1. Call to Order and Roll Call
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Presiding Board Member to call meeting to order and roll
The meeting of the Board of Education of Douglas County School District Number Re1 was called to order by President Carson at 4:07 p.m. Upon the roll being called, the following were present:
BOARD MEMBERS: Benvevento, Carson, Gerken, Stuart
ALSO IN ATTENDANCE: Interim Superintendent Herzog, Assistant Superintendent Fante, Assistant Superintendent Hodges, Chief Financial Officer Hart, Chief Information Officer Heldon, Staff Legal Counsel Mohr, Executive Director of Facilities Management Moffitt, Acting Communications Director Meek, and N. Eichelberger, Secretary

2. Pledge of Allegiance
Governance Process 1.8 Board Members' Code of Conduct
APPROVED AS TO FORM BY THE SUPERINTENDENT

3. Acceptance of Agenda
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: that the Board of Education accepts the Agenda as presented.
ORIGINAL - Motion
Member Stuart moved, Member Benevento seconded ‘that the Board of Education accepts the Agenda as presented.’
Stuart, aye; Benevento, aye; Carson, aye; Gerken, aye. Upon a roll call vote being taken, the vote was: Aye: 4 Nay: 0. The motion carried 4-0.

4. Proposed 2009-2010 Mill Levy Adoption
Attachment #1: Mill Levy Dec 15, ’09
Attachment #2: Resolution DC and ELB
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: approval of the 2009-2010 Mill Levy
Chief Financial Officer Hart introduced the proposal and stated that the sole difference between last year and this year is in the measure of the abatement portion.
ORIGINAL - Motion
Member Stuart moved, Member Benevento seconded to approve the ORIGINAL motion ‘that the Board of Education approve the 2009-2010 Mill Levy as presented.’
Stuart, aye; Benevento, aye; Carson, aye; Gerken, aye. Upon a roll call vote being taken, the vote was: Aye: 4 Nay: 0. The motion carried 4-0.

Director Silverthorn joined the meeting at 4:18 p.m.

5. Board of Education Committee and Liaison Reports
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

Director Stahl joined the meeting at 4:33 p.m.

6. Augenblick Report
   • Attachment #1: Work Document – Report
   • Attachment #2: Work Document – Tables
   • Attachment #3: Presentation
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only
Chief Financial Officer Hart introduced John Augenblick of Augenblick, Palaich and Associates, Inc. who was hired to examine the District’s revenue and expenditures; to evaluate the District’s efficiencies in spending and personnel usages; and to prepare a document to explain the findings.

Director Williams joined the meeting at 4:52 p.m.

7. Board Report: Budget/Audit Committee (Gerken)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

8. Fiscal Oversight Committee overview (Hart)
   • Attachment #1: Proposed FOC Bylaws
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

9. Board Report: Transparency Initiative (Silverthorn)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

10. Fiscal Transparency demonstration (Meek and Doney)
   • Attachment #1: PowerPoint Presentation
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

11. Board Report: Performance Pay Initiative (Stuart)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

12. Performance Pay overview (Ewert; Smith)
   • Attachment #1: Executive Summary 08Mar96
   • Attachment #2: Executive Summary 05May98
   • Attachment #3: Work Document – Compensation
The first and second attachments are provided to the BoE as background information on DCSD’s Pay-for-Performance Plan (past and present). Attachment #2 is an Executive Summary provided to the DCSD BoE on March 8, 1996. These findings on the DCSD Pay-for-Performance Plan were
provided by two external researchers from UNC (Gene Hall and Edward Caffarella) one year after the 94/95 initial implementation. Attachment #3 is an Executive Summary provided to the DCSD BoE on May 5, 1998. These findings on the DCSD Pay-for-Performance Plan were again provided by Hall and Caffarella three years after the 94/95 initial implementation.

APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

President Carson asked for the presentation group to come back to the Board at a future meeting with a more extension report and responses to the questions posed by Board members.

13. Board Report: Government Relations Initiative (Benevento)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

14. Board Report: Community Engagement with BoE/Website Initiative (Stahl)
   • Attachment #1: DRAFT Agenda 5Jan10
   • Attachment #2: Board Meeting 2010 Schedule

Discuss meeting plan for 2010 Board of Education meetings, specifically January 19 at Rock Canyon High School
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

Board discussion followed. It was the consensus of the Board to move forward with the plan to schedule the second Board meeting of the month out into the schools.

15. Board Report: Superintendent Search Committee (Gerken, Williams)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

Director Gerken recommended that the Board moves forward with the appointment of the national search firm Hazard, Young, Attea & Associates and their local leads, Rick O’Connell and Ellen Bartlett, to conduct the search for superintendent.

16. Board Report: Governance of Board of Education Initiative (Stahl)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

17. Board Report: Health Advisory Committee (Williams)
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

18. Board Report: Parental Choice Initiative (Benevento)
   • Attachment #1: Twenty-first Century Schools Work Document

APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

19. Update of STEM conditions
   • Attachment #1: Update on all of STEMs nine conditions;
   • Attachment #2: STEMs working document of enrollment confirmations as of December 7, 2009

Based on the conditional approval with the Board of Education on December 1, 2009 STEM leadership had provided an update on the nine components of their Conditional Contract.
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only
20. Update on Hope Online Learning Academy COOP Contract
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only
No update was heard by the Board.

   • Attachment #1: Pilot
   • Attachment #2: Senate Bill08-130
As part of the “Innovation” speaker series, Representative Carole Murray will be discussing Schools of Innovation legislation.
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: Information only

22. Public Comment
APPROVED AS TO FORM BY THE SUPERINTENDENT
Members of the public may address the Board of Education on any topic. Please sign a speaker’s card and submit to the Board of Education Secretary. Those relating to a specific agenda item will be allowed following Board discussion on that topic. Time for subjects not included on the agenda will be allotted during the Public Comment Section. Remarks should be limited to five minutes.

No Public Comment was heard. President Carson mentioned that the Board respects the rights of members of the public to speak to the Board on matters affecting the School District. He continued that the Board believes public comments that are critical of District staff, however, often cause unnecessary harm to those employees and to the education of our students. As a result, Carson stated that the Board prefers that members of the public share any criticisms of employees with the Board in Executive Session, a closed session.

23. Adoption of Consent Agenda
Governance Process 1.2.4; 1.5.4; Executive Limitation 1.8.6
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: that the Board of Education adopts the Consent Agenda as presented:
   • Personnel Changes

ORIGINAL — Motion
Member Stahl moved, Member Williams seconded ‘that the Board of Education adopts the Consent Agenda as presented:
   • Personnel Changes’
Stahl, aye; Benevento, aye; Carson, aye; Gerken, aye; Silverthorn, aye; Stuart, aye; Williams, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0. (Copies attached to the official minutes)

24. Personnel Changes
   • Certified Pub Bd List, December 15, 2009.xls
   • Classified Pub Bd List, December 15, 2009.xls
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: That the Board of Education approves the Personnel Changes as presented.

25. Adoption of Joint Motion Agenda
   • BoE Schedule 2009-2010 Rev.doc
   • Unofficial Board of Education 12.1.09 Minutes.pdf
Governance Process 1.2.4; 1.5.4; Executive Limitation 1.8.6
APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: that the Board of Education approves the Joint Motion Agenda as presented

ORIGINAL - Motion

Member Stahl moved, Member Williams seconded to approve the original motion ‘that the Board of Education approves the Joint Motion Agenda as presented’.

Stahl, aye; Benevento, aye; Carson, aye; Gerken, aye; Silverthorn, aye; Stuart, aye; Williams, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0. (Copies attached to the official minutes)

Board Decisions II

26. Elementary School #47 Boundary
   • Attachment #1: ES47 Boundary BoE Info 15Dec09.ppt
   • Attachment #2: ES47 Boundary BoE Presentation 15Dec09.ppt

Elementary School #47, located in Castle Oaks in the Douglas County High School feeder area is scheduled to open in August 2010 and will provide capacity relief for Castle Rock, Rock Ridge and Flagstone Elementary Schools. Meetings were held at Castle Rock, Rock Ridge and Flagstone to present three boundary options and gather community feedback. Based on input from the community, two other options were studied and presented at two additional community meetings. Based on data analysis and community feedback, the Long Range Planning Committee presents to the Board of Education, for approval, Option D as the preferred Elementary #47 boundary.

APPROVED AS TO FORM BY THE SUPERINTENDENT
RECOMMENDATION: The Board of Education is asked for approval of preferred Option D as the boundary for Elementary School #47.

Interim Superintendent Herzog introduced Assistant Director of Planning Rodriguez. Ms. Rodriguez acknowledged and thanked members of the Long Range Planning Committee and Staff for their endless hours and commitment to the students and community. Rodriguez outlined the process, reviewed the proposed options and shared the rationale for recommendation.

ORIGINAL – Motion

Member Stahl moved, Member Stuart seconded to approve the ORIGINAL motion ‘The Board of Education is asked for approval of preferred Option D as the boundary for Elementary School #47.’

Stahl, aye; Benevento, aye; Carson, aye; Gerken, aye; Silverthorn, aye; Stuart, aye; Williams, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0.

27. Interpretation of Executive Limitation 1.1.4; Proposed New Language for Superintendent Policy KHC
   • Attachment #1: EL 1.1.4 Interpretation 2
   • Attachment #2: Revised Supe Policy KHC 2
   • Attachment #3: Current KHC adopted Nov 28, 2005

The Douglas County School District Board of Education approved several new policies at the meeting held on Tuesday, September 15th. State law authorizes the Board of Education to adopt, revise, and repeal policies to serve as guides for its own operation and for the efficient
operation of the District's schools. According to the Board's Governance Process, the Superintendent presents an interpretation of the new or revised policies to the Board for their approval. The attached interpretation is provided for your review along with the attached proposed Superintendent Policy KHC in support of the new Executive Limitation 1.1.4. For reference purposes, current Superintendent policy KHC is attached.

APPROVED AS TO FORM BY THE SUPERINTENDENT

RECOMMENDATION: that the Board of Education finds the interpretation of Executive Limitation 1.1.4 reasonable

AMENDED – Motion

Member Gerken moved to approve the AMENDED motion that the Board of Education find part one of Superintendent Policy KHC reasonable and ask for part two of the policy to be revised for Board’s consideration during a future meeting.

Board discussion followed.

There being no second, the motion failed.

28. Superintendent Search Consultant

APPROVED AS TO FORM BY THE SUPERINTENDENT

The Board agreed to call a Special Meeting on Saturday, January 9, 2010 for a two-hour Planning Meeting to create a timeline, develop a Leadership Profile and clarify the superintendent search process.

29. Proposed Board of Education Correspondence (Carson)

APPROVED AS TO FORM BY THE SUPERINTENDENT

Discussion moved to later in the meeting.

Board/Superintendent Updates II

30. Douglas County School District Accreditation Rating

• Attachment #1: PowerPoint regarding DCSD accreditation status;
• Attachment #2: CDE District Accreditation annual results review summary for 2009

Enclosed is the District score card from the Colorado Department of Education. This score card represents significant changes regarding school district accountability for student performance and directly links to our school district accreditation status and priorities for improvement in student learning.

Student performance gaps are directly linked to targeted and intensive interventions in reading, writing and mathematics. The funding sources represented are the 2006 budget override, federal Title dollars, response to intervention feeder dollars, special education, English second language learners and gifted education.

APPROVED AS TO FORM BY THE SUPERINTENDENT

RECOMMENDATION: This information is presented to the Board of Education referencing 1.8.5 in Executive Limitation 1.8: Communication with and Support of the Board.

31. North Star Academy – West Building Purchase Update (Hart)

APPROVED AS TO FORM BY THE SUPERINTENDENT

RECOMMENDATION: Information only
Agenda Item 5 discussion continuation: Board of Education Committee and Liaison Reports

APPROVED AS TO FORM BY THE SUPERINTENDENT

RECOMMENDATION: Information only

Governance Process 1.6 Board Committee Principles:
- District Advisory Committee (Silverthorn)
- Student Advisory Group (Stahl)
- Long Range Planning Committee (Benevento)
- Fiscal Oversight Committee (Gerken)
- Health Advisory Committee (Williams)

Board/Superintendent Linkage 1.0; Executive Limitation 1.8:
- Colorado Association of School Boards (Benevento)
- Douglas County Youth Initiative (Williams)
- Rocky Mountain School of Expeditionary Learning (Stuart)
- Partnership of Douglas County Governments (Carson, Stuart)
- Community Engagement (Stahl)

Superintendent Search (Gerken)

Agenda Item 29 discussion. Proposed Board of Education Correspondence (Carson)

- Attachment #1: DRAFT Board letter to employees

APPROVED AS TO FORM BY THE SUPERINTENDENT

RECOMMENDATION: that the Board of Education approves the letter as presented

Board members were in agreement about the content and intent of the letter as presented. The Board directed Staff to email the correspondence to employees prior to the winter break.

Work Session I

32. Budget Reduction Process (Herzog)

- Attachment #1: Presentation.ppt

APPROVED AS TO FORM BY THE SUPERINTENDENT

Interim Superintendent Herzog addressed the Board on the District Budget Reduction Process.

33. Convene in Executive Session (a closed session)

Governance Process 1.2 The Job Of The Board

APPROVED AS TO FORM BY THE SUPERINTENDENT

RECOMMENDATION: that the Board of Education convenes in Executive Session (a closed session) to determine positions relative to Negotiations pursuant to C.R.S. § 24-6-402(4)(e), specifically the reduction model; to determine positions relative to Personnel Matters pursuant to C.R.S. § 24-6-402 (4)(f), specifically an update on personnel changes; and to hold conference with Legal Counsel to receive advice on specific legal questions pursuant to C.R.S. § 24-6-402(4)(b).

ORIGINAL – Motion

Member Williams moved, Member Benevento seconded the ORINGAL motion ‘that the Board of Education convenes in Executive Session (a closed session) to determine positions relative to Negotiations pursuant to C.R.S. § 24-6-402(4)(e), specifically the reduction model; to determine positions relative to Personnel Matters pursuant to C.R.S. § 24-6-402 (4)(f), specifically an update on personnel changes; and to hold conference with Legal Counsel to receive advice on specific legal questions pursuant to C.R.S. § 24-6-402(4)(b).’
Williams, aye; Benevento, aye; Carson, aye; Gerken, aye; Silverthorn, aye; Stahl, aye; Stuart, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0.

The Board of Education convened an Executive Session, a closed session, at 9:40 p.m.

Member Stuart moved, Member Benevento seconded the ORINGAL motion ‘that the Board of Education convenes in the Regular Meeting at the conclusion of the Executive Session (a closed session).’

Stuart, aye; Benevento, aye; Carson, aye; Gerken, aye; Silverthorn, aye; Stahl, aye; Williams, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0.

President Carson reconvened the Regular Meeting at 10:35 p.m.

For Your Information

34. Current Events
   * Attachment #1: Current Events
   APPROVED AS TO FORM BY THE SUPERINTENDENT

35. Board of Education: Articles and Correspondence
   * Attachment #1: Corres - 1Dec09
   * Attachment #2: Corres - 4Dec09
   * Attachment #3: Corres/Resp - 4Dec09
   * Attachment #4: Corres - 10Dec09
   * Attachment #5: Corres - 10Dec09
   * Attachment #6: Invite - 19Jan10
   * Attachment #7: Corres - 2Dec09
   * Attachment #8: Response - 11Dec09
   * Attachment #9: Corres - 12Dec09
   APPROVED AS TO FORM BY THE SUPERINTENDENT
   RECOMMENDATION: Information only

36. Board of Education: Schedule
   * Attachment #1: Schedule/Calendar
   APPROVED AS TO FORM BY THE SUPERINTENDENT

37. Board of Education: BoE Department Budget Update
   * Attachment #1: November 2009 Worksheet
   * Attachment #2: Douglas County 2009 Election Charges
   APPROVED AS TO FORM BY THE SUPERINTENDENT

38. Meeting Evaluation
   Plus/Delta
   APPROVED AS TO FORM BY THE SUPERINTENDENT
   Tabled.

39. Adjournment
   APPROVED AS TO FORM BY THE SUPERINTENDENT
   RECOMMENDATION: that the Board of Education adjourns the meeting.

ORIGINAL – Motion
Member Stahl moved, Member Williams seconded ‘that the Board of Education adjourns the meeting.’ Stahl, aye; Benevento, aye; Carson, aye; Gerken, aye; Silverthorn, aye; Stuart, aye; Williams, aye. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion carried 7-0.
The Board of Education meeting was adjourned at 10:49 p.m.

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Nona Eichelberger
Secretary