



BOARD OF EDUCATION  
Special Meeting  
Minutes  
Tuesday, June 6, 2017

1. Call to Order and Roll Call

- Attachment #1: Menu

RECOMMENDATION: Presiding Board Member calls meeting to order and roll call

The meeting of the Board of Education of Douglas County School District Number RE1 was called to order by President Silverthorn at 6:00 p.m.

BOARD MEMBERS PRESENT: Geddes (departed 10:22 p.m.), Lemieux, Peck (arrived 6:17 p.m.), Ray, Reynolds, Silverthorn, Vogel

ALSO IN ATTENDANCE: Interim Superintendent Kane, Deputy Superintendent Cook, Assistant Superintendent Knight, Chief Financial Officer Betz, Chief Technology Officer and Chief Operating Officer Sethi, Chief Assessment & Data Officer Reynolds, Personalized Learning Officer Ingalls, General Legal Counsel Trachman, Tammy Taylor, and Secretary Eichelberger.

2. Pledge of Allegiance

3. 15-minute Recess Called to Serve Dinner and Move to Conference Room for an Executive Session (a closed session)

RECOMMENDATION: Information only

Convene in Executive Session I

4. Convene in Executive Session (a closed session)

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 concerning pending legal questions, pursuant to C.R.S. § 24-6-402(4)(b); 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).

RECOMMENDATION: That the Board of Education convenes in Executive Session (a closed session) to discuss:

No matters were identified for discussion at the time of publication.

5. 15-minute Recess Called to Break and Return to the Board Room for the Regular Session

6. Re-Convene Regular Session

7. Student and Staff Recognition

RECOMMENDATION: Information Only

Interim Superintendent Kane invited the District's Boettcher Scholars to the front of the room. Ms. Kane shared that Boettcher Scholars receive a four-year scholarship that includes virtually all expenses to attend the Colorado school of their choice, full tuition, fees, a book allowance and an annual stipend for living expenses. Mrs. Kane said that more than 1,400 Colorado students applied for the prestigious Boettcher Foundation Scholarship this year, with 42 being named recipients, and of those, the Douglas County School District is proudly home to five recipients. Mrs. Kane stated that three students were in attendance for the recognition:

- Ryan Vandersmith of Rock Canyon High School will attend Colorado School of Mines.
- Niketna Vivek of Legend High School will be heading to the University of Colorado.
- Jenna Trost of Castle View High School will attend the University of Colorado.

Interim Superintendent Kane acknowledged the 2017 National Merit Scholarship recipients and asked them to join her at the front of the room. Mrs. Kane noted that the three outstanding Douglas County School District scholars were selected from a talent pool of more than 15,000 finalists. Mrs. Kane revealed that these recipients have the strongest combination of accomplishments, skills and potential for success in rigorous college studies, according to the National Merit Scholarship.

- Lynnae Johnson of Douglas County High School will pursue a career in biomedical engineering.
- Neha Chauhan of Rock Canyon High School will pursue a career in biomedical engineering.
- Samuel Atlas of Mountain Vista High School will pursue a career in mechanical engineering.

Interim Superintendent Kane announced that Douglas County School District was recently honored by the Colorado Alliance for Environmental Education for its sustainability incentive program. Mrs. Kane shared that since 2009, the program has sparked the creation of hundreds of environmental education initiatives ranging from energy conservation, waste reduction, to alternative transportation and idle reduction. Mrs. Kane said that as

a result of this program, schools have funded gardens and school-year habitats, provided energy upgrades, purchased recycle bins and scales, built compost bins, and even built chicken coops at their schools. Mrs. Kane acknowledged the District's Sustainability Team.

- Leeann Westfall, Sustainability Manager
- Courtney Kuntz, Sustainability Coordinator
- Max Krueger, Energy Analyst

Congratulations to the fantastic Sustainability Team!

#### 8. Acceptance of the Agenda

**RECOMMENDATION:** that the Board of Education approves the Agenda as presented.

ORIGINAL - Motion

Member Ray moved, Member Reynolds seconded that the Board of Education approves the Agenda as presented.

Geddes, aye; Lemieux, nay; Ray, aye; Reynolds, aye; Silverthorn, aye; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye 5: Nay: 1. The motion carried 5-1.

Director Vogel asked for a point of clarification regarding the speakers requesting to address the board and if it was a requirement for charter commenters to reside within Douglas County as well. Director Vogel's concern was that with limited time on the agenda, the board should give priority to residents that reside within Douglas County.

Director Peck arrived at 6:17 p.m.

#### 9. Public Comment (30 minutes)

**RECOMMENDATION:** Community input that can help the District meet the challenge of becoming the best school system possible is always welcome.

- Maria Lauer, speaking on behalf of Connie Ingram of Highlands Ranch and a parent of two Douglas County School District graduates, addressed the Board of Education regarding the proposed 2017-2018 budget. Ms. Ingram's comment outlined past District initiatives that she believed starved a once thriving, destination district. Ms. Ingram stated that her children were fortunate to have dedicated teachers who met with students on their own time to offer additional instruction. Ms. Ingram urged the board to give extra consideration to the impact their decisions will have on the lives of children in Douglas County.
- Meg Masten of Highlands Ranch, a parent of two students in Douglas County neighborhood schools, addressed the Board of Education regarding the proposed 2017-2018 budget. Ms. Masten acknowledged some progress the District has made this past school year and specifically thanked Directors Lemieux, Ray and Vogel. Ms. Masten urged the board members to vote against a budget that requires middle and high schools to take any cuts for the 2017-2018 school year. (A handout was provided.)
- Patti Hickey of Littleton, speaking on behalf of Douglas County Parents, addressed the Board of Education regarding the proposed

- budget for SY 2017-2018. Ms. Hickey stated that the budget presentation was not available until 5:00 p.m. on Monday, June 5 allowing only twenty-four (24) hours to examine the information. Ms. Hickey highlighted decreases and increases to administrative department budgets. Ms. Hickey urged the board to consider students first. (A handout was provided.)
- Gary Colley of Parker, speaking on behalf of the Community Accountability Committee, addressed the Board of Education regarding the conduct of the presiding board member. Mr. Colley highlighted a few concerns of many regarding the responsibilities of the President and Vice President. Mr. Colley urged the board to restore community trust by proving leadership that reflects a greater level of accountability and ethical standards. Mr. Colley also commented on the charter applications. Mr. Colley read excerpts from the CART recommendations and encouraged board members to listen to their volunteers. (A handout was provided.)
  - Tim Krug of Franktown, a parent, addressed the Board of Education regarding the proposed budget. Mr. Krug highlighted the savings found by Interim Superintendent Kane's team. Mr. Krug urged the board members to try and follow the skill sets of other board members and community members when making decisions that affect the District.
  - Stephanie Van Zante of Parker addressed the Board of Education regarding the use of District information prior to the release of the board agenda. Ms. Van Zante expressed concerns that some board members used the District's mailing address and their District email addresses to solicit public comment on board agenda items. Ms. Van Zante believes some board members had abused their privilege and suggested they recuse themselves from the charter vote. Ms. Van Zante requested the release of personal email addresses and asked for a copy of the email distribution lists. (A handout was provided.)
  - Dave Usechek of Parker addressed the Board of Education regarding the budget. Mr. Usechek asked board members to put aside their political differences and learn what compromise means and how to be positive role models for the students of Douglas County. Mr. Usechek believes the board members are failing in that responsibility. Mr. Usechek commented on the impact of charter schools to the District's neighborhood schools. Mr. Usechek urged board members to table the charter applications until the charter impact study was completed. Mr. Usechek believes in choice and asked the board to fix the student-based budgeting process to make it fair to all schools. (A handout was provided.)

**NEW - Motion**

Member Lemieux moved, Member Vogel seconded to convene in Executive Session to discuss Legal Matters on what the board responsibilities are when a board member sends out email communications asking for charter parents to come speak and allows for public comment time.

President Silverthorn noted that the Public Comment was currently being conducted and if the board elects to convene in Executive Session with a properly cited cause at the end of the meeting, it would be considered at that time.

President Silverthorn clarified that the email in question was inviting folks to take advantage of the posted public comment period.

President Silverthorn said the board would revisit the motion on the table after Mr. Harvey had made his public comment.

10. Public Comment Concerning the Charter Applications (20 minutes)

- Attachment #1: ASI Presentation from May 9, 2017 meeting
- Attachment #2: CART Recommendation RE ASI
- Attachment #3: ACA Presentation from May 9, 2017 meeting
- Attachment #4: CART Recommendation RE ACA
- Attachment #5: PMA Presentation from May 9, 2017 meeting
- Attachment #6: CART Recommendation RE PMA
  
- Ted Harvey of Highlands Ranch acknowledged that he did receive the email; however, his public comment was in support of Alexandria School of Innovation (ASI). Mr. Harvey was excited to have the opportunity to bring another charter school to Douglas County. Mr. Harvey thanked the Charter Application Review Team (CART) committee for their hard work in reviewing the information. Mr. Harvey pointed out that since the application was submitted, ASI had 68% of their projected enrollment confirmed. Mr. Harvey noted that a letter of commitment on a property was also executed, therefore, meeting the two objections from the CART recommendation. Mr. Harvey asked if there were charter school parents, teachers, or members of the charter community on the CART committee, and how members were appointed.

President Silverthorn asked Director Lemieux to restate the motion on the table.

NEW - Motion

Member Lemieux moved, Member Vogel seconded that the Board of Education convenes in Executive Session (a closed session) to hold conference with the Board's attorney to receive legal advice concerning pending legal questions, pursuant to C.R.S. § 24-6-402(4)(b), specifically: ethical behavior.

Board discussion followed.

Geddes, nay; Lemieux, aye; Peck, nay; Ray, aye; Reynolds, nay; Silverthorn, nay; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye: 3 Nay: 4. The motion failed 3-4.

- Libby Smith of Highlands Ranch voiced support of Alexandria School of Innovation. Ms. Smith shared her son's positive educational experience at STEM School and Academy.

- Kaysi Koslov of Highlands Ranch, a recent graduation who will be attending the Colorado School of Mines, addressed the Board of Education in support of Alexandria School of Innovation. Miss Koslov credited her experience at STEM and the support of the Brannbergs as the reasons she would be pursuing engineering as a career.
- Trey Robbins of Centennial, a parent of four boys who attend Cherry Creek Schools, stated that unfortunately, Cherry Creek does not have a charter school with a STEM focus available. Mr. Robbins believes that science, math, engineering and technology are strong building blocks for a twenty-first century education. Mr. Robbins liked that the Alexandria School of Innovation offered an entrepreneurship curriculum. Another component that Mr. Robbins appreciated was the Founding Principles Act emphasis. Mr. Robbins shared that he and his wife had signed Letters of Intent for their sons to attend the Alexandria School of Innovation. Mr. Robbins urged the board to approve the application for Alexandria School of Innovation.
- Dave Drahn of Englewood identified himself as the party who is responsible for finding the property location for Alexandria School of Innovation. Mr. Drahn stated that they were in negotiations with a Letter of Intent for property off of Lucent and C-470. Mr. Drahn said that his son went through the Douglas County charter school system and as a troubled youth, it really saved him. Mr. Drahn is supportive of charter schools.
- Judy Cantrell of Highlands Ranch thanked the board for the opportunity to talk about the Alexandria School of Innovation, but to talk about a real school choice. Ms. Cantrell shared that her son is thriving in high school; however, she was concerned about her daughter, who has been on a learning plan since first grade. Ms. Cantrell feels that the Alexandria School of Innovation environment will offer her daughter a better chance to succeed. Ms. Cantrell said that her family is conservative and that it was important for them to learn about our country.
- Matthew Justice of Parker, a 2005 graduate of Chaparral High School, addressed the Board of Education in support of Alexandria School of Innovation. As a new father, Mr. Justice also advocated for choice in the District.
- Darien Wilson of Highlands Ranch, speaking on behalf of Douglas County Parents (DCP), thanked the Charter Application Review Team (CART) for the time and effort put into the thoughtful, detailed evaluations of the three charter school applications and urged the board to listen carefully to the recommendations. Ms. Wilson said DCP was looking forward to the results of the charter impact study. (A handout was provided.)

11. Superintendent Reports

12. Proposed SY 2017-2018 Budget (60 minutes; 60-minute Q & A)

- Attachment #1: SY 2017-2018 Proposed Budget Executive Summary
- Attachment #2: DRAFT FY 2018 Proposed Budget Presentation

- Attachment #3: Final FY 2018 Proposed Budget Presentation

Interim Superintendent Kane introduced the Proposed SY 2017-2018 Budget Presentation and outlined the recommendations. Mrs. Kane provided an overview of the financial structure of the District. Mrs. Kane acknowledged Chief Financial Officer Betz for a review of the different funds. Members of the Superintendent's Cabinet detailed individual department budgets.

President Silverthorn called for a five-minute recess at 7:52 p.m.

President Silverthorn reconvened the meeting at 7:59 p.m.

Assistant Superintendent Ted Knight reviewed the proposed budgets for School Leadership, Choice Programming and Athletics, Activities and Alternative Education.

Dr. Steve Cook, Deputy Superintendent, reviewed the Deputy Superintendent's supervision of seven budgets including Curriculum Instruction and Professional Growth (CIPG), Classified Professional Development, Career Tech/Concurrent Enrollment, Innovation and Design Center, Educator Effectiveness, Academic Integrity, and Safety and Security.

Nancy Ingalls, Personalized Learning Officer, reviewed the budgets of the Personalized Learning Department - Special Education, Preschool, and Health and Wellness.

Chief Assessment & Data Officer Matt Reynolds reviewed the Assessment budget.

Chief Human Resources Officer Steve Colella reviewed the budget for the Human Resources department.

Gautam Sethi, Chief Technology Officer and Acting Chief Operating Officer, reviewed the operations and non-discretionary budgets for Information Technology and Operations and Maintenance.

Bonnie Betz reviewed the Business Services budgets which included Finance, Budgeting and Student Data Services, Accounts Payable, Student Accounting Services, Payroll, Facility Use, Strategic Sourcing and Warehouse, and West Support Center.

Erin Kane presented the Communications and School and Community budgets.

Will Trachman reviewed the budgets of the General Counsel and Risk Management departments.

Erin Kane closed with a review of the Board of Education, Superintendent, and Foundation for Douglas County Schools budgets.

Board discussion followed.

Action Items  
(no presentation; request for board action)

13. Approval of 2% Average Salary Increase as well as Medical Benefit Plan Design Changes

This recommendation requires the following budgetary increase:

1. Average 2% Salary Increase - \$6.5 Million
2. Medical Benefit Plan Increases considering Plan Design Changes - \$2 Million.

The salary increase cost includes general fund supported funds only. The Nutrition Services Fund as well as the BASE Fund, as enterprises, will absorb this salary increase through their program revenues.

The Medical Benefit Plan increase was projected at a cost of about \$2.5 Million (if plan design stayed the same as the 2016/17 school year), but the plan design changes have reduced the increase down to \$2.0 Million. Medical Benefit Plan Changes include: Kaiser HMO deductibles will increase to \$250 (individual) and \$500 (family). This change, along with additional District contributions, will keep employee premiums for this plan the same as those in SY 16-17. While CIGNA employee premiums are set to rise 3%, premiums and deductibles will stay the same as SY 16-17 due to an increased District contribution which will offset the increase. RECOMMENDATION: that the Board of Education approves the 2% average salary increase and Medical Benefit Plan Design Changes with an increased budget allocation of \$6.5 Million and \$2.0 Million ongoing.

Chief Financial Officer Bonnie Betz introduced the request.

Board discussion followed.

ORIGINAL - Motion

Member Reynolds moved, Member Silverthorn seconded that the Board of Education approves the 2% average salary increase and Medical Benefit Plan Design Changes with an increased budget allocation of \$6.5 Million and \$2.0 Million ongoing as presented.

Board discussion continued.

AMENDED - Motion

Member Peck moved, Member Geddes seconded that the Board of Education approves an amendment to the proposed 2% raise and increase it to 5%.

Director Peck suggested increasing transportation and athletics fees as well as selling District properties to cover the difference.

NEW - Motion

Member Vogel moved, Member Ray seconded that the Board of Education extends their meeting to complete the board's business on the agenda. Geddes, aye; Lemieux, aye; Peck, aye; Ray, aye; Reynolds, aye; Silverthorn, aye; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0.

Board discussion continued.

Director Ray offered a friendly amendment to Director Peck's motion to state that the salary increase would be an average of 3%.

Director Peck withdrew the 5% salary increase amendment.

ORIGINAL - Motion

Member Reynolds moved, Member Silverthorn seconded that the Board of Education approves the 2% average salary increase and Medical Benefit Plan Design Changes with an increased budget allocation of \$6.5 Million and \$2.0 Million ongoing as presented.

President Silverthorn offered an amendment to the original motion to approve the 2% with a commitment to a 3% with different options that staff can offer for board consideration.

AMENDED - Motion

Member Silverthorn moved, Member Ray seconded that the board approves an ongoing 3% salary increase and direct staff to bring recommendations for board consideration to close the gap.

Director Vogel offered a friendly amendment to change the 3% salary increase to teachers only.

President Silverthorn did not accept the friendly amendment.

Director Ray offered an amended motion that the Board of Education approves a 3% salary increase for teachers only and a 2% increase for the remaining staff.

President Silverthorn accepted Director Ray's amendment.

Board discussion continued.

President Silverthorn restated the amended motion as it was originally offered that the board approves an ongoing 3% salary increase and direct staff to bring recommendations for board consideration.

Geddes, aye; Lemieux, aye; Peck, nay; Ray, aye; Reynolds, nay; Silverthorn, nay; Vogel, nay. Upon a roll call vote being taken, the vote was: Aye: 3 Nay: 4. The motion failed 3-4.

ORIGINAL - Motion

Member Reynolds moved, Member Silverthorn seconded that the Board of Education approves the 2% average salary increase for all employees and Medical Benefit Plan Design Changes with an increased budget allocation of \$6.5 Million and \$2.0 Million ongoing as presented.

Geddes, aye; Lemieux, aye; Peck, nay; Ray, nay; Reynolds, aye; Silverthorn, aye; Vogel, nay. Upon a roll call vote being taken, the vote was: Aye: 4 Nay: 3. The motion carried 4-3.

Board of Education Reports

14. Board Report: President and Vice President Items

RECOMMENDATION: Information Only

Vice President Reynolds announced that the Fiscal Oversight Committee would be meeting on Thursday, June 8, at 6:30 p.m. and the District Accountability Committee meets on June 13 at 6:30 p.m.

15. Board Committee and Liaison Reports

- Attachments #1 - #6: Foundation for Douglas County Schools documents
- Attachments # 7 - #9: Fiscal Oversight Committee documents
- Attachments #10 - #19: Long Range Planning Committee documents
- Attachments #20 - #23: Partnership of Douglas County Governments document

Board/Superintendent Linkage 1.0; Executive Limitation 1.8:  
District Accountability Committee (Reynolds, Silverthorn, Vogel)  
Fiscal Oversight Committee (Peck)  
Long Range Planning Committee (Silverthorn)  
Douglas County Educational Foundation (OPEN)  
Rocky Mountain School of Expeditionary Learning (Lemieux)  
Partnership of Douglas County Governments (Board Member Rotation)  
Douglas County Safety Committee (Geddes)  
Douglas County Youth Initiative (Vogel)  
Student Advisory Group (Silverthorn)  
Government Relations (Silverthorn, Vogel)  
Other Board/Superintendent Updates  
RECOMMENDATION: Information Only

Director Vogel noted that the Douglas County Youth Initiative Advisory Board would be meeting on Monday, June 12. Director Vogel apologized to staff for her comments regarding raises and affirmed that all staff are important and did not want to send a negative message. Director Vogel noted she would like to see the mental health and counselor ratio to be 264:1 per student.

Director Lemieux thanked Jason Christensen for his service as Director for the Douglas County Educational Foundation. Director Lemieux said that the foundation had been renamed the Foundation for Douglas County Schools.

By unanimous consent of the board, the expenditure for the \$10,000 Sponsorship Fee for the 2017 Apple Awards was approved.

Director Lemieux stated that at the previous meeting she passed out a list of action items and that she was directed by the board to develop action items related to the recent survey. Director Lemieux asked that a discussion on the proposed action items be added to a future agenda.

Director Geddes departed the meeting at 10:22 p.m.

Director Ray mentioned that several board members attended a teacher panel discussion regarding the teacher time survey and asked to have the opportunity to share his notes at a future meeting.

President Silverthorn asked if the teacher panel discussion Director Ray referenced was the one sponsored by the Federation of Douglas County Teachers.

Director Lemieux stated that a Fiscal Oversight Committee (FOC) member has brought up the legal obligation of Duty of Care. Director Lemieux said for the record that the FOC member has made an allegation that the board is not meeting its fiduciary obligations and has notified the full board of his concerns through email.

President Silverthorn affirmed that the board sought the advice of legal counsel and was provided an opinion on the matter. President Silverthorn stated that if the Fiscal Oversight Committee would like to revisit the matter, it is at their discretion; however, the board has addressed the allegations via legal counsel.

President Silverthorn shared that she recently attended a national summit, the American Federation for Children, which was attended by the Secretary of Education, Betsy DeVos, who made comments on the importance of local control. President Silverthorn praised the Long Range Planning Committee (LRPC) for their work on the Master Capital Plan and thanked them for their work.

16. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting

ORIGINAL - Motion

Member Ray moved, Member Peck seconded that the Board of Education adjourns the meeting.

Lemieux, aye; Peck, aye; Ray, aye; Reynolds, aye; Silverthorn, aye; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye: 6  
Nay: 0. The motion carried 6-0.

The meeting was adjourned at 10:29 p.m. The next meeting of the Board of Education is scheduled for Tuesday, June 20, 2017.

These minutes summarize the final decisions made by the Board of Education at the referenced meeting. View the meeting via live stream by accessing the following link:

<https://livestream.com/accounts/142979>.

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

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Meghann Silverthorn  
President

ATTEST

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Nona Eichelberger  
Secretary