



Board of Education  
Minutes  
Tuesday, January 5, 2021

The Board of Education of Douglas County School District RE-1 takes seriously the health and safety of its directors, staff, and community. Consistent with Public Health Orders members of the District's Board of Education, Superintendent, and designated support staff will attend and participate at this meeting either by attending in the boardroom or through electronic participation. Any individual who signs up for public comment will join via electronic participation. In order to maintain open meetings and full transparency the Board invites community members to view this meeting via livestream.

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).

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

2. Convene in Executive Session (a closed session)

RECOMMENDATION: That the Board of Education convenes in Executive Session (a closed session) for purposes of: consideration of real estate matter(s) involving the transfer or sale of real property pursuant to C.R.S. § 24-6-402(4) (a); and, holding conference with the Board's attorney(s) to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4) (b), including conferences regarding pending legal matters.

The Board may hold an executive session for considering limited matters, including: Real Estate matters e.g. the purchase, acquisition, lease, transfer or sale of real, personal or other property pursuant to C.R.S. § 24-6-402(4) (a); to hold conference with the Board's attorney to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4) (b); matters required to be kept confidential by federal or state law or rules and regulations pursuant to C.R.S. § 24-6-402(4) (c); to be advised on specialized details of security arrangements and investigations pursuant to C.R.S. § 24-6-402(4) (d); to determine positions relative to matters that are or will be subject to contract negotiations, developing strategy for those negotiations, and instructing negotiators, pursuant to C.R.S. § 24-6-402(4) (e); personnel matters, including actions, updates, and Superintendent recommendations involving individual employees, pursuant to C.R.S. § 24-6-402(4) (f); to consider documents protected by non-disclosure provisions of Colorado Open Records Act pursuant to C.R.S. § 24-6-402(4) (g); and/or to be

advised on individual student matters, where public disclosure would adversely affect the person or persons involved, pursuant to C.R.S. § 24-6-402(4) (h).

**ORIGINAL - Motion**

Member Leung moved, Member Holtzmann seconded to approve the ORIGINAL motion that the Board of Education convenes in Executive Session (a closed session) for purposes of: consideration of real estate matter(s) involving the transfer or sale of real property pursuant to C.R.S. § 24-6-402(4) (a); and, holding conference with the Board's attorney(s) to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4) (b), including conferences regarding pending legal matters.

Ciancio-Schor, aye; Graziano, absent; Hanson, aye; Holtzmann, aye; Leung, aye; Meek, aye; Ray, aye.

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

The Board of Education convened in Executive Session at 5:03 p.m. to hold conference with the Board's attorneys for purposes of: consideration of real estate matter(s) involving the transfer or sale of real property pursuant to C.R.S. § 24-6-402(4) (a); and, holding conference with the Board's attorney(s) to receive legal advice on specific legal questions, pursuant to C.R.S. § 24-6-402(4) (b), including conferences regarding pending legal matters.

Time: 5:03 p.m. - 5:55 p.m.

Executive Session Attendance: Ciancio-Schor (remote), Graziano (absent), Hanson (remote), Holtzmann, Leung (remote), Meek, Ray, Interim Superintendent Wise, General Counsel Klimesh (remote), Deputy General Counsel Condon (remote), Chief Operations Officer Cosgrove

The Board of Education concluded Executive Session at 5:55 p.m.

President Ray reconvened the Regular Session of the Board of Education at 6:05 p.m.

**3. 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 6:05 p.m.

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

ALSO IN ATTENDANCE: Interim Superintendent Wise, Assistant Superintendent Knight (remote), Chief Assessment and Data Officer Reynolds (remote), General Counsel Klimesh (remote), Chief Human Resources Officer Thompson (remote), Chief Technology Officer Blair, Chief Operations Officer Cosgrove (remote), Chief Financial Officer Kotaska (remote), Personalized Learning Officer Ingalls (remote), Communications Officer Rader (remote) and Assistant Secretary Maresh

**4. Pledge of Allegiance**

5. Student and Staff Recognitions

RECOMMENDATION: Information only.

Interim Superintendent Wise and the Board recognized:

- Student Koleon Pfaff, 1st Place Art Contest Winner for Gifted/Talented
- Northridge Elementary ADA Friendly Playground Project

Interim Superintendent Wise recognized the Board of Education for January School Board Recognition Month.

6. Acceptance of Agenda

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

ORIGINAL - Motion

Member Meek 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.

7. 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
- Jennifer Iversen, Castle Pines resident and parent provided comment regarding transportation.
- Jody Womack, Parker resident and parent provided comment regarding CDC guidelines regarding masks and quarantine.
- Katie Kane, Highlands Ranch resident and parent provide comment regarding quarantine procedures.
- Taylor Short, Highlands Ranch resident provided comment regarding return to in-person learning.
- Joyel Chambers, Castle Rock resident provided comment regarding the return to in-person learning for middle and high schools.
- Christopher Ryman, Highlands Ranch resident provided comment regarding the return to in-person learning five (5) days a week.
- Mike Stern, Castle Rock resident, teacher and parent provided comment regarding virtual learning during COVID.
- Nate Ormond, Castle Rock resident provided comment regarding current data regarding in-person teaching.
- Margaret Motz, Highlands Ranch resident provided comment regarding the learning plan for high schools during second semester.
- Kelli Slothouber, Highlands Ranch resident provided comment regarding in-person learning for middle and high schools.
- Jamie Wooldridge, Castle Pines resident provided comment regarding the return to in-person learning for all students.
- Jennifer Cartwright, Castle Pines resident provided comment regarding the return of secondary students to in-person learning.

Adoption of Consent Agenda

8. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Items #9-#13 Organized for Board of Education Block Approval

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

- #9 Approval of Board of Education Resolution Regarding Notice of Meetings of the Board of Education
- #10 Approval of Proposed Settlement Agreement and Release By and Between the Douglas County School District RE-1, W.O. Danielson Construction Company Ltd., DLH Architecture, LLC and HCDA Engineering, Inc.
- #11 Approval of Construction Agreement for Roof Replacement at Mountain Vista High School
- #12 Approval of Change Order to Guaranteed Maximum Price for the 2021 Career Technical
- #13 Approval of Personnel Changes

ORIGINAL - Motion

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

- #9 Approval of Board of Education Resolution Regarding Notice of Meetings of the Board of Education
- #10 Approval of Proposed Settlement Agreement and Release By and Between the Douglas County School District RE-1, W.O. Danielson Construction Company Ltd., DLH Architecture, LLC and HCDA Engineering, Inc.
- #11 Approval of Construction Agreement for Roof Replacement at Mountain Vista High School
- #12 Approval of Change Order to Guaranteed Maximum Price for the 2021 Career Technical
- #13 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

9. Approval of Board of Education Resolution Notice of Meetings of the Board of Education

RECOMMENDATION: That the Board of Education approves the Resolution regarding Notice of Meetings of the Board of Education under adoption of Consent Agenda.

- Attachment #1: 01.05.2021 Resolution Notice of Meetings of the Board of Education

A resolution is presented for approval designating the public place where the Board will post notice to the public of the date, time, place and agenda items of board meetings as required by State statute C.R.S. § 24-6-401 et seq. and § 24-6-402(2) (c) .

10. Approval of Proposed Settlement Agreement and Release By and Between the Douglas County School District RE-1, W.O. Danielson Construction Company Ltd., DLH Architecture, LLC and HCDA Engineering, Inc.

RECOMMENDATION: That the Board of Education take action to approve the proposed

Settlement Agreement and Release by and between the Douglas County School District RE-1, W.O. Danielson Construction Company Ltd., DLH Architecture, LLC and HCDA Engineering, Inc. authorizing settlement in the amount of \$215,000 payable to the District under adoption of Consent Agenda.

Action to approve a proposed Settlement Agreement and Release by and between the Douglas County School District RE-1, W.O. Danielson Construction Company Ltd., DLH Architecture, LLC and HCDA Engineering, Inc. authorizing settlement of the District's claim that the District incurred property damage as a result of asserted construction defects on the Echo Park Stadium building project.

11. Approval of Construction Agreement for Roof Replacement at Mountain Vista High School

RECOMMENDATION: That the Board approve the Construction Agreement with Superior Roofing, Inc. for roof replacement at Mountain Vista High School under adoption of Consent Agenda.

- Attachment 1: Construction Agreement - Superior Roofing - MVHS

On November 9, 2020, the Douglas County School District Construction department issued an Advertisement for Bid to thirteen (13) roofing contractors. Bids were received from seven (7) roofing contractors. Superior Roofing, Inc. was the lowest responsible bidder in the amount of \$1,585,557. Roofing capital renewal projects for schools are included in the 2018 Bond. A roofing contractor is required to perform this work.

A Construction Agreement was issued to Superior Roofing, Inc. in the amount of \$1,585,557 for the roof replacement at Mountain Vista High School.

2018 Bond funds will pay for this award and were included in the bond planning budgets.

12. Approval of Change Order to Guaranteed Maximum Price for the 2021 Career Technical Education Facility Project at 8 High Schools

RECOMMENDATION: That the Board of Education approve Change Order 1 to the Guaranteed Maximum Price Agreement for the 2021 Career Technical Education Facility Project at 8 High Schools under adoption of Consent Agenda.

- Attachment #1: DCSD\_CO 01\_JHL\_CTE - Partially Executed

On December 1, 2020, the Board approved a Guaranteed Maximum Price (GMP) for the 2021 Career Technical Education (CTE) facility project at eight (8) high schools with JHL Constructors (JHL) in the amount of \$9,146,451. Change Order 1 has been submitted for a revised floor plan between the two industrial design classrooms at Thunder Ridge High School. The revised floor plan utilizes the existing south-west vestibule to add square footage and enlarge both classrooms. The total amount for Change Order 1 is \$117,836. With approval of Change Order 1 the total contract cost to JHL Constructors will increase to \$9,264,287. The cost of Change Order 1 and revised total contract cost is within the approved total project budget.

2018 Bond funds will pay for these costs and were already included in the bond planning budgets. The proposed costs are within industry standards for this work.

Pursuant to Board Policy FEH Supervision of Construction, Board approval is required for a Change Order in excess of \$50,000.

13. Approval of Personnel Changes

RECOMMENDATION: That the Board of Education approves the Personnel changes as presented.

- Attachment #1: Classified CON BD List 1.5.2021
- Attachment #2: Classified PUB BD List 1.5.2021
- Attachment #3: Licensed Admin ProTech CON BD List 1.5.2021
- Attachment #4: Licensed Admin ProTech PUB BD List 1.5.2021

Adoption of Joint Motion Agenda

14. Board of Education Unofficial Minutes

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

- Attachment #1: 12.10.2020 BoE Minutes

ORIGINAL - Motion

Member Graziano moved, Member Meek seconded to approve the ORIGINAL motion that the Board of Education approves the minutes 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.

Superintendent Reports

15. Road to Return Updates

RECOMMENDATION: Information only.

- Attachment #1: 01.05.2021 Superintendent Reports
- Attachment #2: 01.05.2021 Superintendent Reports\_Updated 01.05.2021

16. State Road Map to In-Person Learning and Denver Area School Superintendents Council (DASSC) Update

RECOMMENDATION: Information only.

- Attachment #1: 01.05.2021 Superintendent Reports
- Attachment #2: 01.05.2021 Superintendent Reports\_Updated 01.05.2021

Interim Superintendent Wise presented Road to Return Updates, State Road Map to In-Person Learning and Denver Area School Superintendents Council (DASSC) Update, which included an update on returning students to in-person learning, the challenges, operational needs, update on Personal Protective Equipment, vaccination process for staff, health guidelines, and a tentative return date of January 25, 2021 for middle and high schools based on multiple factors.

Chief Assessment and Data Officer Reynolds presented information on the DCSD COVID Dashboard updates and trend data.

Staff answered questions.

Board discussion.

Board consensus for the Interim Superintendent to move forward with a hybrid return of middle and high school students on January 25, 2021.

President Ray called a recess at 8:05 p.m. and reconvened the regular session at 8:21 p.m.

17. First Semester Overview of High School Student Performance

RECOMMENDATION: Information only.

- Attachment #1: See attachment to #16: 01.05.2021 Superintendent Reports

Interim Superintendent Wise presented a First Semester Overview of High School Performance, including the high school grading scale, mask types and mitigation strategies.

Staff answered questions.

Board discussion regarding supports for students and student mental health.

Study/Work Session

NEW - Motion

Motion by Member Holtzmann, seconded by Member Ciancio-Schor to postpone Agenda Item #19 READ Act Update to the January 19, 2021 Board 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.

NEW - Motion

Motion by Member Holtzmann, seconded by Member Leung to modify the Agenda to move Item #20 Review of Resolution: Transitioning to a New Employee Compensation System and Item #21 Superintendent Search Updates as the next items on the Agenda before Item #18.

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.

20. Review of Resolution: Transitioning to a New Employee Compensation System

RECOMMENDATION: That the Board of Education review and discuss these resolutions and approve a plan for next steps.

- Attachment #1: 12.13.2018 - Employee Compensation Values and Resolution
- Attachment #2: 03.10.2020 Resolution Regarding Transitioning to a New Employee Compensation System
- Attachment #3: Compensation Presentation

On December 13, 2018, the Board approved an Employee Compensation Values Resolution which was followed with a Resolution on March 10, 2020, Resolution Regarding Transitioning to New Employee Compensation System. Due to the

implications of the pandemic and economic forecast, the Board voted on April 7, 2020 to suspend the directives from these resolutions until it could be reviewed in January 2021.

Chief Human Resource Officer Thompson presented an overview of the work to date for a new employee compensation system.

Chief Financial Officer Kotaska presented information regarding financial considerations.

Staff answered questions.

ORIGINAL - Motion

Motion by Member Holtzmann, seconded by Member Graziano to approve the ORIGINAL motion that the Board of Education review and discuss these resolutions and approve a plan for next steps; that the Board of Education suspend the directives of the March 10, 2020 Resolution Regarding Transitioning to a New Employee Compensation System until it can be reviewed in the fall of 2021.

Board discussion.

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

##### 21. Superintendent Search Updates

RECOMMENDATION: That the Board of Education approve the next steps for the Superintendent Search.

An update will be presented regarding consideration to submissions to Superintendent Search Firm RFP No. 21-11-005.

President Ray provided an overview of the interview process for the Superintendent Search Firms.

Board comments and discussion.

Mr. Tim DeMers of Frederick Andrews provided an overview of the firm of Frederick Andrews.

Mr. DeMers answered questions.

ORIGINAL - Motion

Motion by Member Leung, seconded by Member Ciancio-Schor to approve the ORIGINAL motion that the Board of Education approve the next steps for the Superintendent Search; that the Board of Education recommends moving forward to prepare an agreement with the firm of Frederick Andrews.



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 advised that the Board of Education will conduct a Work Session on Tuesday, January 12, 2021 from 5:00 to 7:00 p.m. to conduct an initial consultation with Frederick Andrews.

Study/Work Session (continued)

18. Interim Superintendent Goals

RECOMMENDATION: That the Board of Education approve the Interim Superintendent Goals 2020-2021 as presented.

- Attachment #1: 01.05.2021 Interim Superintendent Goals 2020-2021
- Attachment #2: 01.05.2021 Interim Superintendent Goals 2020-2021 Presentation

Interim Superintendent Wise presented his goals for the 2020-2021 school year.

Interim Superintendent Wise answered questions.

Board discussion.

ORIGINAL - Motion

Motion by Member Graziano, seconded by Member Ciancio-Schor to approve the ORIGINAL motion that the Board of Education approve the Interim Superintendent Goals 2020-2021 as presented.

Board discussion.

Ciancio-Schor, aye; Graziano, aye; Hanson, aye; Holtzmann, aye; Leung, nay; Meek, aye; Ray, aye.

Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 1. The motion carried 6 - 1 .

19. READ Act Update

RECOMMENDATION: Information only.

- Attachment #1: BoE READ Act Presentation 1.5.21

Staff will present an update on the Colorado READ Act including changes as a result of SB 19-199.

Item #19 READ Act Update postponed until January 19, 2021 Board of Education meeting.

Board of Education Reports (continued)

22. Board Report: President and Vice President Items

RECOMMENDATION: Information only.

President Ray advised the following:

- January 8, 2021 Agenda Planning Meeting at 10:00 a.m.
- January 12, 2021 Work Session at 5:00 p.m.

23. Board Committee and Liaison Reports

RECOMMENDATION: Information only.

- Attachment #1: 12.07.2020 Employee Council Agenda A
- Attachment #2: 12.07.2020 SAG Agenda
- Attachment #3: 12.08.2020 DAC Agenda
- Attachment #4: 11.17.2020 DASC Draft Minutes

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

24. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

ORIGINAL - Motion

Member Holtzmann 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 10:48 p.m.

The next meeting of the Board of Education is scheduled for Tuesday, January 19, 2021, with the Regular Session beginning at 5:00 p.m. Consistent with Public Health Orders members of the District's Board of Education, Superintendent, and designated support staff will attend and participate at this meeting either by attending in the boardroom or through electronic participation. Any individual who signs up for public comment will join via electronic participation. In order to maintain open meetings and full transparency the Board invites community members to view this meeting via livestream.

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=nBiZa7TIpHc&list=PLyjVvMhp58liz3QmZQeX7QUKKhYfNu4Rb&index=1>

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