Colorado's Exceptional Children's Education Act.

Director Ray recommended the following amendments to the proposed revisions to Board File JCA-JFB:

- Replace "special education students" with "students receiving special education services" throughout the document.
- Strike section on "Superintendent Authority Regarding Implementation".

AMENDED - Motion

Director Ray moved; Director Williams seconded the AMENDED motion to accept the proposed revisions to Board File JCA-JFB with the amended language replacing "special education students" with "students receiving special education services" and striking the section on "Superintendent Authority Regarding Implementation".

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.

Board of Education Reports

21. President Report

RECOMMENDATION: Information only.

President Peterson advised:

- Regular Board Meeting (Study Session) on March 7, 2023 at 5:00 p.m
- Regular Board Meeting on March 28, 2023 at 5:00 p.m.
- Letters of intent for new charter schools and charter school replications are due March 1, 2023 with packages due March 15, 2023
- Thanked the Superintendent and staff for accelerating the staff compensation increase, but stated that this does not alleviate the need for the passage of a bond and mill levy override.
- He and Superintendent Kane stopped by SRO training on February 17, 2023 and thanked them for their service.
- Conducted an SRO ride along on February 24, 2023; will provide observations for consideration at DCSD's next Safety and Security meeting.
- DCSD will host a statewide job fair on March 4, 2023 at Legacy Campus

22. Vice President Items

RECOMMENDATION: Information only.

Vice President William advised:

- The next Long Range Planning Committee (LRPC) meeting is on March 1, 2023
- The next The Mill Bond Exploratory Ad Hoc Committee (MBEC) meeting is on March 6, 2023

- The Board will reflect on their engagement sessions with students and teachers at their March 7, 2023 meeting
- Visited Sierra Middle School and Douglas County High School; excited to see level of student engagement and pathways available for students
- Successful Career Pathways Expo (DAC Winter Forum) on February 16, 2023 at Legacy Campus
- Attended performance of "Matilda" with her family on February 28, 2023 at Douglas County High School

23. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

Director Meek commented on the successful Board-teacher engagement session, stated that the Career Pathways Expo was phenomenal, and advised that LRPC will discuss adding a Douglas County Federation representative and will be reviewing their bylaws.

Director Myers commented on the successful Career Pathways Expo, advised that she visited five elementary schools and one middle school over the past two weeks, went on a VALE tour, and provided updates from the last Student Advisory Group (SAG) and Rocky Mountain School of Expeditionary Learning (RMSEL) meetings.

Director Ray stated that he attended Douglas County High School student International Baccalaureate presentations, the Elementary Honor Choir Performance, the Girls and Women in Sports Luncheon and has been invited to see a school production of "Annie". He advised that he and Director Myers will meet with SAG staff liaisons in March to discuss SAG bylaws, voting authority and student subgroup projects.

Director Hanson stated that she visited all Highlands Ranch High School feeder schools over the past two weeks, has heard positive feedback about the Girls and Women in Sports Luncheon, and reminded those present that the Apple Awards Reception will be held April 1, 2023 at Legacy Campus.

Adjournment

24. Adjournment

RECOMMENDATION: That the Board President adjourns the meeting.

ORIGINAL - Motion

Director Ray moved; Director Hanson seconded the ORIGINAL motion that the Board of Education adjourn 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 meeting at 9:01 p.m. on Tuesday, February 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/UhvbAv4qRe8>.

Board of Education Minutes

February 28, 2023

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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