



Board of Education
Special Meeting
Minutes
Tuesday, May 1, 2019

1. Roll Call

RECOMMENDATION: Presiding Board Member calls roll.

The special meeting of the Board of Education of Douglas County School District Number RE-1 was called to order by President Ray at 5:31 p.m.

BOARD MEMBERS PRESENT: Ciancio-Schor, Graziano, Holtzmann, Leung (arrived 5:45 p.m.), Lemieux, Ray, Vogel

ALSO IN ATTENDANCE: Superintendent Tucker, Assistant Superintendent Knight, General Counsel Klimesh, Chief Financial Officer Smith, Chief Technology Officer Sethi, Communications Officer Rader, and Assistant Secretary Taylor

2. Pledge of Allegiance

3. Acceptance of Agenda

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

ORIGINAL - Motion

Member Vogel moved, Member Holtzmann seconded to approve the ORIGINAL motion that the Board of Education approves the Agenda as presented.

Ciancio-Schor, aye; Graziano, aye; Holtzmann, aye; Lemieux, aye; Ray, aye; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye: 6 Nay: 0. The motion carried 6-0.

4. Public Comment

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

- MaryJo King, Kiowa resident and Franktown elementary teacher, voiced concern over the compensation process and support for a collective bargaining agreement.
- Ryan Mamos, Elizabeth resident and DCSD teacher, voiced support for a collective bargaining agreement.
- Kerri Nyhof, Colorado Springs resident and fifth grade teacher, stated concern with the process to gather feedback regarding compensation and advocated for a collective bargaining agreement.
- Darcy DeAno, Highlands Ranch resident and District teacher, voiced support for a collective bargaining agreement.
- Michael Agostinho, Aurora resident and Legend High School teacher, addressed the Board on a collaborative collective bargaining agreement.

Director Leung arrived at 5:45 p.m.

Study/Action Items

5. Staff Compensation for 2019-2020 School Year

RECOMMENDATION: That the Board of Education take action on staff recommendations.

- Attachment #1: Compensation Presentation 05.01.2019 (Final)
- Attachment #2: Compensation Presentation 05.01.2019

The Board of Education will receive staff recommendations regarding employee compensation for the 2019-2020 school year.

Chief Financial Officer Smith, Assistant Superintendent Knight, and Human Resources Director Chesla presented.

Board questions followed.

Board discussion followed.

Director Ray advocated for the staff recommendation.

Director Ciancio-Schor reiterated the compensation increases over the last year.

Director Vogel advocated for the staff recommendation.

Director Leung advocated for the staff recommendation.

Director Graziano advocated for the staff recommendation.

Director Lemieux advocated for the staff recommendation.

AMENDED - Motion

Member Leung moved, Member Holtzmann seconded to approve the Compensation Recommendation as follows:

- Provide all regular staff a 3.5% ongoing pay raise
- Absorb all medical and dental health benefit premium increases
- Increase short term disability insurance coverage to 70% for all employees
- Enhance dental benefits
- Absorb the PERA employer contribution rate increase

Ciancio-Schor, aye; Graziano, aye; Holtzmann, aye; Lemieux, aye; Leung, aye; Ray, aye; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye: 7
Nay: 0. The motion carried 7-0.

6. Adjournment

RECOMMENDATION: That the Board of Education adjourns the special meeting.

ORIGINAL - Motion

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Member Vogel moved, Member Ciancio-Schor seconded to approve the ORIGINAL motion that the Board of Education adjourns the special meeting.

Ciancio-Schor, aye; Graziano, aye; Holtzmann, aye; Lemieux, aye; Leung, aye; Ray, aye; Vogel, aye. Upon a roll call vote being taken, the vote was: Aye: 7
Nay: 0. The motion carried 7-0.

President Ray adjourned the Special Meeting of the Board of Education at 7:33 p.m.

The next meeting of the Board of Education is scheduled for Tuesday, May 14, 2019 with a Work Session beginning at 5:00 p.m. followed by the Regular Session at 6:00 p.m. in the Wilcox Board Room, 620 Wilcox Street, Castle Rock, Colorado.

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/>.

David Ray
Board of Education President

ATTEST

Krista Holtzmann
Board of Education Secretary