



Board of Education  
Minutes  
Tuesday, June 1, 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.

Call to Order and Roll Call

1. 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 6:10 p.m.

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

ALSO IN ATTENDANCE: Superintendent Wise, Chief Assessment and Data Officer Reynolds, 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

2. Pledge of Allegiance

3. Student and Staff Recognitions

RECOMMENDATION: Information only.

Interim Superintendent and the Board recognized the following:

- eLearning Team

4. Acceptance of Agenda

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

ORIGINAL - Motion

Member Graziano moved, Member Holtzmann 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

##### 5. District Accountability Committee 2021-22 Budget Priority Process Results (10 minute presentation; 5 minute Q&A)

RECOMMENDATION: Information only.

- Attachment #1: DAC 2021-2022 Budget Priority Survey Results Presentation
- Attachment #2: SAC 2021-2022 Budget Survey Results

At its May 18, 2021 meeting, the DAC, by consensus, moved to recommend the 2021-2022 budget spending priorities from the data collected in the School Accountability Committees (SAC) Budget Priorities Questionnaire.

Chief Assessment and Data Officer Reynolds presented the District Accountability Committee 2021-2022 Budget Priority Process Results. District Accountability Committee Chair Chester Shaw provided comments regarding the process.

##### 6. Board Goal V: Financial Well-Being: Board Feedback and Input for SY2021-2022 Budget (30 minutes)

RECOMMENDATION: Information only.

- Attachment #1: 06.01.2021 Update on Status of Compensation Project

Chief Financial Officer Kotaska, Director of Budget Doan and Chief Human Resources Officer Thompson provided an Update on Status of the Compensation Project.

Staff answered questions.

#### Superintendent Reports

##### 7. Looking Forward: Back to School 2021-2022

RECOMMENDATION: Information only.

- Attachment #1: 06.01.2021 Superintendent Reports Presentation

Superintendent Wise presented information regarding expectations for a return to the 2021-2022 school year, including Public Health Orders throughout the summer months, COVID data and trends, COVID protocols including vaccinations, masks, social distancing and immunization; and building back pre-COVID activities.

Staff answered questions.

##### 8. Educational Equity and Inclusive Excellence Plan

RECOMMENDATION: Information only.

- See Agenda Item #7: Attachment #1: 06.01.2021 Superintendent Reports Presentation

Superintendent Wise provided a statement regarding Educational Equity, developing a systemic approach and planning forward over the next three (3) years, including engagement and dialogue with the community.

Director of Language, Culture and Equity Rummel provided information regarding Educational Equity, Colorado Department of Education Standards, Gemini Group training and grant funding, and No Place for Hate program.

Chief Assessment and Data Officer Reynolds provided an overview of the focus over the next three (3) years regarding Educational Equity and Inclusive Excellence.

President Ray provided comments.

Staff answered questions.

Board members provided comments.

President Ray called a recess at 7:59 p.m. and reconvened the meeting at 8:04 p.m.

#### Public Comment

#### 9. 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
- Peyton Gilstrap, student provided comment on in-person learning and quarantines
- Christa Gilstrap, Highlands Ranch Connie Ingram provided comment on behalf of Jackson Ingram
- Andy Jones, Highlands Ranch resident provided comment on issues that are important to the operation of the District
- Melissa Bishop, Parker resident provided comment on the Educational Equity policy
- Julie Bateman, Parker resident provided comment on the Educational Equity policy
- Holly Osborne Horn, Castle Rock resident provided comment on the Educational Equity policy and masks
- Jennifer Iversen, Castle Pines resident provided comment on the Educational Equity policy
- Kelly Dixon, Parker resident provided comment on the Educational Equity policy
- Michael Peterson, Larkspur resident provided comment on the Educational Equity policy
- Kathleen Boyer, Highlands Ranch resident provided comment on the Educational Equity policy
- Connie Ingram, Highlands Ranch resident provided comment on the Educational Equity policy
- Tarynn Castro, Parker resident provided comment on the Educational Equity policy and training
- Crista Mann, Parker resident provided comment on masks and Critical Race Theory
- William P. Schaefer, Castle Pines resident provided comment on Character Counts program and training
- Laura Reeves, Highlands Ranch resident provided comment on the Educational Equity policy
- Meredith Bremner, Lone Tree resident provided comment on the Educational Equity and Inclusive Excellence Plan
- Eiko Browning, Highlands Ranch resident provided comment on equity and diversity

- Kelly Mayr, Highlands Ranch resident provided comment on equity
- Madison Stewart, Highlands Ranch resident provided comment on equity training
- Brandi Bradley, Littleton resident provided comment on Critical Race Theory
- Emily Suyat, Parker resident provided comment on the Educational Equity policy
- Christopher Bremner, Lone Tree resident provided comment on the Educational Equity policy and training
- Susie Kuntz, Parker resident provided comment on the return to school, Educational Equity policy and No Place for Hate
- Christina Marriott, Highlands Ranch resident provided comment on the Educational Equity policy
- Kimber Daley, Highlands Ranch resident provided comment on equity
- Emily Kliewer, Highlands Ranch resident provided comment on the Gemini Group, Critical Race Theory and No Place for Hate
- Amanda Cushing, Highlands Ranch resident provided comment on equity training
- Lisa Kittredge, Parker resident provided comment on Critical Race Theory
- Matt Cassady, Highlands Ranch resident provided comment on the Educational Equity policy
- Laura Welch read a statement on behalf of Parker resident Jeeva Senthilnathan on the Educational Equity policy
- Will Johnson, Highlands Ranch resident provided comment on the Gemini Group training and curriculum
- Deborah Flora, Parker resident provided comment on curriculum
- Jennifer Howlett, Castle Rock resident provided comment on the Educational Equity policy
- Joy Overbeck, Parker resident provided comment on curriculum
- Toni Smith, Castle Rock resident provided comment on a vaccine mandate
- Lillian Adams, Castle Rock resident provided comment on education
- Tina De Los Santos, Parker resident provided comment on equity and the educational system
- Tom Stolk, Highlands Ranch resident provided comment on the Educational Equity policy
- Katherine Chart, Highlands Ranch resident provided comment on the Educational Equity policy
- Lauren Boll, Highlands Ranch resident provided comment on the Equity Advisory Council
- Laura Welch read a statement on behalf of Parker resident Heather Holmes-Lonergan on the Educational Equity policy
- Ken and Lorie Bailey, Castle Rock residents provided comment on Critical Race Theory
- Julianne Lamb, Castle Rock resident provided comment on the Educational Equity policy
- Leah Rosnau, Highlands Ranch resident provided comment on COVID policies for the 2021-2022 school year and the Educational Equity policy
- Nara Altmann, Lone Tree resident provided comment on the Educational Equity policy
- Steve Collier, Highlands Ranch resident provided comment on the Educational Equity policy and Critical Race Theory
- Tammy Pucciano, Castle Rock resident provided comment on the Educational Equity and Inclusive Excellence Plan
- Treva Brown, Castle Pines resident provided comment on the Educational Equity policy
- Tim Tippetts, Parker resident provided comment on the Educational Equity and Inclusive Excellence Plan
- Gary Colley, Parker resident provided comment on the Educational Equity and Inclusive Excellence Plan

President Ray provided comments.

Adoption of Consent Agenda

10. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Items #11 - #18 Organized for Board of Education Block Approval

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

- #11 Approval of SY 2020-2021 Final Revised Budget Resolutions and Financial Plan and Budget
- #12 Approval of Master Service Agreement with STEP, LLC for Emergenetics
- #13 Approval of CITE Rubric Revisions/Recommendations
- #14 Approval of Addendum for Additional Design Work for TreanorHL for Security Vestibules Project #15 Approval of the Update to the DCSD Security Infrastructure Upgrade Purchases
- #16 Approval of the Update to the DCSD Security Infrastructure Upgrade Purchases - Project 2
- #17 Approval of Fiscal Oversight Committee Membership Recommendations and Updates
- #18 Approval of Long Range Planning Committee Membership Recommendations

ORIGINAL - Motion

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

- #11 Approval of SY 2020-2021 Final Revised Budget Resolutions and Financial Plan and Budget
- #12 Approval of Master Service Agreement with STEP, LLC for Emergenetics
- #13 Approval of CITE Rubric Revisions/Recommendations
- #14 Approval of Addendum for Additional Design Work for TreanorHL for Security Vestibules Project #15 Approval of the Update to the DCSD Security Infrastructure Upgrade Purchases
- #16 Approval of the Update to the DCSD Security Infrastructure Upgrade Purchases - Project 2
- #17 Approval of Fiscal Oversight Committee Membership Recommendations and Updates
- #18 Approval of Long Range Planning Committee Membership Recommendations

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.

11. Approval of SY 2020-2021 Final Revised Budget Resolutions and Financial Plan and Budget

RECOMMENDATION: Approval of SY 2020-2021 Final Revised Budget Resolutions and Financial Plan and Budget under adoption of Consent Agenda.

- Attachment #1: SY 2020-2021 Final Revised Financial Plan and Budget
- Attachment #2: SY 2020-2021 Final Revised Appropriation Resolution
- Attachment #3: SY 2020-2021 Final Revised Use of Beginning Fund Balance Resolution

The 2020-2021 Final Revised Budget includes: 1) final revenue budgets based on the final Per Pupil Revenue per the State's supplemental budget 2) final expenditure budgets based on final school and department level budget decisions 3) final interfund transfer amounts.

12. Approval of Master Service Agreement with STEP, LLC for Emergenetics

RECOMMENDATION: That the Board of Education approve the Masters Service Agreement with STEP, LLC under adoption of Consent Agenda.

- Attachment #1: 06.01.2021 Master Services Agreement STEP, LLC

Emergenetics has been used since 2013 for professional development. Due to budgetary reasons, the license was not renewed in 2020-2021. The Master Services Agreement provides for a three-year commitment for a District-wide license for Emergenetics provided by Step, LLC. The total request is \$600,000, to be paid at \$200,000 per year for three (3) years starting in SY2021-2022.

13. Approval of CITE Rubric Revisions/Recommendations

RECOMMENDATION: That the Board of Education approve the CITE Rubric Revisions/Recommendations under adoption of Consent Agenda.

- Attachment #1: CITE and Colorado Essential Skills Memo to the Board of Education
- Attachment #2: Board of Education Presentation - Proposed CITE Rubric Revision
- Attachment #3: Proposed CITE Generalist Rubric
- Attachment #4: Proposed CITE Educator Rubric
- Attachment #5: Proposed CITE Audiologist Rubric
- Attachment #6: Proposed CITE Child Find Assessment Diagnostic Professional Rubric - OT and SLP
- Attachment #7: Proposed CITE Child Find Assessment Diagnostic Rubric - Social Worker
- Attachment #8: Proposed CITE Child Find Assessment Diagnostic Professional Rubric - Psychologist
- Attachment #9: Proposed CITE Elementary Digital Librarian Rubric
- Attachment #10: Proposed CITE IEP and Assessment Specialist Rubric
- Attachment #11: Proposed CITE Teacher Librarian Rubric
- Attachment #12: Proposed CITE Technology Teacher (Specialist) Rubric
- Attachment #13: CITE Rubric Crosswalks to the State Rubric(s)

Historical Background:

In 2010, the state of Colorado introduced Senate Bill 10-191 which legislated teacher and principal evaluation. In 2012 districts began implementing the rules and regulations related to legislation (SB 10-191), outlining processes and systems for teacher and principal evaluation. Provisions exist within legislation for districts to design and use their own unique evaluation tool provided it meets or exceeds the quality standards as described by the state of Colorado. Douglas County School District began designing and using the CITE and LEAD evaluation tools prior to the introduction of SB 10-191. The rubric collection includes 16 unique CITE rubrics for teachers and SSPs, as well as the LEAD rubric which is used to evaluate principals, assistant principals and deans. Work to continuously improve the Douglas County School District evaluation system is ongoing.

Process for revisions:

Revision to the 10 proposed CITE rubrics for the 2021-2022 school year was completed through the hard work and dedication of the CITE Focus Group. The CITE Focus Group is composed of teachers, SSPs and administrators across the district representing a variety of schools, levels and positions. During the 2020-2021 school year, work was done under the direction of Dr. Deanne Kirby to revise the CITE rubric collection to reflect the introduction of the Colorado Essential Skills as part of the 2020 Colorado Academic Standards. Feedback for the proposed revisions was gathered from several groups including the CITE and LEAD Focus Groups, Erica Mason and the Curriculum, Instruction and Assessment department, building principals and the District Accountability Committee (DAC). The DAC expressed their approval for the proposed revisions at the May 18, 2021 meeting.

14. Approval of Addendum for Additional Design Work for TreanorHL for Security Vestibules Project

RECOMMENDATION: That the Board of Education approve the Addendum for Additional Design Work for TreanorHL for Security Vestibules Project under adoption of Consent Agenda.

- Attachment #1: DCSD - Safety and Security Projects-TreanorHL ASR 01 Scope Changes 2021

On January 29, 2020 the DCSD Construction Department issued an Architect Agreement to TreanorHL for the enhanced security vestibule(s) project at multiple schools throughout DCSD, in the amount of \$97,500.00.

Due to changes in the scope, including locations, the quantity of vestibules and an extended schedule, the level of effort by the architect has increased. Additionally, engineering subconsultants have been added to the architect's team to ensure a complete and code compliant project is designed. TreanorHL has requested additional compensation to account for these impacts and additional hours required.

The additional services fee is \$212,084. The new total of architect fees for this project is within industry standards for this work. 2018 Bond funds will pay for this fee and are included in the bond planning budgets. Upon approval of this addendum, TreanorHL's total agreement amount for the enhanced security vestibules will be \$309,584.

15. Approval of the Update to the DCSD Security Infrastructure Upgrade Purchases

RECOMMENDATION: That the Board of Education approve the Update to DCSD physical security upgrade projects as noted in the Summary section under adoption of Consent Agenda.

The DCSD Security team in collaboration with procurement and technology teams completed a six month RFP process to select a leading vendor to upgrade critical technology components in DCSD's physical security infrastructure for all district and charter schools. The project is estimated to start within 30 days of award and take approximately 18 months to upgrade 100+ building security technology. The project will be funded through the security upgrades budget allocation in our Capital Bond funds.

16. Approval of the Update to the DCSD Security Infrastructure Upgrade Purchases - Project 2

RECOMMENDATION: That the Board of Education approve the Update to the DCSD physical security upgrade Project 2 as noted in the Summary section under adoption of Consent Agenda.

The DCSD Security team in collaboration with procurement and technology teams completed a three month RFP process to select a leading vendor to upgrade critical technology components in DCSD's physical security infrastructure for all district and charter schools. The project is estimated to start within 10 days of award and be completed over the summer for a majority of our schools. The project will be funded through the physical security upgrade budget allocation via our Capital Bond funds (5B).

17. Approval of Fiscal Oversight Committee Membership Recommendations and Updates

RECOMMENDATION: That the Board of Education approve the FOC recommendations under adoption of the Consent Agenda.

- Attachment #1: FOC Member Recommendations

The Fiscal Oversight Committee (FOC) recommends the membership changes listed in the attached document.

18. Approval of Long Range Planning Committee Membership Recommendations

RECOMMENDATION: That the Board of Education approve the Long Range Planning Committee membership recommendations as presented under adoption of the Consent Agenda.

- Attachment #1: LRPC Membership Recommendations 6-1-21

The Long Range Planning Committee (LRPC) Bylaws state that voting members are to be "... nominated by the LRPC and selected by the Board."

The LRPC membership subcommittee interviewed applicants using a standardized rubric to evaluate all applicants. Reference checks were performed. LRPC Bylaws state that "Nominations for renewal shall be forwarded to the Board of Education for approval."

At the May 5, 2021 LRPC Meeting, recommendations for new and renewal membership were presented to the LRPC and unanimously approved.

Adoption of Joint Motion Agenda

19. Approval of Board of Education Unofficial Minutes

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

- Attachment #1: 05.11.2021 BoE Meeting Minutes\_U
- Attachment #2: 05.25.2021 BoE Meeting Minutes\_U

ORIGINAL - Motion

Member Graziano moved, Member Ciancio-Schor seconded to approve the ORIGINAL motion that the Board of Education approves the minutes as presented.

Member Leung requested a friendly amendment to the ORIGINAL Motion to correct the 05.11.2021 BoE Meeting Meetings for Item #25 to accurately state 'nay' for his vote.

Friendly amendment accepted by Member Graziano and Member Ciancio-Schor.

The 05.11.2021 BoE Meeting Minutes will be corrected.

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 Update

RECOMMENDATION: Information only.

President Ray advised the following:

- June 4, 2021 at 10:00 a.m. agenda planning meeting
- June 17, 2021 at 5:00 p.m. information session for potential Board of Education Director candidates and a second orientation session in September for official candidates
- June 24, 2021 from 5:00-8:00 p.m. Board Work Session with the Superintendent

##### 21. Vice President Items

RECOMMENDATION: Information only.

Vice President Holtzmann advised that RMSEL graduation is on June 3, 2021 and that Douglas County School District has one (1) graduate this year.

##### 22. Director Items, Board Committee and Liaison Reports

RECOMMENDATION: Information only.

- Attachment #1: Foundation 5-27-2021 Agenda
- Attachment #2: Foundation 2019-2020 Draft
- Attachment #3: LRPC 6-2-21 Agenda

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)

No reports.

Adjournment

23. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

Member Ciancio-Schor moved, Member Holtzmann 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 10:52 p.m.

The next meeting of the Board of Education is scheduled for Tuesday, June 22, 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://www.youtube.com/watch?v=84aQ1SiPs-c&list=PLyjVvMhp58liz3QmZQeX7QUKKhYfNu4Rb&index=20>

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

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David Ray  
Board of Education President

ATTEST

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Elizabeth Hanson  
Board of Education Secretary