



Board of Education
Minutes
Study Session
Tuesday, January 10, 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.

The Board of Education conducted a meeting on Tuesday, January 10, 2023 at 620 Wilcox Street, Castle Rock, CO 80104.

Call to Order and Roll Call

1. Call to Order

RECOMMENDATION: Presiding Board Member calls the meeting to order.

President Peterson called the meeting of the Board of Education of Douglas County School District (DCSD) Number RE-1 to order at 5:00 p.m.

2. Roll Call

RECOMMENDATION: Presiding Board Member calls roll.

BOARD MEMBERS PRESENT: Meek (remote), Myers, Peterson, Ray (remote), Williams, Winegar

BOARD MEMBERS EXCUSED: Hanson

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, Interim Chief Financial Officer Schleusner, Chief Human Resources Officer Thompson, Communications Officer Rader and Board Assistant Secretary Brockman.

Pledge of Allegiance

3. Pledge of Allegiance

RECOMMENDATION: Information only.

President Peterson led the Pledge of Allegiance.

DCSD Spotlight

4. Celebration of 2022 Thescon Performers from DCSD Schools

RECOMMENDATION: Information only.

Superintendent Kane and the Board recognized DCSD students who participated in the 2022 High School ThesCon and the Junior ThesCon.

5. School Board Recognition Month
RECOMMENDATION: Information only.

Tabled to the January 24, 2023 meeting when all Directors can attend in person.

Superintendent Reports

6. Superintendent Updates
RECOMMENDATION: Information only.

Superintendent Kane welcomed staff, students and families back from Winter Break and announced that compensation has been increased for Transportation staff in an effort to recruit and retain enough staff to cover DCSD bus routes.

Study Session

7. Student Advisory Group Updates
RECOMMENDATION: Information only.

- Attachment #1: Student Advisory Group (SAG) Presentation

SAG's subgroups provided progress updates on their proposals. This gave them the opportunity to receive Board feedback mid-year as they continue to revise and modify their proposals for a final presentation in May.

President Peterson called a recess at 6:25 p.m. and reconvened the meeting at 6:36 p.m.

8. Retention Strategies Related to 5A
RECOMMENDATION: Information only.

- Attachment #1: BOE Presentation 1-10-23 Retention Strategies Related to 5A
- Attachment #2: Final BOE Presentation 1-10-23 Retention Strategies Related to 5A

Superintendent Kane and Chief Human Resources Officer Thompson presented short-term staff retention strategies, made possible through the use of one-time vacancy savings, to the Board which include:

- A \$2,000 PERA-includable retention stipend for regular, full-time positions with an FTE of 0.75 or greater and \$1,000 for regular part-time positions with an FTE less than 0.75 (includes 110 employees) in September 2023,
- A modest ongoing base pay increase with new state revenue (even for those over cell/range and 110 employees),
- Adding one-time monies to Tuition Reimbursement,
- No increase in employee health premiums in 2023-2024,
- One additional personal day added to employees' balance on July 1, 2023.

Long-term retention strategies are under development and will be included in the annual Human Resources update at the February 28, 2023 meeting.

9. Core Reading Program Implementation Update
RECOMMENDATION: Information only.

- Attachment #1: BOE Presentation - Core Reading Program Update (22-23)

Principals and teachers from Cherokee Trail Elementary (Parker), Stone Mountain Elementary (Highlands Ranch), and Sage Canyon Elementary (Castle Rock) provided updates on the implementation of new core reading programs in their classrooms. Data show that these programs are already making a significant impact on student literacy in our schools.

10. District Performance Framework Presentations

RECOMMENDATION: Information only.

- Attachment #1: BOE Presentation - 2022 Performance Frameworks (Final)

Learning Services Officer Reynolds presented the final 2022 District Performance Framework Summary and the final 2022 School Performance Framework Summary to the Board. The Education Accountability Act of 2009 (SB 09-163) authorizes the Colorado Department of Education to annually review the performance of public schools and districts and make recommendations to the State Board of Education concerning the type of school improvement plan and the accreditation category for each district.

11. Superintendent Monitoring Report: End #1, Academic Excellence

RECOMMENDATION: Information only.

- Attachment #1: MonitoringReportAcademicExcellenceBOE DRAFT PRESENTATION 1-6-23
- Attachment #2: Monitoring Report_ Academic Excellence DRAFT (22-23)
- Attachment #3: 2022-2023 Monitoring Report Calendar
- Attachment #4: MonitoringReportAcademicExcellenceBOE 1-6-23 FINAL PRESENTATION
- Attachment #5: Monitoring Report_ Academic Excellence (22-23) FINAL

Superintendent Kane presented her Monitoring Report on End #1, Academic Excellence, to the Board of Education.

12. Parent Engagement Update

RECOMMENDATION: Information Only

- Attachment #1: Policy KE Presentation
- Attachment #2: Policy KE Presentation 1.10.23 Updated

Director of Parent, Community and Civic Engagement, Alison Rausch, presented proposed updates to Board File: KE, Public Complaints; pointed out additional opportunities to update and align existing policies, regulations, procedures and webpages to ensure consistent messaging; and stressed the need to ensure this information is accessible and the process is easy to navigate.

13. Charter School Waivers

RECOMMENDATION: Information only.

- Attachment #1: BOE Waiver Process Update 2023

Director of Choice Programming, Gordon Mosher, provided a charter school waiver process update to the Board of Education. DCSD Choice Programming has worked with charter school leaders to develop an aligned waiver request template and process and will present its full recommendations to the Board in the Spring of 2023.

Policy Governance

14. BOE Discussion on End #4: Collaborative Parent, Family and Community Engagement
RECOMMENDATION: Information only.

- Attachment #1: 01.10.2023 BOE End #4

The Board members reviewed and discussed End #4: Collaborative Parent, Family and Community Engagement.

Board of Education Reports

15. President Reports
RECOMMENDATION: Information only.

President Peterson advised:

- Special Board Meeting on January 11, 2023 at 1:15 to move into Executive Session to receive legal advice and conduct mediation in the matter of Marshall v. Douglas County Board of Education et al., pending in District Court, Douglas County (Case No. 2022-cv-30071)
- Regular Board Meeting on January 24, 2023 at 5:00 p.m. Topics will include:
 - Approval of Superintendent Monitoring Report, End #1: Academic Excellence
 - Vote on Charter Renewals
- Agenda planning for January 24, 2023 Regular Board Meeting on January 12, 2023 at 10:00 a.m.
- Board Study Session on February 7, 2023 at 5:00 p.m. Topics will include:
 - Board discussion on End #5, Financial Wellbeing
 - Superintendent Monitoring Report, End #5, Financial Wellbeing
- Based on engagement with community, staff, and students, the Board will wrap up this calendar year by making slight revisions to the Mission, Vision and Ends.
- Thanked the SAG students for their presentations tonight
- Appreciation for the Core Reading Program implementation update, the incredible team effort and the growth in literacy thus far
- Expect continued exploration and implementation of the 2023 MLO and bond campaign
- He, other Board Members and DCSD staff met with newly elected state legislators and toured DCSD's CTE facilities and Legacy Campus.

16. Vice President Reports
RECOMMENDATION: Information only.

Vice President Williams advised that she toured Legacy Campus on January 16, 2023 and is impressed with the progress made and the programs that will be offered. Also, the Long-Range Planning Committee (LRPC) will meet on January 11, 2023 and the Mill Bond Exploratory Ad Hoc Committee (MBEC) will meet on January 12, 2023.

17. Board Directors: Announcements and Comments
RECOMMENDATION: Information only.

Director Ray applauded tonight's SAG subgroup presentations and the work they are doing and stressed the Board's need to review and update Board Policies.

Director Meek also applauded the students' SAG subgroup presentations.

Adjournment

18. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

Director Winegar moved, Director Myers seconded to approve the ORIGINAL motion that the Board of Education adjourns the meeting.

Meek, aye; Myers, aye; Peterson, aye; Ray, aye; Williams, aye; Winegar, aye

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6-0.

President Peterson adjourned the meeting at 9:32 p.m.

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/uiaSMDFMoBc>.

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