



# STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2 BOARD OF EDUCATION BUSINESS MEETING

Minutes  
March 16, 2026  
4:30 PM

**Board Members present:** Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, and Jane Toothaker

**District Administration present and presenting:** Superintendent Dr. Celine Wicks, Director of Finance and Operations Stephanie Juneau, and Director of Human Resources Katie Jacobs

## **1. Business Meeting - Call to Order**

Kevin Callahan called the business meeting to order at 4:31 pm.

## **2. Pledge of Allegiance**

## **3. Roll Call**

All members present.

## **4. Approval of Agenda**

*Jane Toothaker made a motion and Kim Lemmer seconded to approve the agenda as presented. The motion passed unanimously.*

## **5. Consent Agenda Items**

Background information is provided in Boardbook under item 5.

- 5.1 Employment
- 5.2 Retirement
- 5.3 Resignations
- 5.4 Extended Health/Family Leave of Absence Requests 2025-26
- 5.5 Substitute Teachers 2025-26
- 5.6 Substitute Paraprofessionals 2025-26

*Leah Helme made a motion and Lara Craig seconded to approve consent agenda items 5.1, 5.2, 5.3, 5.4, 5.5, and 5.6 as presented. The motion passed unanimously.*

## **6. Approval of Minutes- March 2, 2026 Business Meeting and Work Session**

Background information is provided in Boardbook under item 6.

*Kim Lemmer made a motion and Jane Toothaker seconded to approve the minutes for the March 2, 2026 business meeting and work session, as presented. The motion passed unanimously.*

## **7. Reports and Communication**

Background information is provided in Boardbook under Item 7.

### **Celebrations - Superintendent Dr. Celine Wicks**

- SSHS - Duke Fitzgerald and Lyla Baker have been named National Merit Finalists in the 2026 National Merit Scholarship Program. More than 1.3 million students entered the 2026 competition by taking the PSAT/NMSQT, and about 15,000 students nationwide were named Finalists
- SSHS - Congratulations to the SSHS Science Olympiad team who placed 8th at the Northern Regional tournament including three medals. Duke Fitzgerald took 2nd place in Disease Detectives, and Alex Hall and Lily Wingard took 2nd in Helicopters and 1st place in Boomilever. The entire team will be headed to the state tournament on April 4th
- YVHS open house was a success and welcomed at least a dozen new families to explore the school and its offerings. YVHS would like to thank the district staff, students, parents, and numerous community partners who contributed to showcasing the incredible opportunity available in their unique, small-school setting
- SSMS wants to recognize and celebrate their incredible daily substitute teachers who help ensure consistency and continuity for students each day. Their flexibility, professionalism, and willingness to step in wherever needed allow SSMS to maintain high quality instruction and support for all students. A special thank you to Sandi Crouch and Tom Jennings. We are incredibly grateful for their dedication, flexibility, and commitment to the school community



- SGS - the SGS middle school team brought the whole school together for a pep assembly that celebrated not just athletic wins, but students living SGS core values. Teachers designed an event that was both fun and meaningful, showing students that SGS recognizes excellence across everything students do
- SGS - multilingual learners did exceptionally well on their ACCESS tests and to honor that achievement, they earned a well-deserved ski day reward. This program, called Young Guns, was organized by Lucy Hackman. SGS is partnering with SSMS for a collaborative ski day, strengthening connections between the schools and giving 8th grade students time on the mountain together
- SPE Office Staff Extradonaire - SPE cannot express enough about Erika Cleland and Kaley Meagher; they set the tone for our entire culture, balancing heavy administrative logistics with a genuine care for students. We owe the school's daily success to their ability to provide both logistical support and meaningful praise to every child who walks through the office doors
- SCE - huge thank you to students, staff, and families for making last week's Relaxed Reading Rally (RRR) such a success! From magical Fairy Tale Wednesday to a sea of cosy pajamas on Friday, SCE was buzzing with literacy excitement; a huge thank you to the RRR Teacher Team for the amazing daily treats provided by Ms. Gornell, Ms. Calin, Ms. Fisher, Ms. Creamer, and Ms. Jess

#### **District Accountability Committee (DAC) Update - DAC Chair Carol Sehnert**

- Copy of DAC agenda and notes from the March 11th meeting are included in Boardbook for review - focus on FY27 Budget
- Total District coaching positions reduced from 5 positions to 2 positions; the District recognizes the importance of Early Literacy and has adapted the 2 remaining district coaching positions so that one of the coaching positions still has Early Literacy expectations
- SSMS SAC - looking for long-term flexibility with hiring so that positions can flex with enrollment; a grant for the social worker position has been submitted; good results from the staff Panorama survey; kids are feeling safe and supported, particularly via the musical and other extra-curricular opportunities that are available
- YVHS SAC - YVHS has a grant which pays for support for an Alternative Education Campus consultant; the EASI grant is also supporting supplies and professional development work for staff; YVHS continues to build rigor through project-based learning; a successful community open house on March 4 which resulted in meeting with 12 potential new families; trying to find alternative methods for attendance support - is there a way to utilize office staff at other locations to assist with attendance at YVHS?
- SSSH - SSSH started the "back-pocket" Anchor Period with a focus on supporting programs backed by the counseling department; substance abuse counselor has been helpful - steps are being taken to support students as well as recognizing successes reported as a result; over 1400 students have been reached via prevention work; SAC would like to see an additional FTE; SSSH has 1 school nurse and 1 health tech for about 850 students; the National Association of School Nurses indicates they should have 2.6 nurses to support students adequately; could health tech be updated to a nursing position?
- SCE SAC - 3rd grade has 4 classrooms and is projected to go to 3 classrooms as 4th graders with approximately 25 students in a classroom; SCE is strongly advocating for the retention of all classroom FTE next year; continued areas for improvement include support for multilingual learners, ongoing curriculum adoption and refining the master schedule
- SGS SAC - enrollment projections are essentially flat but SGS has been given direction to build a schedule with 51 FTE - currently have 57.1 FTE; the SAC had questions about urgency, the scope of the decision, and the choice to reduce FTE, and clarity on other reductions in spending throughout the District; looking at multilingual learning programming, literacy coach, and middle school classroom teacher; would like to have 52 FTE
- SPE SAC - projected enrollment is down to 294 next year; two grade levels are probably going from 3 to 2 sections as a result; SPE is celebrating hitting middle of the year literacy goals; looking to apply for a supplemental grant to maintain literacy consulting services
- DAC members were asked to review parent engagement policies and provide feedback at the April meeting

#### **Dr. Wicks clarifications on some of the topics from the DAC presentation**

- District is reviewing preschool enrollment; preschool staffing numbers will be separate from K-12 staffing at each building
- SGS Emerging Bilingual position did not get filled for 25-26 until the last 10 weeks of school
- Literacy grant had paid for 3 coaches and we have been planning for the end of that grant for the last 4 years
- SGS has been overstaffed at the middle school level for a couple years and the Steamboat Springs Education Association (SSEA) has discussed filing a grievance because SSMS staff have 25 students per class while SGS has 12 or 13 (total of 25 - 7th grade students with 2 teachers)
- SSEA President Kim Waldschmidt - District needs to be equal and equitable across the district for all staff
- Principal Laliberte is doing a great job of being creative with his budget and meeting the needs of his school
- We are looking at how many students are in each class at each building and trying to keep working conditions equitable



- Kevin Callahan - SGS staff FTE is going from 57 to 51? Dr. Wicks - yes, but the 57 FTE included 3 preschool FTE that will be a separate consideration for budget purposes
- Jane Toothaker - When will the preschool discussion happen? Dr. Wicks - I would like to provide an update to the Board on April 6th; we are trying to get good enrollment numbers for next year
- Lara Craig - Thank you for being very creative with the budget; appreciate setting priorities

#### Public Comment on DAC Budget Discussion

- Jacy Rock - SGS SAC - Questions from the SAC include: How are the District's reserves being used? How is specific ownership tax being used? What other savings are being considered at the District level? District needs to prioritize student facing roles; We would love to have a continued discussion on the number of FTE at SGS next year; What other positions have been lost?

#### **North Routt Community Charter School (NRCCS) Community Schoolyard DOLA Grant Application - Interim Head of School Marquez Elem, Ed. D**

- Resolution is included in Boardbook for review
- I commend Dr. Wicks on her leadership for the District and her team; SSSD is the most supportive district I have worked with in 25 years
- NRCCS is applying for a Department of Local Affairs (DOLA) grant for a community schoolyard project at NRCCS
- Estimated cost of the project is \$876,140; SSSD is applying for a DOLA grant on behalf of NRCCS in the amount of \$776,140; NRCCS will be using approximately \$100,000 of reserves as matching funds for the project
- Final project will be a benefit to Clark and Routt County
- Thank you to Emily Beyer and Kristi Brown for their work on the grant application
- Kim Lemmer - SSSD is supporting the grant application but we are not investing any money into the project? Dr. E - correct, no money from the District
- Lara Craig - Thank you for all the great things you have been doing at NRCCS - Dr. E - it has been an extreme pleasure to work with everyone
- Kevin Callahan - This project fits well within the DOLA grant parameters; this is a positive project for NRCCS
- Board will consider the adoption of the resolution under action items later in the agenda

#### **FY27 Budget Guiding Principles and Timeline - Director of Finance and Operations Stephanie Juneau**

- FY27 Budget Process and Timeline document is included in Boardbook for review
- Attended the DAC meeting last week and listened to their budget requests and suggestions
- Per Pupil Funding (PPF) affects our budget
- Projected enrollment is 2317 (K-12 including NRCCS) which is 70 fewer than this year, which is 74 fewer than the prior year; enrollment is projected to continue to decline over the next 3 years
- PPF will be using the 3 year averaging (instead of 4 years) and an inflation rate of 2.3%; waiting on the Colorado March budget forecast
- Education Fund Board (EFB) budget meeting is April 1st - last sales tax report shows 5.2% decrease over last year; EFB is about 10% of our budget
- Several District grants are expiring and replacement of funding is uncertain
- Expenses continue to increase across the District - insurance, utilities, supplies and purchased services
- First draft of the budget will be presented to the Board for review on May 18
- Leah Helme- State budget forecast expected in March; declining enrollment is statewide; appreciate Stephanie's work on the budget
- Jane Toothaker - Leah and I met with Representative Meghan Lukens about budget balancing at the state level; she is working to protect funding for public education
- Lara Craig - Please share the budget projections when available; increase in technology costs and thinking creatively; are we looking at options for insurance? Are there wellness incentives for staff that could decrease insurance costs? Katie Jacobs - We made a good change to our insurance plan that started in January 2026; District is seeing significantly high health claims that is affecting our cost for employee insurance
- Lara Craig - Need to think of ways we can trim our budget- be creative

*Kevin Callahan made a motion and Leah Helme seconded to acknowledge receipt of reports and communications as presented by the superintendent. The motion passed unanimously.*

#### **8. Public Comment - 5:19 pm**

No one has signed up for public comment on non agenda items.

#### **9. Action Item**



### **9.1 Consideration of Adoption of Resolution 2026-03-01 Supporting North Routt Community Charter School's Grant Application for a Community Schoolyard Grant from the Colorado Department of Local Affairs**

- Resolution is included in Boardbook for review
- Item was presented by Interim Head of School Marquez Elem, Ed. D under Reports and Communications
- No additional Board comments or discussion

*Kevin Callahan made a motion and Leah Helme seconded to adopt Resolution 2026-01-03 supporting North Routt Community Charter School's grant application for a Community Schoolyard Grant from the Colorado Department of Local Affairs, as presented. The motion passed unanimously.*

### **10. Board Member Updates/Comments/Debrief**

Jane Toothaker

- Attended DAC meeting - SPE staff were amazing helping with technology problems
- Attended SPE SAC meeting
- Worked with Lara Craig on Board Agenda Planning subcommittee
- Met with Leah and Meghan Lukens about protecting public education in the state budget
- Attended a CASB Legislative meeting with Leah

Kim Lemmer

- Attended SCE SAC meeting
- Attended DAC meeting as an observer
- Attended YVHS open house
- Attended ADHD presentation at SCE- parent education night with child care and pizza dinner; Introduced myself at the event and encouraged others to reach out to the Board and open communication with Board members

Leah Helme

- Attended SSMS SAC meeting
- Attended YVHS open house
- Met with Representative Lukens with Jane to discuss education budget- urge everyone to get involved and pay attention to State budget talks and decisions
- Continue to work on the CASB Advocacy Committee

Lara Craig

- Attended the SSSS PIC meeting
- Met with Leah to talk about a possible Board resolution or letter to the Joint Budget Committee and education budget shortfalls

Kevin Callahan

- Working with McPherson & Jacobson and the superintendent search

### **11. Plan for future meetings**

- Dr. Wicks would like to have a Preschool Discussion with the Board on April 6
- Heather Overstake will do a sabbatical presentation on May 4
- Lara Craig - questions from the public on the District's reserve comes up often - Dr. Wicks - will present information when it makes the most sense to present
- Lara Craig - Housing update - when will we move forward? Dr. Wicks - Housing Committee will meet in April

### **Board Work Sessions**

- Subcommittee Updates - Work Session - April 6
- Board Policy Monitoring Work Session - TBD
- Board 2026-27 Retreat - July 14

### **Superintendent Search Timeline - Dates are tentative**

- Application Deadline - March 16
- Board Review Candidate Applications in Special Meeting and Executive Session - March 30 and declare finalists
- Training for District Interview Teams - March 31
- Finalists Public Forum and Meet and Greet - April 13
- Finalists Interviews and Board Selection of Top Pick - April 14
- New Superintendent - Contract begins July 1, 2026

### **12. Adjourn**

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 5:30 pm.

Board of Education Business Meeting minutes for March 16, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on April 6, 2026.

**DRAFT**

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Kevin Callahan, President