



Board of Education
Minutes
Tuesday, May 25, 2021

Recent changes to Executive and Public Health Orders allow for in-person attendance at this meeting. Available seating is contingent on room capacity restrictions and provided on a first-come basis or lottery system, if necessary. Those who are unvaccinated are strongly encouraged to wear a mask if attending in-person. Community members can also view this meeting via livestream via YouTube. Individuals signed up for Public Comment are given the option of either presenting in-person or via electronic participation.

Study, Dialogue and Dinner Session

1. Study, Dialogue and Dinner Session

RECOMMENDATION: Information only.

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).

- Extended Learning Discussion for SY2021-2022

President Ray convened the study, dialogue and dinner Session at 5:00 p.m.

Superintendent Wise, Chief Assessment and Data Officer Reynolds, Mountain Vista High School Principal Michael Weaver, Cimarron Middle School Principal Chris Zimmerman, South Ridge Elementary School Principal Erin McDonald, and Castle Rock Elementary School Principal Deb Warr held discussion with the Board regarding extended learning for SY2021-2022.

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 6:02 p.m.

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

ALSO IN ATTENDANCE: Superintendent Wise, Assistant Superintendent Knight, Chief Assessment and Data Officer Reynold, General Counsel Klimesh, Chief Human Resources Officer Thompson, Chief Technology Officer Blair, Chief Operations Officer Cosgrove, Chief Financial Officer Kotaska, Communications Officer Rader, Executive Director of Schools Hiatt, Executive Director of Schools Wells, Executive Director of Schools Winsor and Assistant Secretary Maresh

3. Pledge of Allegiance

4. Student and Staff Recognitions

RECOMMENDATION: Information only.

Interim Superintendent and the Board recognized the following:

- National Merit \$2500 Winners
- DCHS Daniels Fund Scholar
- DCSD Art Show - First Place Winners
- 2021 DC Youth Initiative Outstanding Youth Awards
- Doodle for Google, CO Winner

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.

Study/Work Session

6. Student Advisory Group Presentation (30-minute presentation; 10-minute Q&A)

RECOMMENDATION: Information only.

- Attachment #1: SAG Presentation

Recognition of our Student Advisory Group members who completed specific requirements. End of year presentation.

Director of Athletics and Activities Chaney introduced Student Advisory Group members who presented proposals on topics including student complaint and appeals process, broadening communication strategies and input, Town Halls with Superintendent, policy review and mental health.

The Board recognized seniors Jacob Hall, Jenna Pirazzi and Emma Peters for their leadership of the Student Advisory Group.

7. Compensation Study Session (30-minute presentation; 10-minute Q&A)

RECOMMENDATION: Information only.

- Attachment #1: Compensation Update May 25, 2021
- Attachment #2: Compensation Presentation Updated

The Finance and Human Resources departments will provide an update to compensation funding, proposals of compensation adjustments for SY2021-22, along with an overview of resuming of the compensation project.

Chief Financial Officer Kotaska and Chief Human Resources Officer Thompson presented information regarding the history of and ongoing review of compensation and staff recommendations.

Staff answered questions.

President Ray called a recess at 8:22 p.m. and reconvened the meeting at 8:29 p.m.

Superintendent Reports

Superintendent Wise provided information regarding the SY2021-2022 school year, based on updates to be provided throughout the summer months.

Superintendent Wise provided a statement regarding the purpose of the Educational Equity policy and the commitment of the District to provide an inclusive environment for all students.

Superintendent Wise clarified that the District is aligned with the Colorado Academic Standards which do not include Critical Race Theory, and that the District is not changing its curriculum.

(Agenda Items #8 - #9 moved after Item #10 Public Comment.)

Public Comment

10. 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
- Andy Jones, Highlands Ranch resident provided comment regarding Board policy
- Jennifer Iversen, Castle Pines resident provided comment regarding the qualities of a special education officer and director
- Amanda Cushing, Castle Rock resident provided comment regarding equity
- Jeff Culver, Highlands Ranch resident provided comment regarding the equity policy
- Lillian (no last name), Castle Rock resident provided comment regarding the equity policy
- Brandi Bradly, Littleton resident provided comment regarding Critical Race Theory
- Rachel Kopfle, Denver resident provided comment regarding Critical Race Theory in education
- Holly Osborne Horn, Castle Rock resident provided comment regarding No Place for Hate and quarantines
- Heather O'Mara, Englewood resident provided comment regarding diversity and equity
- Constantine Kokolis, Parker resident provided comment regarding teacher training and Critical Race Theory
- Kemie Houston, Castle Rock resident provided comment regarding No Place for Hate and Growing Together curriculum and Critical Race Theory
- Shelley Stolk, Highlands Ranch resident provided comment Critical Race Theory and opposition to training and workshops by Gemini Group
- Kelly Pointer, Highlands Ranch resident provided comment regarding the equity policy
- Surabhi Mehrotra, Highlands Ranch resident provided comment regarding the equity policy
- Lora Wolfe, Highlands Ranch resident provided comment regarding the equity policy
- Heather Beach, Castle Pines resident provided comment regarding No Place for Hate curriculum

- Amberly Stringer, Parker resident provided comment regarding the equity policy, curriculum and training
- William Phillip Schaefer, Castle Pines resident provided comment regarding Critical Race Theory
- Maureen Guastella, Highlands Ranch resident provided comment regarding masks, Critical Race Theory and Gemini Group
- Joy Overbeck, Parker resident provided comment regarding curriculum
- Treva Brown, Castle Pines resident provided comment regarding Critical Race Theory
- Matt Cassady, Highlands Ranch resident provided comment regarding the Educational Equity policy
- Nate Ormond, Castle Rock resident provided comment regarding Superintendent Reports presentation and curriculum
- Mike Wooldridge, Castle Pines resident provided comment regarding Critical Race Theory and equity policy
- Michael Peterson, Larkspur resident provided comment regarding planning for next school year
- Sarah Redder, Parker resident provided comment regarding next year school plans
- Tina De Los Santos, Parker resident provided comment regarding taxpayer concern
- Toni Smith, Castle Rock resident provided comment regarding vaccine mandate
- Danielle Storevik provided comment regarding masks, mandated vaccination
- Teegan Braun, Castle Rock resident provided comment regarding SB-163
- Julianne Lamb, Castle Rock resident provided comment regarding operation of schools
- Don Lee, Parker resident provided comment regarding the equity policy and Critical Race Theory

President Ray provided comments.

President Ray called a recess at 10:35 p.m. and reconvened the meeting at 10:40 p.m.

Superintendent Reports (continued)

8. Graduation Celebrations

RECOMMENDATION: Information only.

- Attachment #1: 05.25.2021 Superintendent Reports Presentation

Superintendent Wise provided comments on graduations and the senior class and celebrations.

9. Priority Focus for SY2021-2022

RECOMMENDATION: Information only.

- See Agenda Item #8: Attachment #1: 05.25.2021 Superintendent Reports Presentation

Superintendent Wise provided presented information regarding the Priority Focus for SY 2021-2022.

Board comments.

President Ray directed Superintendent Wise to provide information and continue the conversation regarding staff interpretation of Board File ADB: Educational Equity and future practices, including information regarding training by the Gemini Group.

Adoption of Consent Agenda

11. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Items #12-#15 Organized for Board of Education Block Approval

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

- #12 Approval of Amendment to Current Sublease and Future Lease for Additional Space for eDCSD and DC Support
- #13 Approval of JQ-E Appendix A Student Fee Schedule
- #14 Approval of Resolutions for Renewal of Employment
- #15 Approval of Personnel Changes

ORIGINAL - Motion

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

- #12 Approval of Amendment to Current Sublease and Future Lease for Additional Space for eDCSD and DC Support
- #13 Approval of JQ-E Appendix A Student Fee Schedule
- #14 Approval of Resolutions for Renewal of Employment
- #15 Approval of Personnel Changes

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.

12. Approval of Amendment to Current Sublease and Future Lease for Additional Space for eDCSD and DC Support

RECOMMENDATION: That the Board of Education approve the Amendment to the Current Sublease and Future Lease for Additional Space for eDCSD and DC Support under adoption of Consent Agenda.

- Attachment #1: First Amendment to Sublease Agreement Attachment #2: Lease

On June 9, 2020 the Board of Education approved the relocation of eDCSD to 373 Inverness Pkwy under a sublease to HOPE Online Learning Academy (HOA) for 10,357 square feet for classroom and office space. This sublease expires on July 31, 2022.

HOA informed Douglas County School District (DCSD) of the opportunity to obtain additional space currently leased by HOA. The total of the existing space currently used by eDCSD and additional available space is 26,373 square feet.

Staff, Realtors, and WOLD Architects (WOLD) have met with HOA and conducted site visits to perform a feasibility analysis for use of this space for additional offices for eDCSD and the entire DC Support Center. A building code analysis was performed by WOLD which confirms there are no zoning, permitting or code issues and that the space can be occupied immediately. There are also no covenant restrictions from the Inverness Business Park for educational use other than approval of any changes to the exterior, which will not be needed other than a change in signage. The only facility modifications needed are infrastructure improvements to support Information, Technology and Security systems and equipment. Furniture will also be needed.

In order to lease this space long term, an amendment to the current sublease to HOA is required through July 31, 2022, and a follow-on direct lease with the property owner is required for 7 years and 3 months, beginning August 1, 2022, with options for extensions.

Improved learning space for the DC Support Center has been identified in the Master Capital Plan. This additional space could satisfy this need for the current program.

Funding for the current sublease for 2020-2021 is \$192,838 and is funded by cash-in-lieu funds. Funding for both the existing space and additional space through the amended sublease followed by the direct lease will be an average of \$523,577 per year and will be funded by cash in lieu funds.

Facility modifications for Information, Technology, and Security and furnishing of the additional space is estimated to cost \$376,328 and will be funded by non-bond capital projects fund.

This Lease constitutes a multiple-fiscal year financial obligation of the Tenant, therefore, the Board of Education of the Tenant hereby irrevocably pledges out of cash reserves no less than the outstanding obligation for Rent for the remaining balance of the Term for purposes of satisfying and securing its obligation to make payments for subsequent fiscal years of this Lease. The total rent to be paid over the term of the lease is \$4,712,199.90. An amendment to the current sublease and future direct lease with the property owner is forwarded to the Board of Education for approval.

13. Approval of JQ-E Appendix A Student Fee Schedule

RECOMMENDATION: That the Board of Education approve JQ-E Student Fees Appendix A FY 2021-2022 under adoption of Consent Agenda.

- Attachment #1: JQ-E Appendix A Student Fees FY2021-22 Attachment #2: JQ-E Appendix A Student Fees FY2021-2022 UPDATED

Requesting Board of Education approval of JQ-E Student Fees Appendix A FY 2021-22 under adoption of Consent Agenda.

14. Approval of Resolutions for Renewal of Employment

RECOMMENDATION: That the Board of Education approve the Resolutions as presented for Administrators, Professional, Technical, Classified At-Will, and Renewal of Probationary and Non-Probationary Licensed Teachers under adoption of Consent Agenda.

- Attachment #1: Resolution Regarding Contract Renewal for Licensed Employees
- Attachment #2: Attachment A Licensed Renewal - CONFIDENTIAL
- Attachment #3: Resolution Concerning Administrators, Professional and Technical Employees
- Attachment #4: Resolution Concerning Classified At-Will Employees
- Attachment #5: Licensed Employee Contract Form (2021-22)
- Attachment #6: Licensed Employee OYO Contract Form (2021-22)
- Attachment #7: 110 Post-Retirement Employment Agreement (2021-22)
- Attachment #8: 140 Post-Retirement Employment Agreement (2021-22)

Annually, the Board of Education is required by state statute to renew and non-renew contracts for Teachers, Administrators, Professional/Technical and Classified employees before June 1.

15. Approval of Personnel Changes

RECOMMENDATION: That the Board of Education approves the Personnel changes as presented under adoption of Consent Agenda.

- Attachment #1: Licensed PUB BD List 5.25.2021
- Attachment #2: Licensed PUB BD List 05.25.2021 Updated

Board of Education Reports

16. President Report: Superintendent Search Update

RECOMMENDATION: Information only.

President Ray advised the following:

- June 1, 2021 Regular Board Meeting
- June 17, 2021 at 5:00pm Informational Session for interested Board Member candidates
- June 24, 2021 from 5:00-8:00 p.m. Board Retreat

17. Vice President Items

RECOMMENDATION: Information only.

Vice President Holtzmann no report.

18. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

- Attachment #1: DAC 5-18-2021 Agenda
- Attachment #2: DAC 4-15-21 Minutes Draft
- Attachment #3: Equity Advisory Council Agenda 05-12-2021

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)

Member Meek inquired regarding a vaccination update, mask mandate and SB-163.

Adjournment

19. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

Member Leung moved, Member Graziano 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 11:24 p.m.

The next meeting of the Board of Education is scheduled for Tuesday, June 1, 2021 with the Regular Session beginning at 6:00 p.m. Recent changes to Executive and Public Health Orders allow for in-person attendance at this meeting. Available seating is contingent on room capacity restrictions and provided on a first-come basis or lottery system, if necessary. Those who are unvaccinated are strongly encouraged to wear a mask if attending in-person. Community members can also view this meeting via livestream on YouTube. Individuals signed up for Public Comment are given the option of either presenting in-person or via electronic participation.

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/z1jfkNhQbd0>

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

David Ray
Board of Education President

ATTEST

Elizabeth Hanson
Board of Education Secretary