



Board of Education  
Minutes  
Tuesday, September 15, 2020

The Board of Education of Douglas County School District RE-1 takes seriously the health and safety of its directors, staff, and community. Members of the Board of Education and Superintendent's Cabinet attended this meeting in person. Additional meeting participants joined via electronic participation and the meeting was open to the public by broadcast via electronic means.

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). The following topics have been scheduled in advance for this dinner meeting: Diversity, Equity, Inclusion & Accessibility Roundtable Discussion

President Ray convened the study, dialogue and dinner Session at 5:02 p.m.

The Board held conversation around the topic of Diversity, Equity, Inclusion & Accessibility with District leaders, school principals, parents and student:

- Remy Rummel, Director of English Language Development
- Wendy Jacobs, Deputy General Counsel for the District
- Dana Swanson Ponderosa High School teacher
- Nara Altmann, Parent
- Jack Kronser, Human Resources Director
- Ian Wells, Executive Director of Schools
- Nathan Hoffman, Senior at ThunderRidge High School

- Dr. Jan Laning Krug, Director of Student Assistance
- Sid Rundle, Cresthill Middle School Principal
- Ishmeet Kalra, Parent
- Dr. Chris Page, Highlands Ranch High School Principal
- Jennifer Gottschalk, Personalized Learning
- Alex Palicios, Parent

Discussion followed.

## 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 6:01 p.m.

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

ALSO IN ATTENDANCE: Assistant Superintendent Knight, General Counsel Klimesh (remote), Chief Human Resources Officer Thompson, Chief Technology Officer Sethi (remote), Chief Operations Officer Cosgrove, Chief Assessment and Data Officer Reynolds, Chief Financial Officer Kotaska, Chief Academic Officer Gross-Taylor (remote), Personalized Learning Officer Ingalls, Communications Officer Rader and Assistant Secretary Taylor

## 3. Pledge of Allegiance

## 4. Student and Staff Recognition

RECOMMENDATION: Information only.

Chief Assessment and Data Officer Matt Reynolds and the Board recognized:

- Sedalia Elementary Principal Jeff Johnson who was named the Playworks Principal of the Year, and Ben Kellerman who serves as the School Liaison for Playworks
- Mesa Middle School that was named a Colorado Succeeds Finalist

President Ray congratulated Board of Education Assistant Secretary Tamra Taylor on her retirement, and thanked her for her 25 years of service to the District.

5. Acceptance of Agenda

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

ORIGINAL - Motion

Member Holtzmann moved, Member Graziano 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.

Public Comment

6. Student Comment

RECOMMENDATION: Student representatives are encouraged and invited to provide comments regarding considerations for how the District can best meet and/or improve the academic and social-emotional needs of our students.

Student Advisory Group member Jacob Hall spoke to the Board regarding the Student Advisory Group focus for the 2020-2021 school year, including diversity and equity, eco-friendly, district budgeting, school safety, real-world classes, and mental health; and shared feedback regarding the effects of COVID-19 on students, and hybrid and eLearning.

7. Public Comment

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

- Aaron Johnson, Castle Rock resident, addressed the Board regarding Superintendent Tucker's departure and the lack of transparency by the school board.
- Julie Lamb, Castle Rock resident, addressed the Board regarding Superintendent Tucker's departure and the lack of transparency by the school board.
- Ishmeet Kalra, Highlands Ranch resident addressed the Board regarding an equity policy.

- Derek Bovard, Larkspur resident began to address the Board regarding bus driver safety and reporting issues endangering students, however he did not complete comments due to technical difficulties.
- Jennifer Iversen, Castle Pines resident addressed the Board regarding student attendance.
- Christina Courtney, resident addressed the Board regarding COVID-19 impact and return to school.
- Deborah Flora, Parker resident and parent addressed the Board regarding the Road to Return and parent concerns.
- Melissa Bishop, Parker resident and elementary school music teacher addressed the Board regarding her experience teaching in the hybrid model, thoughts on going full in-person for elementary, teacher concerns regarding the hybrid model, and equity work in the District.
- Carolyn Ford, Parker resident and DCSD teacher addressed the Board regarding hybrid, eLearning/full in-person learning.
- Anna Lisa, Golden resident and DCSD middle school eLearning teacher addressed the Board regarding her experiences as an eLearning teacher.
- Darcy DeAno, Highlands Ranch resident, parent and DCSD teacher, addressed the Board regarding hybrid, eLearning/full in-person learning - safety.
- Anthonette Klinkerman, Castle Pines resident and DCSD teacher addressed the Board regarding hybrid, eLearning/full in-person learning.
- Steven Fleet, Castle Rock resident, addressed the Board regarding hybrid, eLearning/full in-person learning.
- Natasha Kasprzyk, Aurora resident and DCSD teacher addressed the Board regarding eLearning at the high school level and teachers' well-being.
- Julia Martin, Castle Rock resident and senior student addressed the Board regarding in-person learning.
- Kallie Layba, Highlands Ranch resident and speaking on behalf of Douglas County Federation addressed the Board regarding the hybrid schedule.
- Scott Thornton, Parker resident addressed the Board regarding returning students to full-time.
- Merideth Likes, Castle Pines resident addressed the Board regarding five day in-person learning and opening schools to 100 percent in-person learning.
- Stephanie Dunbar, Highlands Ranch resident and DCSD parent addressed the Board regarding full-time in-person learning

Adoption of Consent Agenda

8. Adoption of Consent Agenda: Staff Recommendations, Detailed in Agenda Items #9-#10 Organized for Board of Education Block Approval

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

- #9 SY 2019-2020 Fourth Quarter Financial Report
- #10 Approval of Intergovernmental Agreement (IGA) for School Resource Officers with the Douglas County Sheriff's Department

ORIGINAL - Motion

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

- #9 SY 2019-2020 Fourth Quarter Financial Report
- #10 Approval of Intergovernmental Agreement (IGA) for School Resource Officers with the Douglas County Sheriff's Department.

Ciancio-Schor, aye; Meek, aye; Holtzmann, aye; Graziano, 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. SY 2019-2020 Fourth Quarter Financial Report

RECOMMENDATION: No Board action needed. Information only.

- Attachment #1: SY 2019-2020 4th Quarter Presentation-Final
- Attachment #2: SY 2019-2020 4th Quarter Financial Report

Enclosed is the SY 2019-2020 Fourth Quarter Financial Report for the Board of Education's review. This report is in compliance with Colorado State Statute and the District policy. The report includes information for all District funds with a comparison from prior year versus current year.

10. Approval of Intergovernmental Agreement (IGA) for School Resource Officers with the Douglas County Sheriff's Department

RECOMMENDATION: That the Board of Education approve the Amended IGA for School Resource Officers with the Douglas County Sheriff's Department under adoption of Consent Agenda.

- Attachment #1: 09.15.2020 IGA DCSD Douglas County Sheriff Re SROs

Staff is requesting Board of Education approval of the Intergovernmental Agreement (IGA) between Douglas County School District and the Douglas County Sheriff's Department regarding the sharing of costs for providing police officers to act as School Resource Officers.

Adoption of Joint Motion Agenda

11. Board of Education: Unofficial Minutes

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

- Attachment #1: Unofficial Minutes of DCSD Board of Education Meeting 09.01.2020
- Attachment #2: Unofficial Minutes of DCSD Board of Education Special Meeting 09.08.2020

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

President Ray called a recess at 7:45 p.m. and reconvened the regular session at 7:52 p.m.

## Superintendent Reports

### 12. Superintendent Report

RECOMMENDATION: The Board of Education may take action if necessary on recommendations from the Superintendent's Report.

- Attachment #1: 09.15.2020 DCSD BoE\_Hybrid and eLearning Update
- Attachment #2: 9.15.2020 CARES Budget Update

Chief Financial Officer Kotaska provided a budget update regarding CARES funding.

Board questions followed.

Chief Assessment and Data Officer Reynolds presented an update regarding the Road to Return framework.

Board questions followed.

Executive Director of Schools Smith provided an overview of DCSD eLearning.

Board questions followed.

Executive Director of Schools Wise introduced an overview of DCSD Hybrid Learning.

Executive Director of Schools Wells provided an overview of Hybrid Learning Challenges.

Executive Director of Schools Hiatt provided an overview of Hybrid Learning Successes.

Executive Director of Schools Winsor provided an overview of Adapting the Educational Experience in Five Months and introduced Legend High School Principal Jason Jacob, Mountain Ridge Middle School Principal Brian Singleton, and South Ridge Elementary School Principal Erin Carlson to answer questions.

Board questions and discussion followed.

NEW - Motion

Member Graziano moved that elementary school students return full-time on October 7, 2020, and to be proactive and set up a task force or committee to set a target date to explore potentially opening up both middle and high schools in the beginning of the year.

Board discussion followed.

Staff answered questions.

Member Holtzmann requested the motion be split into two (2) motions, separating the elementary and secondary.

Member Ciancio-Schor suggested a friendly amendment to change the date to align the timing with a break, such as the end of the quarter, and to allow for more preparation time.

Member Ray suggested that October 19, 2020 be the target date for elementary students to return.

Member Graziano was amenable to adjusting the date to October 19, 2020.

Member Leung suggested that at the October 6, 2020 Board meeting staff provide an update.

AMENDED - Motion

Member Graziano moved, Member Holtzmann seconded to establish a target date of October 19, 2020 for elementary school students to return five (5) days a week, with a status review to be held on October 6, 2020 at the Board of Education meeting.

Member Holtzmann clarified that the online eLearning option remains in place.

Member Ciancio-Schor requested clarification of elementary. Director Ray clarified elementary refers to an elementary building.

Member Hanson requested clarification whether the motion was for on or before October 19, 2020, or whether the motion would prevent the option of schools opening sooner if principals and teachers feel this is something feasible.

Staff answered questions regarding autonomy for schools to return.



Director Ray clarified that October 19, 2020 is the target date, that the October 6, 2020 status review may allow for an earlier date, and clarified with Director Graziano that the motion would allow for that.

Friendly amendment proposed by Member Leung to implement an engagement strategy for those populations not currently in our schools.

Member Graziano accepted the friendly amendment to be added to the motion.

President Ray called for a vote on the AMENDED Motion with the stated friendly amendment to add "to implement an engagement strategy for those populations not currently in our schools."

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

Member Leung moved to request an update at the October 6, 2020 Board meeting regarding the reopening of middle and high schools.

No second to the motion.

Member Ray clarified that a motion was not needed as there was consensus for staff to begin engaging in feasibility work for secondary schools to return.

#### Study/Policy Revision

##### 13. Board File JH Student Attendance

RECOMMENDATION: That the Board of Education approve proposed revisions of Board JH Student Attendance as presented.

- Attachment #1: JH Student Attendance- Revised 09.15.2020

The Board of Education will consider proposed revisions of Board File JH Student Attendance.

ORIGINAL - Motion

Member Graziano moved, Member Ciancio-Schor seconded to approve the ORIGINAL motion that the Board of Education approve proposed revisions of Board JH Student Attendance 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

14. Board File JI/JIA Student Rights and Responsibilities/Due Process Rights

RECOMMENDATION: That the Board of Education approve proposed revisions of JI/JIA Student Rights and Responsibilities/Due Process Rights as presented.

- Attachment #1: JI/JIA Student Rights and Responsibilities/  
Due Process Rights - Revised 09.15.2020

The Board of Education will consider proposed revisions of Board File JI/JIA Student Rights and Responsibilities/Due Process Rights.

Board discussion.

ORIGINAL - Motion

Member Holtzmann moved, Member Ciancio-Schor seconded to approve the ORIGINAL motion that the Board of Education approve proposed revisions of JI/JIA Student Rights and Responsibilities/Due Process Rights 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

15. Board File JIC/JICDA Student Conduct

RECOMMENDATION: That the Board of Education approve proposed revisions of JIC/JICDA Student Conduct as presented.

- Attachment #1: JIC/JICDA Student Conduct - Revised 09.15.2020

The Board of Education will consider proposed revisions of Board File JIC/JICDA Student Conduct.

ORIGINAL - Motion

Member Leung moved, Member Graziano seconded to approve the ORIGINAL motion that the Board of Education approve proposed revisions of JIC/JICDA Student Conduct 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

#### 16. Board File JICA Student Dress

RECOMMENDATION: That the Board of Education approve proposed revisions of Board File JICA Student Dress as presented.

- Attachment #1: JICA Student Dress - Revised 09.15.2020

The Board of Education will consider proposed revisions of Board File JICA Student Dress.

ORIGINAL - Motion

Member Holtzmann moved, Member Leung seconded to approve the ORIGINAL motion that the Board of Education approve proposed revisions of Board File JICA Student Dress 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

#### 17. Board File JLCC Communicable Diseases and Long-Term Illnesses

RECOMMENDATION: That the Board of Education approve proposed revisions of JLCC Communicable Diseases and Long-Term Illnesses as presented.

- Attachment #1: JLCC Communicable Diseases and Long Term Illnesses - Revised 09.15.2020

The Board of Education will consider proposed revisions of Board File JLCC Communicable Diseases and Long-Term Illnesses.

ORIGINAL - Motion

Member Holtzmann moved, Member Graziano seconded to approve the ORIGINAL motion that the Board of Education approve proposed revisions of JLCC Communicable Diseases and Long-Term Illnesses 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

President Ray called a recess at 10:41 p.m. and reconvened the regular session at 10:48 p.m.

#### Board of Education Reports

18. Board Report: President and Vice President Items

RECOMMENDATION: Information only.

- Attachment #1: CBA/CBC Qualifications/Powers and Responsibilities of the Superintendent 06.18.19

President Ray led a discussion about the roles and responsibilities of an interim superintendent.

Board discussion.

President Ray led a discussion regarding the process of selecting an interim superintendent.

Board discussion.

Consensus was reached that nominations are due to President Ray no later than 12:00 p.m. on September 17, 2020.

Member Leung requested clarification on the number of nominations that can be made by each Director.

Consensus was reached that each Director could nominate one (1) candidate.

President Ray provided information regarding the process for the Special Board Meeting on September 19, 2020.

President Ray shared the following:

- September 18, 2020 Agenda Planning for October 2, 2020 Board of Education meeting

19. Board Committee and Liaison Reports

RECOMMENDATION: Information only.

- Attachment #1: DAC 8-11-20 Meeting Minutes Draft
- Attachment #2: DAC 09-08-2020 Meeting Agenda
- Attachment #3: FOC 06.11.2020 Meeting Minutes
- Attachment #4: FOC 09.10.2020 Meeting Agenda
- Attachment #5: Foundation Childlove Fund
- Attachment #6: PDCG 09.16.2020 Meeting Agenda
- Attachment #7: DCSD Gifted Education Advisory Council Bylaws Attachment #8: DCSD Gifted Education Advisory Council Meeting Info 2020-2021

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)

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 Leung advised that next steps regarding Parent and Family Engagement will be to discuss with the Interim Superintendent.

#### Adjournment

#### 20. Adjournment

RECOMMENDATION: That the Board of Education adjourns the meeting.

#### ORIGINAL - Motion

Member Graziano 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 11:28 p.m.

The next meeting of the Board of Education is scheduled for Tuesday, October 2, 2020, with the Regular Session beginning at 5:00 p.m. Members of the Board of Education and Superintendent's Cabinet will attend this meeting in person in the Wilcox Board Room, 620 Wilcox Street, Castle Rock, Colorado. Additional meeting participants will join via electronic participation and the meeting will be open to the public by broadcast via electronic means.

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=cMGSTK-tGis&list=PLYjVvMhp58liz3QmZQeX7OUKKhYfNu4Rb&index=1>

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

*David Ray*

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David Ray  
Board of Education President



*Elizabeth Hanson*

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Elizabeth Hanson  
Board of Education Secretary