

## **Business Meeting**

Monday, April 7, 2025 4:30 PM

Steamboat Springs Middle School, 39610 Amethyst Dr, Steamboat Springs, CO 80487

1. **Business Meeting - Call to Order 4:30 pm**

2. **Pledge of Allegiance**

3. **Roll Call**

4. **Agenda Review - Approval of Agenda**

5. **Consent Agenda Items -**

*Pursuant to Policies: EL-7: Treatment of Students, Parents and Community; EL-8: Staff Hiring and Treatment; EL-4: Communication and Counsel to the Board; GP-1; GP-2*

5.1. Retirement Resignations

5.2. Post Retirement Employment Request 2025-26

5.3. Resignations

5.4. Employment

5.5. Withdraw Extended Leave of Absence Request 25-26

5.6. Substitute Teacher 2024-25

5.7. Substitute Paraprofessional 2024-25

6. **Approval of Minutes**

*Pursuant to Policies: EL-7; GP-1: Governance Commitment; GP-2*

7. **Reports and Communications**

*Pursuant to Policies: EL-4; GP-1; GP-2; EL-7; DO-4: School Year Calendar and SSSD Strategic Plan*

8. **Community Comments 5:30 pm Approximate Time**

*Pursuant to Policies: GP-1: Governance Commitment; EL-7: Treatment of Students, Parents and Community; GP-15: Public Comment and Agenda Items at Board Meetings; GP-15-R: Regulations for Public Comment at Board Meetings. The Board Chair will call for Community Comment(s) relating to items/issues not on the current agenda. The Board Chair will begin by reading this statement:*

9. **Action Items**

*Pursuant to Policies: GP-1; GP-2; GP-3*

9.1. Consideration of Approval of the Charter Contract Renewal for North Routt Community Charter School

**Purpose:** To consider approval of the charter contract renewal for North Routt Community Charter School

9.2. Consideration of Adoption of a Board Meeting Schedule for the Board of Education for the 2025-26 School Year

**Purpose:** To consider adoption of a Board meeting schedule for the 2025-26 school year

10. **Board Member Updates/ Comments/Debrief** -  
*Pursuant to Policies: GP-1; GP-2; EL-4*
11. **Plan for Future Meetings**
12. **Adjourn Business Meeting**

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
RETIREMENT RESIGNATIONS 24-25**

**Background Information:**

**Scott Furgueson** will retire from his position as the STEM teacher for Soda Creek Elementary School effective June 4, 2025.

**Nancy Hvambal** will retire from her position as an instructional paraprofessional for Soda Creek Elementary School effective June 3, 2025. Nancy will be requesting to participate in the post retirement employment plan for the 2025-26 school year.

**Recommended Action:**

Resolved, that the Board of Education accept the retirement resignations of:

Scott Furgueson  
Nancy Hvambal

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
EMPLOYEE POST RETIREMENT EMPLOYMENT REQUEST 2025-26**

**Background Information:**

Nancy Hvambsal has been an employee for the Steamboat Springs School District since 2000. She is requesting that the Board of Education authorize her to participate in the post retirement employment plan for the 2025-26 school year. Principal Amy Bohmer supports Ms. Hvambsal's request.

**Recommended Action:**

Resolved, that the Board of Education authorize the superintendent to execute an employment agreement with Nancy Hvambsal subject to PERA requirements. However, she will not be covered under the SSSD Negotiated Policies. Insurance will be offered in accordance with the Affordable Care Act.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2**  
**BOARD OF EDUCATION**  
**April 7, 2025**

**AGENDA ITEM**  
**RESIGNATIONS**

**Background Information:**

**Misty Carter** has resigned her position as a special education paraprofessional for the Transportation Department effective March 25, 2025.

**Daniel Frank** has resigned his position as the building daily substitute for Strawberry Park Elementary School effective June 3, 2025.

**Joan Gonzalez** has resigned her position as a preschool paraprofessional for Strawberry Park Elementary School effective April 9, 2025.

**Chris Hasenbalg** has resigned his position as a special education teacher for Steamboat Springs High School effective June 4, 2025.

**Shannon Manning** has resigned her position as the STEM teacher for Sleeping Giant School effective June 4, 2025.

**Tyler Seislove** has resigned his position as the Head Wrestling coach at Steamboat Springs High School effective March 26, 2025.

**Daniel Wood** has resigned his position as the Campus Supervisor at Steamboat Springs High School effective March 19, 2025.

**Recommended Action:**

Resolved, that the Board of Education accept the resignations of:

Misty Carter  
Daniel Frank  
Joan Gonzalez  
Chris Hasenbalg  
Shannon Manning  
Tyler Seislove  
Daniel Wood

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2**  
**BOARD OF EDUCATION**  
**April 7, 2025**

**AGENDA ITEM**  
**EMPLOYMENT OF PERSONNEL**

The administration is recommending the following candidates for the 2024-25 school year:

**Background Information:**

- Sequoya Bertron - SSMS Track Athletic paraprofessional 24-25
- Paul Brinkman - SSSH .5 FTE Girls Lacrosse Assistant coach 24-25
- Andy Flax - SSSH .75 FTE Boys Lacrosse Assistant coach 24-25 - change of status from .5 FTE
- Jake Flax - SSSH .75 FTE Boys Lacrosse Assistant coach 24-25 - change of status from .5 FTE
- Stephanie Harvey - SSSH long-term substitute campus supervisor 24-25
- Cara Melland - SSMS Assistant Track coach (special education) 24-25
- Andrew Miller - SSSH C Team Girls soccer (assistant) coach 24-25
- Natalie Soliozy - SSSH .5 FTE Assistant Girls Lacrosse coach 24-25 - change of status from 1 FTE
- Celina Taylor - SCE long-term substitute preschool instructor -change of status from preschool paraprofessional
- Jennifer Wiedel - SSSH Assistant Girls Golf coach 24-25

**Recommended Action:**

Resolved, that the Board of Education authorize the employment of the following individuals:

Soda Creek Elementary School :

Opening created by:

Amy Gonzalez resignation

- Celina Taylor - Long-term substitute Preschool Instructor - change of status from preschool paraprofessional

Steamboat Springs High School :

Opening created by:

Glory Johnson resignation

- Paul Brinkman - .5 FTE Assistant Girls Lacrosse coach 24-25

District Need

- Andy Flax - .75 FTE Assistant Boys Lacrosse coach 24-25- change of status from .5 FTE

District Need

- Jake Flax - .75 FTE Assistant Boys Lacrosse coach 24-25- change of status from .5 FTE

Daniel Wood resignation

- Stephanie Harvey - Long-term substitute campus supervisor 24-25

District Need

- Andrew Miller - C Team Girls Soccer (assistant) coach 24-25

Per Request

- Natalie Soliozy - .5 FTE Assistant Girls Lacrosse coach 24-25 - change of status from 1 FTE

Tatianna McCalla resignation

- Jennifer Wiedel - Assistant Girls Golf coach 24-25

Steamboat Springs Middle School :

Opening created by:

District Need

- o Sequoya Bertron -Track athletic paraprofessional (special education) 24-25

District Need

- o Cara Melland - Assistant Track coach (special education) 24-25

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
WITHDRAW EXTENDED LEAVE OF ABSENCE REQUEST FOR 2025-26**

**Background Information:**

**Marco Cuevas** requested an extended leave of absence for the 2025-26 school year. The Board approved Marco's leave of absence request on March 17, 2025. Marco has withdrawn his request for an extended leave of absence and will be working at Steamboat Springs Middle School for the 2025-26 school year.

**Recommended Action:**

Resolved, that the Board of Education accept Marco Cuevas's withdrawal of his extended leave of absence request for the 2025-26 school year.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
SUBSTITUTE TEACHER FOR 2024-2025**

**Background Information:**

The following individual has made application for substitute teaching positions within the Steamboat Springs School District:

<u>Name</u>	<u>Endorsement</u>	<u>Lic/Expir.</u>	<u>Preference</u>
Mayer, Jade		1 yr/2-5-26	K-12

**Recommended Action:**

Resolved, that the Board of Education approve the addition of the following substitute:

Jade Mayer

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
SUBSTITUTE PARAPROFESSIONAL FOR 2024-2025**

**Background Information:**

The following individual has made application for substitute paraprofessional positions within the Steamboat Springs School District:

Boren, Anyely

**Recommended Action:**

Resolved, that the Board of Education approve the addition of the following substitute:

Anyely Boren

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
AGENDA ITEM  
SUMMARY**

<b>Meeting Date:</b>	April 7, 2025
<b>Agenda Item:</b>	Approval of the minutes for the Board of Education March 17, 2025 Business Meeting
<b>Presented by:</b>	Secretary to the Board
<b>Core Issues:</b>	GP-19: School Board Meetings
<b>Background Info:</b>	Draft of the minutes is included for review and approval.
<b>Policy Implications:</b>	GP-19: School Board Meetings
<b>Fiscal Implications:</b>	None
<b>Options:</b>	<ol style="list-style-type: none"> <li>1. Approve the Minutes as written.</li> <li>2. Correct the Minutes then approve.</li> </ol>
<b>Backup Memoranda Provided?</b>	Draft of the minutes is included for review and approval.
<b>Recommended Action:</b>	Resolved, that the Board of Education approve the minutes for March 17, 2025, as presented.



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

Minutes  
March 17, 2025  
4:30 PM

**Board Members present:** Chresta Brinkman, Kevin Callahan, Lara Craig, Leah Helme, and Katy Lee

**District Administration present and presenting:** Superintendent Dr. Celine Wicks and Steamboat Springs High School Assistant Principal Karla Setter

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

Katy Lee called the business meeting to order at 4:30 pm.

## **2. Pledge of Allegiance**

## **3. Roll Call**

All members present.

## **4. Approval of Agenda**

*Kevin Callahan made a motion and Leah Helme 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 Retirement
- 5.2 Employee Post Retirement Employment Request 25-26
- 5.3 Extended Leave of Absence Request 25-26
- 5.4 Resignations
- 5.5 Employment
- 5.6 Substitute Paraprofessional 2024-25

*Katy Lee made a motion and Kevin Callahan 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 3, 2025 Business Meeting**

Background information is provided in Boardbook under item 6.

*Lara Craig made a motion and Chresta Brinkman seconded to approve the minutes for the March 3, 2025 business meeting, as presented. The motion passed unanimously.*

## **7. Reports and Communication**

Background information is provided in Boardbook under Item 7.

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

- SSSHS Boys Hockey are the state champions. This is the first state championship for any SSSHS team sport since 1998. Thank you Coach Brian Ripley, the rest of the coaching staff, and all the student athletes for a superb season!
- The SSSHS Science Olympiad Team earned nine event medals including five 1st place results. The team scored 3rd overall out of 29 high school teams and will be headed to the state tournament in Colorado Springs, April 5th. Thank you coach Dan Brabec for your leadership.
- The SSSHS Concern Band and Jazz Band performed in the annual Strings Festival School Day. Thank you Ryan Seyedian and student musicians for such a wonderful performance.
- SSMS and SGS Winter Sports - Teamwork, communication, promoting positive behaviors, and building confidence are all part of middle school sports. We want to celebrate our strong participation along with the dedicated coaches who make a difference daily. Being a middle school coach is so much more than just athletics, it is about character development, teamwork, collaboration, and connections. Nordic - 22 students and coaches Anne Barbier, Jackie



Buratovich, and Ingrid Sheehan; Girls basketball - 32 students and coaches - Cara Melland, Courtney Wiedel, and Sequoya Bertron; Wrestling - 31 students and coaches Cory McGrady, Marty Melland, Cara Melland, and Sequoya Bertron.

- SSMS/SGS - a Special shout out to Dennis Alt and Karen Draper for being phenomenal athletic directors and working together to make sure students and coaches have positive experiences.
- SSMS/SGS Debate - Thanks to the coordination of debate sponsors, Elena Maddox and Colin Campbell, along with community members, and high school students who participated as moderators, a successful debate between SSMS and SGS occurred on February 7th. The goal of developing communication skills, enhancing persuasive skills in writing and speech, practicing evidence-based arguments and deep reasoning, and broadening perspectives were all in action at the debate at SSMS. A second debate will occur at SGS later in the spring.
- SGS - Celebrating the 4th grade Ski-a-thon and KIVA Project- SGS is thrilled to celebrate two fantastic 4th grade teachers, Heidi Hamric and Teri Whitbeck, for their creativity, determination, and leadership in organizing a recent ski-a-thon. They partnered with the Ski Touring Center and the result was a fundraiser where students skied to raise money for KIVA microloans. The supportive turnout from parents made the day even more special- demonstrating SGS's mission of building community. In the coming days, the 4th graders will count the funds they raised - creating spreadsheets and practicing real-world math skills- before writing persuasive statements beginning with "I care because..." to determine which KIVA projects they find most deserving. They'll consider whether a loan helps more than one person, whether it is likely to be repaid, and whether it meets quality criteria. With hopes of repayment before the end of the year, students will reinvest the money, exploring geography by tracking each project's location.
- SPE Reading Jamboree - The inaugural Reading Jamboree came to life on March 6th! Staff and community partners: Catherine Stewart, Heather Overstake, Robin Alt, Kelly Gasau, Christine Russell, Sarah LaPine, Off the Beaten Path, Book Trails, Steamboat Art Museum, Healing Friends, Steamboat Reading, Spellbinders, Yampatika, Bud Werner Memorial Library, and the Tread of Pioneers Museum all contributed to the success of the event. They provided a variety of engaging reading opportunities, including reading with dogs, a book walk, a raffle, storytelling, and many other exciting activities. The PIC generously served pizza and desserts, and there were balloons everywhere, adding to the festive atmosphere.
- SPE Wellness Committee - Carrie Abalos, Kelsey Spahr, Amber Neeley, Kelly Gasau, Erin Kreis, and Sara Boyle have been instrumental in fostering a culture and climate within the building that makes everyone feel appreciated, seen, and energized. The kick-off of the first-ever Underground Spirit Week, starting with "Anything But a Cup" day. Students didn't bat an eye as they saw teachers sipping from beakers, cowboy boots, and other creative containers! Students started to catch on when the fun continued on Thursday when everyone embraced the trend of wearing socks with sandals. By Friday, the excitement was palpable- especially when five of the teachers showed up dressed as "Where's Waldo?"
- SCE Reading Extravaganza is underway! Students have been actively participating in the school-wide Read-a-thon for the last two weeks and will continue until March 24th. Students who read 20 minutes a day typically achieve at a higher rate than 90% of their peers. Money raised will go to support our local elderly community at Casey's Pond. The funds will also be used to purchase a Buddy Bench for the playground to give those feeling lonely a place to connect with others. A huge thank you to Cailin Ryan-McKeever, Jess Aldigheri, June Gornell, Libby Creamer, and Natalie Fisher for organizing the Read-a-Thon and all of the fun activities like door decorating, guest readers, dress like your favorite character, and book specific treats for all staff!
- SCE would like to recognize Natalie Fisher and Alison Feyen, who provide invaluable support to SCE students as school counselors. They lead counseling lessons during electives, covering essential topics such as recognizing emotions, strengthening self-advocacy, and developing conflict resolution skills. Additionally, SCE is grateful for Meghan Howard and Kayla Guttich, school mental health providers, who offer small-group, one-on-one, and family counseling. These members of the counseling team have been instrumental in helping students regulate emotions, build healthy friendships, and cultivate positive family relationships.
- SCE- One of Soda Creek's building initiatives for the last number of years has been the improvement of the Multi-Tiered System of Supports (MTSS) process. This has been a significant undertaking led by assistant principal Kalie McHaffie. She, with the support of the special education team: Heather Sloan, Lucas Sherman, Courtney Moline, Molly Jenkins, and Molly Arndt, have worked extremely hard to refine how teachers identify students' needs and implement supports. Data-driven instructional cycles, supported by the interventionists, Andrea Johnson, June Gornell, and Nancy Hvambal, and our literacy coach, Dimmye High, have led to a decrease in special education referrals and have increased the number of students achieving Above and Well Above Average growth in both math and reading.

#### **District Accountability Committee Update - Superintendent Dr. Celine Wicks**

- Last meeting was March 12, 2025 and next meeting will be May 14th



- Update is from the March 12th meeting- DAC will provide another Board update on May 19th
- SACs understand that they are maintaining their budgets and not looking for increases

Strawberry Park Elementary - SPE - represented by Jennifer Mack and Erin Benderly

- Enrollment is looking at a 3% decrease
- UIP achieved 2 year goal; mid-year check in with Early Literacy Gant - met mid-year goals
- Artist in Residence - performance with students, integrating with Specials teams
- Mental Health support - two counselors, Lunch Bunch groups, and Mindful Movement in the Mornings
- Clubs in action: All State Choir, STEM, Library Book Club, Crafts, Chess (to name a few)
- Attendance Awards for students has seen an improvement with attendance across the board; Family Events for parent involvement: Science Fair, Reading Jamboree; Community Meetings with the entire school once per month; Fifth grade leadership doing announcements for school; PLCs going well; SHINE Bucks program; Summer Reading Program
- Areas of Improvement: Math - implementing new strategies without major overhaul to curriculum; improve communication on safety protocols; get communication out regarding club opportunities

Soda Creek Elementary - SCE - represented by Amy Bohmer and Sarah Burg

- SCE does not have any budget requests, however, the staff would like to share future concerns which will possibly fall under budget
- Translation/Interpreters - with the increase of multilingual students and also students with medical needs, two interpreters who rotate between schools may not be adequate to meet all the translation needs
- Programming for Multilingual Students - SCE has 78 multilingual students with 65 of those being in biliteracy; this has created an unmanageable caseload; need to look at strategies to enhance the effectiveness of the Language Instruction Educational Program; increased need for translator devices
- Multilingual student numbers for reference: SCE 78 multilingual with 65 in biliteracy; SGS 77 multilingual with 53 in biliteracy; SPE 47 multilingual with 47 in biliteracy
- Incoming 4th grade class - current 3rd grade has 4 sections (one section funded by EFB) due to the significant support needs of this highly impacted class; 3 sections in 4th grade for these students will be 23-24 kids per class - concern that this will not be manageable
- Successes: continued improvement in Reading with HMH Into Reading implementation; PLC work and increasing effectiveness of the Data Protocols; Essential Skills in Math - having conversations around other subject areas where Essential Skills Program can be applied; 4th and 5th grade adoption of new reading curriculum; Building Thinking Classrooms book study aims to transform traditional classroom practices to enhance student thinking; providing many opportunities for students
- Areas for Improvement: Programming for the growing population of students who are not Native English speakers; curriculum adoption and instructional support for 4th and 5th grade reading; continuing work on the Master Schedule; continued work with Essential Skills Program and exploring its potential

Sleeping Giant School -SGS - represented by Joe Laliberte

- Budget focus is on middle school staffing ratios - want to maintain six core teachers in the middle school; align with SSMS and ensure there is opportunity for student enrichment
- Current full-time Social Emotional Learning staff is resigning and SGS is restructuring the program; current Spanish teacher will now teach some wellness courses
- Incredible progress in mid-year data; iReady reading and math are well above average; collaboration with other elementary schools has been beneficial
- Parent survey - all Spanish speaking families gave SGS a "10" on the survey; over 85% of all respondents gave an 8, 9 or 10 on the survey; Staff survey - 93% state SGS is a great place to work
- Focusing on parent/community engagement - more programming, not just events; book study on "The Anxious Generation"; building parents capacity to help with educational endeavors

Steamboat Springs Middle School -SSMS - represented by Meghan Alexander and Torey Wodnik

- PIC is helping with classroom supplies, wish lists, etc.; PIC and SAC have active participants
- In a great place with staffing numbers currently and wish to maintain current programming for next year's budget
- Student participation in clubs and supports keeps going up
- Authentic displays of student work viewable in the building
- Improvements in mental health
- Setting parameters for students while on district devices
- Focusing on improving community engagement
- Focusing on student awards/recognition
- May increase student fees next year



Yampa Valley High School - YVHS - represented by Jenn Haden and Kristyl Boies

- Not asking for any increase in funding; however, looking for external grant funding options; looking to do more with less money
- Exploring CTE opportunities and industry certification programs
- Reviewing BYU courses; focusing on decreasing expenses for online classes
- Many students are participating in concurrent enrollment
- Five students in welding program and all five received industry certificates
- Focusing on increasing student attendance

Steamboat Springs High School - SSSH - represented by Connor Payne and Jay Hamric

- Programs are growing and may need additional funding for CTE programming in the future
- Would love to have another emerging bilingual teacher; want to have co-teaching opportunities (push in model)
- Would like to have a Dean of Students in the future (Dr. Wicks - there are currently 3 assistant principals)
- Future budget - CTE/Innovation space needed; need another indoor athletic field
- Successes: 48% decrease in unexcused absences; 24% decrease in tardies; Restorative meetings have been working well; Detentions during free periods have worked well to deter absences and tardies; Minga system in place and helpful; Cell phone policy working well; Bringing back SAIL cards (raffle for students for positive behaviors)

District - represented by Dr. Wicks, Dr. Ridder, Stephanie Juneau, and Lara Craig

- DAC Chair - two year appointment

**Special Education Advisory Committee (SEAC) Update - SSSH Assistant Principal & SEAC Co-chair Karla Setter and SEAC Parent Co-chair Annie Lorenzo**

- SEAC attended a training at Boulder Valley School last year and built an operations manual based on their model
- Current members include three district office staff, one school board member, one school administrator, two special education teachers, and six parents; there is one district admin co-chair and one parent co-chair
- SEAC Purpose: The responsibility of the SEAC is to advise the school district on special education programming to improve the educational outcomes of students.
- SEAC Goal: The goal of the SEAC is to determine 1-3 focus areas per school year and develop recommendations for district leadership. These focus areas are intended to address concerns identified by the SEAC and to be areas of improvement with attainable recommendations that can be influenced by the advisory group.
- Started the year by identifying celebrations and concerns for the school district's special education programming
- Each of the six meetings for the year include district updates, community updates, and time for collaboration to identify focus areas for recommendations to the district; one meeting left for 24-25
- Survey to parents helped to identify two items to work on: Parent Support and Parent Communication- divided into 2 teams
- Strategic Theme 1: Cultivate an inclusive communication culture throughout SSSD that encourages educators, employees, and parents to have clear, and transparent communication to promote the well-being of students, families, and employees.
- Strategic Theme 2: Provide parents with a multifaceted support plan in collaboration with educators with a customized support plan to best serve students.
- Lisa Powell is coordinating community outreach and engagement; community events are posted on the district website and published out to the community; Updates are included in the SEAC parent newsletter
- Some community events have included: Halloween dance at Heart of Steamboat Methodist Church; STARS registration Stat sensory blast, partnering with YVAP
- Working on ways to get information out to families and community members regarding partnerships and programs available
- SEAC will share final recommendations at the end of the school year
- Karla Setter - we have a great group of parents and staff working together in SEAC
- Leah Helme - Thank you to Karla and Annie for their work; nice to see the progression being made
- Kevin Callahan - Sounds like effective committee work - excited to see what you do
- Chresta Brinkman - Meaningful growth for parents and students and great collaboration
- Dr. Wicks - District can help with the communication by continuing to provide a special education spotlight in the newsletter

*Katy Lee 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 - 5:03 pm**

No public comment on non-agenda items.

## **9. Governance Process Policy Review**

- Board to discuss Board Policy Governance Review project
- Kevin Callahan and Leah Helme have been working on revising existing Board policies based on CASB sample policies
- Need to set up a work session with a CASB policy specialist to determine the best starting place for policy revisions
- Kevin, Leah and Deb will meet with CASB as soon as practical
- Katy Lee - other Board members can participate if they want to but the meeting will have to be posted if attended by more than Kevin and Leah
- Kevin Callahan - We won't know what the policy review project (for the Board) will look like until we are able to meet with CASB
- Leah will work on scheduling a work session with CASB

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

Chresta Brinkman

- Spoke at SCE PIC and SAC and SSHS SAC regarding Board vacancy; no SSHS PIC meeting at this time
- Attended Bargaining meeting - groups shared potential policy changes
- Attended girls lacrosse game - they had their first win at Aspen
- Attended the SSHS production of Our Town

Leah Helme

- Attended SSMS and YVHS SAC meetings and talked about the Board vacancies; will visit NRCCS this week
- Attended the CASB Resolutions Committee meeting - Committee continues to reach out to our legislature and governor regarding education funding and supporting averaging for funded pupil count

Lara Craig

- Attended the DAC meeting
- Attended Coffee with the Board with Kevin - no one showed because the Facebook post had it listed as 4:30pm; all other posts had the correct time of 11:30 am; this has been addressed for the next one
- GEAC meeting postponed till March 26th
- SAC meeting at SGS was cancelled

Kevin Callahan

- Attended Coffee with the Board with Lara
- Reviewing recordings of other school district Board policy adoption process
- Continue to talk to community members about Board vacancies

Katy Lee

- Attended the SPE Reading Jamboree - enjoyed the reading dogs
- Attended SSHS Our Town production - had a lot of student participation

Dr. Celine Wicks

- Met with Robin Schepper from YVHA and they would like to present at a future board meeting regarding the Cottonwood development

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

- SPE 5th Grade students - Single Use Plastic Presentation - April 7
- Transportation Update - April 7
- Cell Phone Update - May 5
- Summer Facilities Projects Update - May 5
- DAC Update - May 19
- FY26 Budget - Presentation of Budget Draft - May 19
- Discussion of Monitoring of Board Policies - TBD
- YVHA Cottonwood presentation - TBD

## **Board Workshops**

- Katy Lee - Working on dates for two half day workshops in August for Board review of the District Strategic Plan and Priority Discussion- week of August 11th

## **Coffee with the Board - Off the Beaten Path Bookstore**

- April 9 at 4:30 pm - Leah Helme and Katy Lee



- May 14 at 11:30 am - Kevin Callahan and Leah Helme

**12. Adjourn**

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 5:16 pm.

Board of Education Business Meeting minutes for March 17, 2025 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on April 7, 2025:

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Katy Lee, President

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
REPORTS & COMMUNICATIONS**

**Reports & Communications**

- Celebrations SSSD - Superintendent Dr. Celine Wicks
- SPE 5th Grade Leadership - Single Use Plastics Presentation - SPE Staff Katie Weeks and students
- Transportation Update - Transportation Manager Casey Unga
- North Routt Community Charter School Update - Superintendent Dr. Celine Wicks
- 2026-27 School Year Calendar Draft Review - Director of Teaching & Learning Dr. Tim Ridder

**Action:** Acknowledge Receipt of Reports and Communications as presented by the superintendent and staff.

# How Plastic Affects SSSD and our Environment

By: SPE 5th Graders

- Throwing away plastic from our cafeteria puts toxic chemicals into our ecosystem, harming our environment.
- Putting hot food in plastics melts the plastic which puts toxins in our bodies. These toxins can result in known diseases and health complications.
- There are cost effective solutions to this community supported issue.





**Single-use Plastic  
is Harmful to the  
Environment**



# Leachate

Leachate is a highly toxic liquid made from rain water mixing with plastic in landfills.

## How?

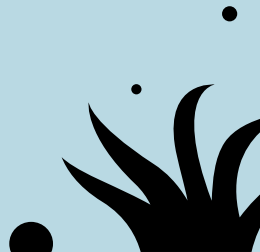
- Rain water absorbs water soluble compounds from plastics in landfills.
- Many of these compounds are highly toxic.
- Now, we have created Leachate - a dangerous liquid that harms our environment and poisons wildlife.



**In 2011, our district switched to reusable kitchenware. There were ceramic bowls, heavy duty plates, and metal utensils.**

**According to the Steamboat Pilot this:**

- **Reduced lunch waste by about 70%**
- **Reduced the number of 30-gallon trash bags from 5 to 1.5 everyday**



# Let's see where we are now

**78% of kids eat hot lunch  
EVERYDAY**



**Amount of kids at SPE**

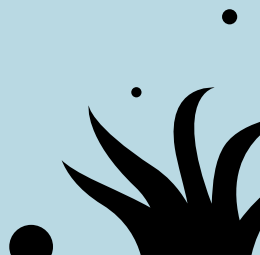
383

**Kids that eat hot lunch**

297

Strawberry Park alone creates  
297 plus single-use plastic  
containers of waste  
EVERYDAY that they are used.

Thats 8-11 bags of  
plastic trash  
EVERYDAY!



# Plastic is Harmful to our Bodies





At least  
**63 CHEMICALS**  
used in **PLASTIC** food packaging  
are toxic to health.



Phthalates



BPA



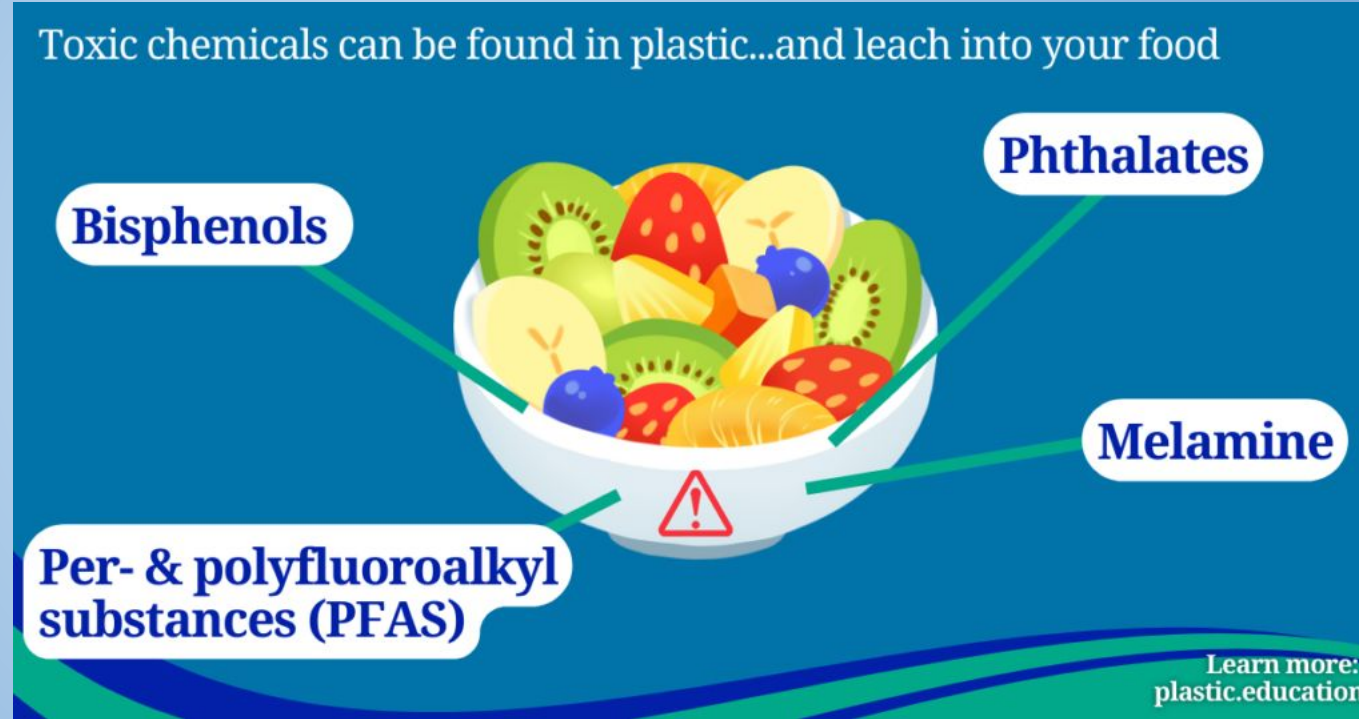
BPS

#HealthNotToxics



There are up to 10,000 chemicals used in plastic, including..

- Mercury
- Lead
- Polymer
- Antimony
- Bisphenols
- Phthalates



# Plastic chemicals can cause...

Cancer

Kidney Problems

Birth Defects

Inflammation

Metabolism Disruptors

Gut Issues

Neurotoxicity

Kills Healthy Cells



Plastic producers add more than 10,000 synthetic chemicals to plastic polymers.

# Leaching

Plasticizers and other chemicals leach out of plastic containers and packaging, especially when exposed to heat or fatty foods, into the food stored within them.



# Hot Food and Plastic

When the plastic sits in a hot container it absorbs all the plastic particles, including toxins and chemicals. When plastics are heated, they release chemicals, including BPA and phthalates, into our cafeteria food.



Heat lamps  
heating  
plastic.

## Interview with Custodian

- Custodians takes out 4-30 gallon trash cans twice a day.
- In the trash cans 75% of trash is plastic and 25% is food.

## Observations of Single-Use Plastic in the Cafeteria

- Fruit, vegetables, and salads are packaged in plastic containers.
- Sandwiches come wrapped in plastic.
- $\frac{3}{4}$  of our waste is plastic



# Cost of Plastic in our District





**Money used for  
single-use plastic  
per day, month,  
and year.**

- Plastic forks= 3 cents
- Plastic spoons= 3 cents
- Plastic bowls= 12 cents
- Paper boats= 8 cents
- Plastic sandwich wrap= 1 cent
- All of these = 27 cents per student per day
- 384 students a day =
- \$103.68 per day
- \$518.40 per week
- **\$18,662.40 per year**

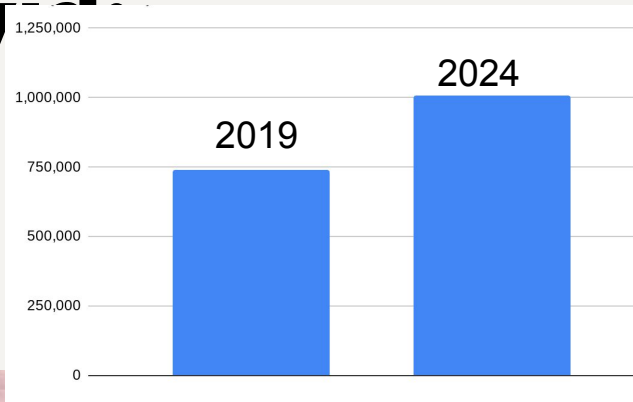


# **Initial cost of reusable dishware**

- Stainless fork= \$0.16
- Stainless spoon= \$0.10
- Ceramic bowls= \$1.63
- Ceramic plates= \$2.97
- Reusable trays= \$0.29
- Total per student= \$5.15
- 384 students total= \$1,977.60
- **\$1,977.60**

Dishwasher cost per year (variable) ~ \$2,772.48

# The Budget Now Compared to Before Covid



## Total Food Services Budgets

- (reusable supplies)  
2019: \$740,464
- (single use  
supplies) 2024:  
\$1,007,412
- Single-use plastic  
has increased the  
budget by \$266,948  
since 2019.

# Solutions

**Current Expenditures  
per year**

**\$18,662.40**

**Possible Future  
Expenditures per year**

**\$2,772.48**

+ hiring costs

# Sustainability Efforts at SPE

## 2010-2011

- \$3,900 grant from the Colorado Department of Public Health and Environment
- Purchased reusable plates for SPE, SCE, & SSMS
- If we receive the same or a similar grant, that would fully cover the initial cost of reusable supplies.

# Current Funding Opportunities



[coloradocircularcommunities.org](https://coloradocircularcommunities.org)

- funding from fees from waste being dropped off at landfills
- Public schools can apply!

- For most awards up to \$250,000: [State PO Terms and Conditions](#)
- For most awards greater than \$250,000: [C3 Contract Template](#)

## Mini Grants

### *Available Year-Round*

- Awards up to \$50,000.
- Contract term of no more than six months.
- Eligible expenses include but are not limited to: equipment and supplies, signage, outreach/education, event space fees, event marketing/promotion, repairs, and contractual labor expenses.

**We did it in the  
past, we can  
do it again!**

- **We can have the responsibility to make sure reusable utensils go into a soapy bucket instead of the trash.**
- **Pre-Covid we had reusable materials and had a lower food service budget.**

# Solutions:

Switch out plastic for ceramic plates, bowls, trays and stainless steel cutlery.

This will help:

- Reduce waste in the environment
- Eliminate toxic chemicals from our cafeteria into our bodies
- Cut costs



# Works Cited

1. CafeteriaCulture.org. "Reusable Dishware: Calculate Cost Savings." PDF. Google Drive, 2022. [https://drive.google.com/file/d/1YVH7ucOlbKsVwvIXb7IOhRG3yrOZ\\_Qlh/view](https://drive.google.com/file/d/1YVH7ucOlbKsVwvIXb7IOhRG3yrOZ_Qlh/view).
2. CafeteriaCulture.org. "School Cafeteria Cost-Savings from Plastic-Reducing Food Service Adaptations." PDF. Google Drive, 2022. <https://drive.google.com/file/d/1MR82ZcvEUoVsr8nsPJG0cTA1fy1ukgxT/view?usp=sharing>.
3. "Plastic is a Hazardous Substance: How Plastics Make Us Sick and Fat, and What You Can Do About It!" Cafeteria Culture, [www.cafeteriaculture.org/plastic-hazardous.html](http://www.cafeteriaculture.org/plastic-hazardous.html)
4. "10,000 Chemicals in Plastic: A Sample." Cafeteria Culture, [Publication Date], [www.cafeteriaculture.org](http://www.cafeteriaculture.org)
5. Weinstein, Jack. "Sustainability efforts in full swing at Steamboat schools: Good habits becoming 2nd nature at Steamboat schools." STEAMBOAT Pilot & Today, March 27th 2011.

# We did it before, so we can do it again.

## Plastic pollutes the environment

- The plastic from our cafeteria is put into a trash can and then dumped.
- This creates toxic leachate that pollutes our environment.
- Otherwise, trash finds its way into bodies of water and finds its way to the ocean.
- Unfortunately, recycling plastic is not a solution.

## The effects plastic has on your body

- Research shows that plastic is harming our bodies.
- Plastic contains more than 10,000 chemicals!
- When you eat food served in plastic, these chemicals cause severe effects on your body including: obesity, diabetes, heart disease, cell growth regulation cancers, neurodevelopment, cognitive learning, behavioral disorders, reproductive systems early puberty, infertility, and male birth defects.
- Humans eat about a credit card of microplastics a week or even more from our foods!

## Reusables are much cheaper

Costs are estimates and may vary.

- The plastic in our cafeteria is way more expensive than reusable dishware.
- Single-use plastic is around **\$18,662.40 per year!** That is a steep price!
- Reusable utensils, plates, and bowls only cost **\$1,977.60.**
- Grants are available through Colorado Circular Communities to cover these one-time costs.
- The dishwasher costs **\$2,772.48 per year.** This is much less than the cost of single-use plastics.
- Hiring a dishwasher would provide someone with a job within our community.

**18,662.40 > 2,772.48**

## Solutions

Replace single-use plastics with reusable kitchenware through local grants.





## Transportation Update

# Ridership / Routes

- 10 daily routes
- 1 SpEd route
- Approximately 500 daily riders
- Average of 50 riders per route
- Approximately 25% of student population\*
- 512 daily miles driven
- 86,000 miles per year

**Excellence**  
**Community**  
**Innovative Learning**  
**Communication**  
**Citizenship**

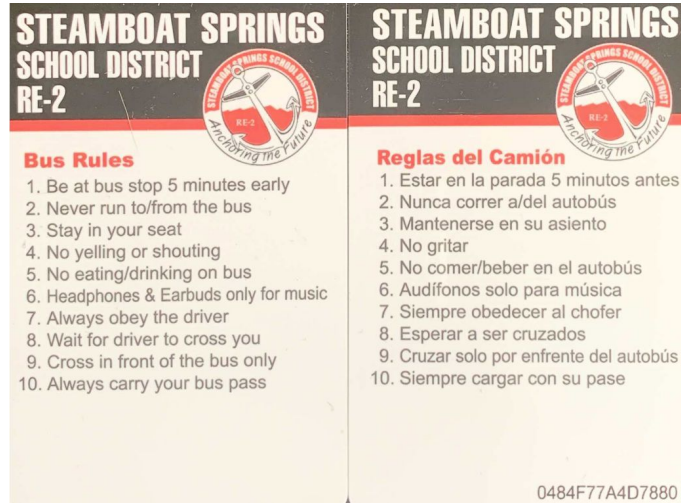
# Activity Trips

- 437 YTD activity trips completed
- 555 estimated total trips for '24-25 school year
- Approximately 60K miles driven
- Added two new activity buses

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**Citizenship**

# RFID Cards

- Current status
- My Ride K-12 App



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Communication  
Citizenship**

# EPA / CDPHE Grant Update

- 3 Type D / 2 Type A EV school buses ordered
- 3 44kW DCFC stations ordered
- Projected implementation by September 2025
- \$2,543,000 total funding
- Existing routes will be operated by EV's for '25-26

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**Communication**  
**Citizenship**

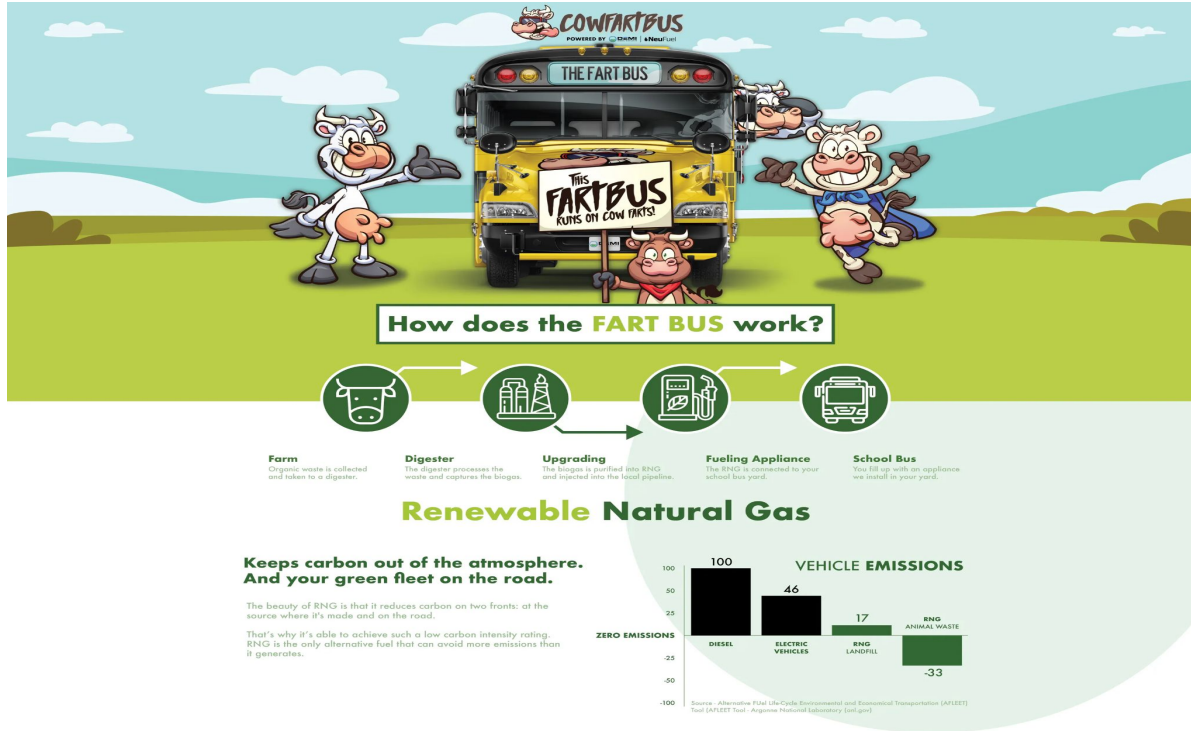
# Future

- Stop Arm Extensions - Illegal Passing Prevention



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# Future



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Citizenship

# Questions!



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**Communication**  
**Citizenship**

# CHARTER CONTRACT RENEWAL APPLICATION

March  
2025

North Routt Community Charter School

Pursuant to C.R.S §22-30.5-110 the North Routt Community Charter School is submitting a renewal application to the SSSD Board containing all necessary and requisite information.

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# Charter Contract Renewal Application

## North Routt Community Charter School

### BACKGROUND

The North Routt Community Charter School is submitting this renewal application for its Charter Contract as a result of responsible governance and financial management and NRCCS's pattern of achieving the goals, objectives, and performance standards for its students.

The original need for a school in North Routt was driven by:

- ✓ The distance and drive time to Steamboat Springs if residents were to attend elementary or middle schools in town;
- ✓ The continued growth of families in the North Routt area; and
- ✓ An education vision and philosophy that would enhance the sense of community.

Since the founding of the school, these conditions have not changed. The North Routt Community has united around the established charter school and it continues to grow. Additionally, NRCCS has become a "school of choice" by families who live within the Steamboat Springs city boundaries—families who prefer the size of the school and/or its educational approach.

### MISSION AND VISION

The NRCCS Mission was refined and updated in the Spring of 2023 by NRCCS Teaching Staff:

***To challenge students to thrive beyond 4 walls through personalized academic learning, stewardship, the arts, and outdoor discovery.***

We've also created new goals for the period of 2025-2030:

- ✓ Continue to achieve academic excellence in Math and ELA.
- ✓ Personalize academic instruction to meet the needs of all students.
- ✓ Build an Outdoor Education and Wellness program that is both fun and educational for students.

## STAFF AND FACILITIES

### Staff

Starting in the school year 2025-2026, the school staff will be comprised of:

- ✓ 1 full-time State-certified Head of School and Principal
- ✓ 1 full-time Operations Manager
- ✓ 1 full-time Academic Dean and Math Teacher
- ✓ 1 full-time art teacher
- ✓ 1 full-time physical education teacher
- ✓ 5 full-time classroom teachers
- ✓ 1 full-time Special Education teacher
- ✓ 2 paraprofessionals
- ✓ 1 part-time school nurse
- ✓ 1 full-time bus driver
- ✓ 1 full-time grant-funded social worker
- ✓ 1 ECC Director
- ✓ 2 ECC Lead Instructors

### Facilities

Our state-of-the-art campus was completed in January 2012 and is comprised of:

- ✓ 6 classrooms (Math Room, Kindergarten & 1 , grades 2&3, 4&5, 6&7, 8)
- ✓ 1 resource room
- ✓ 1 teacher work room
- ✓ 1 nurse's room
- ✓ 1 community/lunch room
- ✓ Administrative area and offices
- ✓ Enclosed trash area
- ✓ Mechanical area
- ✓ Computer and janitor closets
- ✓ Outdoor Basketball/activity court
- ✓ OEW storage shed
- ✓ Adjacent, privately owned, groomed skiing area expressly for NRCCS

During the 21-22 school year; we finalized the addition to the main building:

- ✓ Community gymnasium
- ✓ Art room
- ✓ Full-size soccer field

## Educational program

### Goals and Objectives

NRCCS sets yearly goals and objectives, created after review of state assessments and collaboration with the SAC (School Accountability Committee) team. This year the work plan goals are:

- ✓ Hold school leadership accountable to the Unified Improvement Plan
- ✓ Teacher retention

NRCCS also annually reviews data and the State's framework to determine the proper avenue for academic improvements. The Head of School creates the Unified Improvement Plan (UIP) with support of classroom teachers and the Academic Dean. Once this document is shared with the NRCCS School Board and School Support Team (SAC), the school's UIP is submitted to CDE.

The [North Routt Community Charter School current UIP](#) is linked here and also always available on the CDE website.

### Academic Achievement and Growth

NRCCS continues to meet and exceed averages and expectations set forth by the State. Under the Colorado Department of Education [Performance Framework Report](#), NRCCS has obtained the following credentials:

- ✓ 2009-2010 - Performance
- ✓ 2010-2011 - Performance
- ✓ 2011-2012 - Performance
- ✓ 2012-2013 - Performance
- ✓ 2013-2014 - Performance
- ✓ 2014-2015 - Performance
- ✓ 2015-2016 - Performance
- ✓ 2016-2017 - Performance
- ✓ 2017-2018 - Performance
- ✓ 2018-2019 - Performance
- ✓ 2020-2022 - No data due to COVID
- ✓ 2022-2023 - Performance
- ✓ 2023-2024 - Performance

NRCCS also received *The Distinguished Governor's Award* for the school years of 2022-2023 and 2023-2024.

More specifically, with regard to academic achievement and growth in 2024:

- ✓ Elementary students met CDE's requirements for achievement on CMAS in ELA and exceeded requirements in Math.

- ✓ Middle school students met the requirements for achievement on CMAS in Math and exceeded requirements in ELA.
- ✓ Elementary students approached CDE's growth requirements in ELA and exceeded growth requirements in Math.
- ✓ Middle school students met requirements for growth in ELA and Math.

NRCCS will continue to strive for academic excellence and it is the goal that each and every student achieves adequate yearly progress. Data drives our instruction and the results we see change the way in which we deliver our content. "Data and Assessments" is a daily discussion at NRCCS. All staff review data, brainstorm possible solutions to areas of concern, and give each other classroom support and sample pedagogy practices. We continue to monitor each student as an individual year over year with a student tracker that we have developed and utilize closely with all teachers. The data is passed on to new staff throughout the year and for the following academic year.

NRCCS has created the leadership role of the Academic Dean, who acts as a Mathematics Lead, a teacher who manages and assesses all our students.

#### Stakeholder Engagement

The stakeholders outside of the staff and students at our school include:

- ✓ Local board of education
- ✓ Local businesses and Community members
- ✓ Parents of our student body

Their contribution is outlined later under "Leadership and Governance."

### Unique Educational Outcomes

As an OEW (Outdoor Education and Wellness) school, unique educational outcomes are a driving force to our belief system. In addition to holding a high academic standard across all grade levels, we believe our focus should be on all aspects of the child: academic, character development and the development of habits of scholarship.

**Character Development:** *Respect, Integrity, Courage, Compassion, Curiosity, and Creativity.* These traits are posted in the hallways, discussed each morning with every student, and lived each and every day at NRCCS. You will commonly hear teachers using these traits as a means to support students in need or to model proper character traits.

**Habits of a Learner:** *Grit, Craftsmanship, Responsibility, and Collaboration.* Along with our character traits, it is believed that, from the NRCCS governing body out to the community level, it's the role and responsibility to teach our students about proper habits of scholarship. While different students learn at different paces, we believe that if we can educate and model the skills to become a successful life-long learner, that student will have the capacity to be successful in the future.

**Outdoor Education and Wellness:** NRCCS firmly believes in the importance of daily activity for all students. With a placed-based curriculum, we educate all students about the importance of daily physical activity and the environment around them. Students attend OEW daily, with a strong push in outdoor education.

**CREW:** Within our school and individual classrooms, you will hear a common theme: "*We are CREW...not passengers.*" This teaches our students about the power of collaboration and the importance of caring for and looking out for one another is the foundation to our school and school culture. Teachers explicitly teach 30 minutes of Social and Emotional Learning Objectives every academic day during this time.

## LEGAL AND OTHER OBLIGATIONS

The school is in compliance with all legal obligations, from federal and state laws to safety practices.

## Services for Students with Special Educational Needs

NRCCS personnel take part as active participants in:

- ✓ Developing Individualized Education Plans (IEPs),
- ✓ Identifying and referring students for assessment of special education needs,
- ✓ Maintaining required records, and
- ✓ Cooperating in the delivery of special education instruction and services, as appropriate.

NRCCS complies with all District procedures, policies and regulations, and the requirements of federal and state law concerning the education of children with disabilities.

NRCCS provides a portion of its special education services by having hired a teacher who is properly licensed, endorsed, and deemed qualified by the Head of School to provide special education services in a manner which will meet applicable legal requirements.

The District has been responsible for ensuring the provision of necessary special education programs and services as recommended by the SSSD Special Education Director, including oversight of IEPs, scheduling service providers, and handling administrative proceedings when needed.

## Legal Compliance

NRCCS is a 501(c)(3) non-profit registered on August 10, 2001 under the law of Colorado and is in good standing with the Colorado Secretary of State.

We have adequate liability insurance through SSSD's participation in the Colorado School Districts Self Insurance Pool.

NRCCS complies with educational acts, statutes, rules, and policies including, but not limited to:

- ✓ The Read Act
- ✓ State assessment testing (CMAS, PARCC, MAPS, DIBELS)
- ✓ All Colorado state statutes other than those approved waivers
- ✓ All NRCCS policies approved by the NRCCS Board of Education
- ✓ All SSSD administrative procedures regarding on-boarding of new employees, payroll processing, accounts payable and other financial transactions, use of licensed technology, and state assessment testing
- ✓ Colorado Sunshine and Open Records laws

### **Safe and Secure Facility**

The NRCCS school facility was designed with safety in mind; and we have maintained it in good working order. In order to enter the building a programmed badge is required. Visitors are required to sign in at the front desk and wear a guest badge while in the building.

On an annual basis, we have the following inspections conducted:

- ✓ County health inspection
- ✓ State fire marshal inspection
- ✓ Water system sampling and testing per State schedule
- ✓ Fire extinguishers, fire alarms, sprinkler system testing
- ✓ Local fire department safety check of fire pumps
- ✓ Over the course of a year, all mechanical systems, preventative maintenance is scheduled as appropriate, are examined and appropriate actions taken

Emergency drills (fire, lock-down, and lock-out) are performed monthly. Each staff member has a badge that contains emergency numbers and complete school rosters; a two-way radio, roster, and flashlight. Routt County sheriffs and deputies who have observed our lock-down procedures have commended our school preparedness during drill execution.

All staff members are also trained in first aid and are versed in the school's policies regarding school safety, student safety, accident reporting, prevention of disease and infection, security access, and visitors to the school.

### **SCHOOL OPERATIONS**

NRCCS has effective and efficient operational processes, resulting in sustained financial performance and preparing us for increasing enrollment.

### **Financial Performance**

NRCCS has, over the period of the current Charter Contract, continually improved its financial position due to the following:

- ✓ Budgets are still conservatively developed based and base on actual enrollment
- ✓ Budget priorities are aligned with the school's mission
- ✓ We continue to proactively and effectively adjust our budget to reflect changes in current enrollment and PPR funding
- ✓ Success at securing grants from multiple sources
- ✓ Fundraising by NRCCS parents and board members
- ✓ We have planned for growth in enrollment and program offerings
- ✓ The school has no debt.
- ✓ NRCCS has achieved maintaining 25% of the operating budget in unassigned reserves
- ✓ NRCCS follows all statute around financial transparency and Quarterly budget reports are posted on the NRCCS website

Projected financial performance is expected to match or exceed this year's financial performance. For the 2025-2026 school year, we are enrolling more kindergarteners than we will have graduate from 8<sup>th</sup> grade.

As required by the Colorado Revised Statutes, up-to-date budgets and quarterly financial reports are always available on the [NRCCS Financial Transparency webpage](#).

## School Demand

Population analysis has indicated that there is not enough growth in the North Routt community to help us meet our goal of 90-100 students—this is partially due to the many North Routt families who work in Steamboat Springs and the percentage of them who choose to enroll their students in a school near their place of employment. We, by necessity, will need to draw students outside the traditional reach of NRCCS (defined as the North Routt Fire Protection District).

NRCCS is grateful for the constant interest in enrollment, because of this we can face over-enrollment in some of our classrooms. We have created our guiding principles in the form of an [enrollment policy](#).

As NRCCS has stabilized its educational program and staffing, demonstrated its educational achievements, and made attractive programs and opportunities, families throughout the county have expressed interest in our school. However, transportation to-and-from school would have proved to be a drawback if we hadn't purchased two buses: a 28-passenger and 75-passenger. We now provide a daily scheduled bus route each morning and afternoon and conduct all our field trips without reaching out to the District.

## District Services

The School is proud of its relationship with all the staff of the District office, as well as its peer relationships with the principals at the elementary and middle schools. The District has been providing several services to the NRCCS over the course of the current contract.

NRCCS is particularly pleased with the provision of District services in the following areas:

- ✓ Administrative Support and Collaboration
- ✓ Curriculum consultation and Collaboration
- ✓ New staff on-boarding oversight and payroll/benefits processing
- ✓ Student data collection and reporting oversight
- ✓ Accounts payable processing and credit card oversight
- ✓ Audit oversight
- ✓ Technology Services
- ✓ Availability and willingness to support NRCCS in any way

#### LEADERSHIP AND GOVERNANCE

NRCCS is proud of its governing board and administrative leadership and guidance—and gratified to have superb leaders within its teaching staff, parent population, and community.

### Board of Education

Our current board, composed of 6 members, is highly experienced and tenured. The board can have up to 7 members. Our board members bring a wealth of knowledge and experience in operations and policy setting, marketing, technology and business/financial management. Four members are parents and the Board President is a community member.

### Administration

The school's Head of School and its current operations manager provide for administrative leadership at NRCCS. All have professional backgrounds in their fields and strong commitment to the success of the school.

As the school's Head of School, **Daniel Kohler** has a breadth of experience both as a teacher and an administrator. With an undergraduate degree in U.S History and an advanced degree in School Administration and Leadership, Dan has over 18 years of experience as both a classroom teacher and a principal. It is with that background across K-12 education that he has brought needed oversight and strategic planning to NRCCS.

**Carlie Pedrini** is the school's operations manager. Carlie holds a BA in Elementary Education and has 15 years of experience in logistics, operations and accounting. Her background melds perfectly to support operations at NRCCS.

Since joining NRCCS, she has focused her efforts on updating and improving the school's financial management processes; overseeing the execution of finance, compliance, facilities management and preventative maintenance scheduling; and assisting and supporting the Head of School, teaching staff, and board of directors in a manner that enhances their roles.

### Teachers

Each of NRCCS' teachers is highly qualified in his/her respective role. Classroom teachers design and execute two expeditions each year.

### Parents

We are fortunate to have an active group of parents and grandparents, who volunteer on many levels—all to benefit the school. These include volunteers who:

- ✓ Work within the classroom, helping teachers with reading/math small group learning
- ✓ Participating in OEW trips, overseeing student activities
- ✓ Serve on the School Accountability Committee
- ✓ Participate in fundraising activities

### Community

We couldn't be more proud of our community; they do so much for the school. Examples are: classroom assistance and creating biking/skiing trails. A special thanks goes to the Clark Store for their creation of an affordable school lunch program.

## CONTRACT RE-NEGOTIATION

### Requested Waivers

There are 15 automatic waivers; we are applying for all. There are 14 non-automatic waivers that we are requesting.

The complete list of requested waivers and the Rationale and Replacement Plan for each waiver is included as Attachment 1.

### Requested Contract Changes

A draft contract proposal is attached. Suggested language changes, additions, and deletions are called out by highlighted comments in the document.

## ATTACHMENT 1. WAIVER REQUESTS

See [Addendum 1](#) for:

- ✓ Waiver Request Form and Automatic Waivers
- ✓ Rationale and Replacement Plan for each Waiver

## ATTACHMENT 2. DRAFT CHARTER CONTRACT

See [Addendum 2](#) for:

- ✓ Revised Charter Contract

## ATTACHMENT 3. REQUESTED DOCUMENTATION

See [Addendum 3](#) for:

- ✓ School Calendar

# Calendar Committee

26/27 Recommendation



# Process for 2026/ 2027 Calendar

1. [Proposed Calendar](#)/ Original Calendar
2. Proposed Change
  - a. End of Year - June 1,2,3
    - i. 2 school days and 1 teacher day after Memorial Day Weekend
3. Meeting
  - a. Met 12/18/24
    - i. Days from 1st Semester or Days into First Semester?
    - ii. Next steps from the 12/18/24
      1. Can we move the days from the first Semester into the 2nd Semester?
        - a. Issue = 79 Student Days - Semester 1 & 90 Student Days Semester 2
          - i. This would further imbalance the days.
        - b. High School Leadership Team = NO
4. Calendar Committee - Final proposal & decision by email.
5. Final Decision - Keep the Calendar for 26/27 “As Is”

# Next Steps

1. 2025/ 2026 School Year
  - a. Full Calendar Committee will be run. For 27/28, 28/29, 29/30
  - b. Goal is to get a 3 year set of Calendar's finalized

## 2026-2027 SCHOOL CALENDAR DFT

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	PK & Kinder Orientation - August 18				

SEPTEMBER 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**Student days = 10**

First day of school 6th & 9th - August 18

**Student days = 20 (30)**

OCTOBER 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**Student days = 19 (49)**

NOVEMBER 2026						
S	M	T	W	T	F	S
1	2	3	4	5	ET	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**Student days = 16 (65)**

ET= 1st Trimester Elementary = 54

DECEMBER 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	E	19
20	21	22	23	24	25	26
27	28	29	30	31		

**Student days = 14 (79)**

E= End of First Semester - December 18

JANUARY 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**Student days = 18 (97)**

FEBRUARY 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	ET	27
28						

**Student days = 14 (111)**

ET = 2nd Trimester Elementary = 57

MARCH 2027						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**Student days = 20 (131)**

APRIL 2027						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**Student days = 17 (148)**

MAY 2027						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**Student days = 19(167)**

JUNE 2027						
S	M	T	W	T	F	S
		1	E	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**Student days = 2 (169)**

June 1 - Last day of school

Instructional Days: 169    Student Contact Days: 169    Professional Development Days: 5

First Day of School = August 18 (K, 6th, 9th grade students)    PK & Kindergarten Orientation - August 18    Last Day of School = June 2

Staff Work Days (No Students): 4    Parent/Teacher Conference Days: 2    BOY Professional Development Days: 3 (1.5 Building & 1.5 District)

### Student Release Days:

- September 18 - Professional Development Day = no school
- October 14 - Parent/Teacher conferences 4-8 pm - following normal school day
- October 15 - Parent/Teacher conferences 8 am - 7:15 pm - no school
- October 16 - Teacher Day Off = no school
- October 19 - Professional Development Day = no school
- January 4 - Staff Work Day = no school
- February 5 - Professional Development Day = no school
- March 17 - Parent/Teacher conferences 4-8 pm - following normal school day
- March 18 - Parent/Teacher conferences 8 am - 7:15 pm - no school
- March 19 - Teacher Day Off = no school
- March 22 - Professional Development Day = no school
- May 14 - Professional Development Day = no school
- May 22 - 2027 SSSS Graduation
- June 3 - Staff Work Day

### Government Holidays:

- July 4                      Fourth of July
- September 7            Labor Day
- November 23 - 27      Thanksgiving Break
- Dec 21-Jan 1            Winter Break
- January 18                MLK Day
- February 15-19         Blues Break
- April 19-23               Spring Break
- May 31                     Memorial Day

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
AGENDA ITEM  
SUMMARY**

<b>Meeting Date:</b>	April 7, 2025
<b>Agenda Item:</b>	Consideration of Approval of the Charter Contract Renewal for North Routt Community Charter School
<b>Presented by:</b>	Superintendent Dr. Celine Wicks
<b>Core Issues:</b>	Pursuant to Section 22-30.5-101 of the Colorado Revised Statutes of the Charter School Act and The Charter School Contract dated July 1, 2025 - June 30, 2030 between North Routt Community Charter School (NRCCS) and the Steamboat Springs School District (District), NRCCS submits its application for a five-year renewal of its charter.
<b>Background Info:</b>	Contract and addendums are included for review.
<b>Policy Implications:</b>	GP-1: Governance Commitment
<b>Fiscal Implications:</b>	Pass-through funds per year per the contract
<b>Options:</b>	<ol style="list-style-type: none"> <li>1. Accept the recommendation of the superintendent and approve the five-year renewal of the charter for the North Routt Community Charter School, as presented</li> <li>2. Not approve the five-year renewal of the charter for the North Routt Community Charter School and provide direction to the superintendent for next steps</li> </ol>
<b>Backup Memoranda Provided?</b>	Contract is included for review
<b>Recommended Action:</b>	Resolved, that the Board of Education accept the recommendation of the superintendent and approve the five-year renewal of the charter for the North Routt Community Charter School, as presented.

# CHARTER CONTRACT RENEWAL APPLICATION

March  
2025

North Routt Community Charter School

Pursuant to C.R.S §22-30.5-110 the North Routt Community Charter School is submitting a renewal application to the SSSD Board containing all necessary and requisite information.

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# Charter Contract Renewal Application

## North Routt Community Charter School

### BACKGROUND

The North Routt Community Charter School is submitting this renewal application for its Charter Contract as a result of responsible governance and financial management and NRCCS's pattern of achieving the goals, objectives, and performance standards for its students.

The original need for a school in North Routt was driven by:

- ✓ The distance and drive time to Steamboat Springs if residents were to attend elementary or middle schools in town;
- ✓ The continued growth of families in the North Routt area; and
- ✓ An education vision and philosophy that would enhance the sense of community.

Since the founding of the school, these conditions have not changed. The North Routt Community has united around the established charter school and it continues to grow. Additionally, NRCCS has become a "school of choice" by families who live within the Steamboat Springs city boundaries—families who prefer the size of the school and/or its educational approach.

### MISSION AND VISION

The NRCCS Mission was refined and updated in the Spring of 2023 by NRCCS Teaching Staff:

***To challenge students to thrive beyond 4 walls through personalized academic learning, stewardship, the arts, and outdoor discovery.***

We've also created new goals for the period of 2025-2030:

- ✓ Continue to achieve academic excellence in Math and ELA.
- ✓ Personalize academic instruction to meet the needs of all students.
- ✓ Build an Outdoor Education and Wellness program that is both fun and educational for students.

## STAFF AND FACILITIES

### Staff

Starting in the school year 2025-2026, the school staff will be comprised of:

- ✓ 1 full-time State-certified Head of School and Principal
- ✓ 1 full-time Operations Manager
- ✓ 1 full-time Academic Dean and Math Teacher
- ✓ 1 full-time art teacher
- ✓ 1 full-time physical education teacher
- ✓ 5 full-time classroom teachers
- ✓ 1 full-time Special Education teacher
- ✓ 2 paraprofessionals
- ✓ 1 part-time school nurse
- ✓ 1 full-time bus driver
- ✓ 1 full-time grant-funded social worker
- ✓ 1 ECC Director
- ✓ 2 ECC Lead Instructors

### Facilities

Our state-of-the-art campus was completed in January 2012 and is comprised of:

- ✓ 6 classrooms (Math Room, Kindergarten & 1 , grades 2&3, 4&5, 6&7, 8)
- ✓ 1 resource room
- ✓ 1 teacher work room
- ✓ 1 nurse's room
- ✓ 1 community/lunch room
- ✓ Administrative area and offices
- ✓ Enclosed trash area
- ✓ Mechanical area
- ✓ Computer and janitor closets
- ✓ Outdoor Basketball/activity court
- ✓ OEW storage shed
- ✓ Adjacent, privately owned, groomed skiing area expressly for NRCCS

During the 21-22 school year; we finalized the addition to the main building:

- ✓ Community gymnasium
- ✓ Art room
- ✓ Full-size soccer field

## Educational program

### Goals and Objectives

NRCCS sets yearly goals and objectives, created after review of state assessments and collaboration with the SAC (School Accountability Committee) team. This year the work plan goals are:

- ✓ Hold school leadership accountable to the Unified Improvement Plan
- ✓ Teacher retention

NRCCS also annually reviews data and the State's framework to determine the proper avenue for academic improvements. The Head of School creates the Unified Improvement Plan (UIP) with support of classroom teachers and the Academic Dean. Once this document is shared with the NRCCS School Board and School Support Team (SAC), the school's UIP is submitted to CDE.

The [North Routt Community Charter School current UIP](#) is linked here and also always available on the CDE website.

### Academic Achievement and Growth

NRCCS continues to meet and exceed averages and expectations set forth by the State. Under the Colorado Department of Education [Performance Framework Report](#), NRCCS has obtained the following credentials:

- ✓ 2009-2010 - Performance
- ✓ 2010-2011 - Performance
- ✓ 2011-2012 - Performance
- ✓ 2012-2013 - Performance
- ✓ 2013-2014 - Performance
- ✓ 2014-2015 - Performance
- ✓ 2015-2016 - Performance
- ✓ 2016-2017 - Performance
- ✓ 2017-2018 - Performance
- ✓ 2018-2019 - Performance
- ✓ 2020-2022 - No data due to COVID
- ✓ 2022-2023 - Performance
- ✓ 2023-2024 - Performance

NRCCS also received *The Distinguished Governor's Award* for the school years of 2022-2023 and 2023-2024.

More specifically, with regard to academic achievement and growth in 2024:

- ✓ Elementary students met CDE's requirements for achievement on CMAS in ELA and exceeded requirements in Math.

- ✓ Middle school students met the requirements for achievement on CMAS in Math and exceeded requirements in ELA.
- ✓ Elementary students approached CDE's growth requirements in ELA and exceeded growth requirements in Math.
- ✓ Middle school students met requirements for growth in ELA and Math.

NRCCS will continue to strive for academic excellence and it is the goal that each and every student achieves adequate yearly progress. Data drives our instruction and the results we see change the way in which we deliver our content. "Data and Assessments" is a daily discussion at NRCCS. All staff review data, brainstorm possible solutions to areas of concern, and give each other classroom support and sample pedagogy practices. We continue to monitor each student as an individual year over year with a student tracker that we have developed and utilize closely with all teachers. The data is passed on to new staff throughout the year and for the following academic year.

NRCCS has created the leadership role of the Academic Dean, who acts as a Mathematics Lead, a teacher who manages and assesses all our students.

#### Stakeholder Engagement

The stakeholders outside of the staff and students at our school include:

- ✓ Local board of education
- ✓ Local businesses and Community members
- ✓ Parents of our student body

Their contribution is outlined later under "Leadership and Governance."

### Unique Educational Outcomes

As an OEW (Outdoor Education and Wellness) school, unique educational outcomes are a driving force to our belief system. In addition to holding a high academic standard across all grade levels, we believe our focus should be on all aspects of the child: academic, character development and the development of habits of scholarship.

**Character Development:** *Respect, Integrity, Courage, Compassion, Curiosity, and Creativity.* These traits are posted in the hallways, discussed each morning with every student, and lived each and every day at NRCCS. You will commonly hear teachers using these traits as a means to support students in need or to model proper character traits.

**Habits of a Learner:** *Grit, Craftsmanship, Responsibility, and Collaboration.* Along with our character traits, it is believed that, from the NRCCS governing body out to the community level, it's the role and responsibility to teach our students about proper habits of scholarship. While different students learn at different paces, we believe that if we can educate and model the skills to become a successful life-long learner, that student will have the capacity to be successful in the future.

**Outdoor Education and Wellness:** NRCCS firmly believes in the importance of daily activity for all students. With a placed-based curriculum, we educate all students about the importance of daily physical activity and the environment around them. Students attend OEW daily, with a strong push in outdoor education.

**CREW:** Within our school and individual classrooms, you will hear a common theme: "*We are CREW...not passengers.*" This teaches our students about the power of collaboration and the importance of caring for and looking out for one another is the foundation to our school and school culture. Teachers explicitly teach 30 minutes of Social and Emotional Learning Objectives every academic day during this time.

## LEGAL AND OTHER OBLIGATIONS

The school is in compliance with all legal obligations, from federal and state laws to safety practices.

## Services for Students with Special Educational Needs

NRCCS personnel take part as active participants in:

- ✓ Developing Individualized Education Plans (IEPs),
- ✓ Identifying and referring students for assessment of special education needs,
- ✓ Maintaining required records, and
- ✓ Cooperating in the delivery of special education instruction and services, as appropriate.

NRCCS complies with all District procedures, policies and regulations, and the requirements of federal and state law concerning the education of children with disabilities.

NRCCS provides a portion of its special education services by having hired a teacher who is properly licensed, endorsed, and deemed qualified by the Head of School to provide special education services in a manner which will meet applicable legal requirements.

The District has been responsible for ensuring the provision of necessary special education programs and services as recommended by the SSSD Special Education Director, including oversight of IEPs, scheduling service providers, and handling administrative proceedings when needed.

## Legal Compliance

NRCCS is a 501(c)(3) non-profit registered on August 10, 2001 under the law of Colorado and is in good standing with the Colorado Secretary of State.

We have adequate liability insurance through SSSD's participation in the Colorado School Districts Self Insurance Pool.

NRCCS complies with educational acts, statutes, rules, and policies including, but not limited to:

- ✓ The Read Act
- ✓ State assessment testing (CMAS, PARCC, MAPS, DIBELS)
- ✓ All Colorado state statutes other than those approved waivers
- ✓ All NRCCS policies approved by the NRCCS Board of Education
- ✓ All SSSD administrative procedures regarding on-boarding of new employees, payroll processing, accounts payable and other financial transactions, use of licensed technology, and state assessment testing
- ✓ Colorado Sunshine and Open Records laws

### **Safe and Secure Facility**

The NRCCS school facility was designed with safety in mind; and we have maintained it in good working order. In order to enter the building a programmed badge is required. Visitors are required to sign in at the front desk and wear a guest badge while in the building.

On an annual basis, we have the following inspections conducted:

- ✓ County health inspection
- ✓ State fire marshal inspection
- ✓ Water system sampling and testing per State schedule
- ✓ Fire extinguishers, fire alarms, sprinkler system testing
- ✓ Local fire department safety check of fire pumps
- ✓ Over the course of a year, all mechanical systems, preventative maintenance is scheduled as appropriate, are examined and appropriate actions taken

Emergency drills (fire, lock-down, and lock-out) are performed monthly. Each staff member has a badge that contains emergency numbers and complete school rosters; a two-way radio, roster, and flashlight. Routt County sheriffs and deputies who have observed our lock-down procedures have commended our school preparedness during drill execution.

All staff members are also trained in first aid and are versed in the school's policies regarding school safety, student safety, accident reporting, prevention of disease and infection, security access, and visitors to the school.

### **SCHOOL OPERATIONS**

NRCCS has effective and efficient operational processes, resulting in sustained financial performance and preparing us for increasing enrollment.

### **Financial Performance**

NRCCS has, over the period of the current Charter Contract, continually improved its financial position due to the following:

- ✓ Budgets are still conservatively developed based and base on actual enrollment
- ✓ Budget priorities are aligned with the school's mission
- ✓ We continue to proactively and effectively adjust our budget to reflect changes in current enrollment and PPR funding
- ✓ Success at securing grants from multiple sources
- ✓ Fundraising by NRCCS parents and board members
- ✓ We have planned for growth in enrollment and program offerings
- ✓ The school has no debt.
- ✓ NRCCS has achieved maintaining 25% of the operating budget in unassigned reserves
- ✓ NRCCS follows all statute around financial transparency and Quarterly budget reports are posted on the NRCCS website

Projected financial performance is expected to match or exceed this year's financial performance. For the 2025-2026 school year, we are enrolling more kindergarteners than we will have graduate from 8<sup>th</sup> grade.

As required by the Colorado Revised Statutes, up-to-date budgets and quarterly financial reports are always available on the [NRCCS Financial Transparency webpage](#).

## School Demand

Population analysis has indicated that there is not enough growth in the North Routt community to help us meet our goal of 90-100 students—this is partially due to the many North Routt families who work in Steamboat Springs and the percentage of them who choose to enroll their students in a school near their place of employment. We, by necessity, will need to draw students outside the traditional reach of NRCCS (defined as the North Routt Fire Protection District).

NRCCS is grateful for the constant interest in enrollment, because of this we can face over-enrollment in some of our classrooms. We have created our guiding principles in the form of an [enrollment policy](#).

As NRCCS has stabilized its educational program and staffing, demonstrated its educational achievements, and made attractive programs and opportunities, families throughout the county have expressed interest in our school. However, transportation to-and-from school would have proved to be a drawback if we hadn't purchased two buses: a 28-passenger and 75-passenger. We now provide a daily scheduled bus route each morning and afternoon and conduct all our field trips without reaching out to the District.

## District Services

The School is proud of its relationship with all the staff of the District office, as well as its peer relationships with the principals at the elementary and middle schools. The District has been providing several services to the NRCCS over the course of the current contract.

NRCCS is particularly pleased with the provision of District services in the following areas:

- ✓ Administrative Support and Collaboration
- ✓ Curriculum consultation and Collaboration
- ✓ New staff on-boarding oversight and payroll/benefits processing
- ✓ Student data collection and reporting oversight
- ✓ Accounts payable processing and credit card oversight
- ✓ Audit oversight
- ✓ Technology Services
- ✓ Availability and willingness to support NRCCS in any way

#### LEADERSHIP AND GOVERNANCE

NRCCS is proud of its governing board and administrative leadership and guidance—and gratified to have superb leaders within its teaching staff, parent population, and community.

### Board of Education

Our current board, composed of 6 members, is highly experienced and tenured. The board can have up to 7 members. Our board members bring a wealth of knowledge and experience in operations and policy setting, marketing, technology and business/financial management. Four members are parents and the Board President is a community member.

### Administration

The school's Head of School and its current operations manager provide for administrative leadership at NRCCS. All have professional backgrounds in their fields and strong commitment to the success of the school.

As the school's Head of School, **Daniel Kohler** has a breadth of experience both as a teacher and an administrator. With an undergraduate degree in U.S History and an advanced degree in School Administration and Leadership, Dan has over 18 years of experience as both a classroom teacher and a principal. It is with that background across K-12 education that he has brought needed oversight and strategic planning to NRCCS.

**Carlie Pedrini** is the school's operations manager. Carlie holds a BA in Elementary Education and has 15 years of experience in logistics, operations and accounting. Her background melds perfectly to support operations at NRCCS.

Since joining NRCCS, she has focused her efforts on updating and improving the school's financial management processes; overseeing the execution of finance, compliance, facilities management and preventative maintenance scheduling; and assisting and supporting the Head of School, teaching staff, and board of directors in a manner that enhances their roles.

### Teachers

Each of NRCCS' teachers is highly qualified in his/her respective role. Classroom teachers design and execute two expeditions each year.

### Parents

We are fortunate to have an active group of parents and grandparents, who volunteer on many levels—all to benefit the school. These include volunteers who:

- ✓ Work within the classroom, helping teachers with reading/math small group learning
- ✓ Participating in OEW trips, overseeing student activities
- ✓ Serve on the School Accountability Committee
- ✓ Participate in fundraising activities

### Community

We couldn't be more proud of our community; they do so much for the school. Examples are: classroom assistance and creating biking/skiing trails. A special thanks goes to the Clark Store for their creation of an affordable school lunch program.

## CONTRACT RE-NEGOTIATION

### Requested Waivers

There are 15 automatic waivers; we are applying for all. There are 14 non-automatic waivers that we are requesting.

The complete list of requested waivers and the Rationale and Replacement Plan for each waiver is included as Attachment 1.

### Requested Contract Changes

A draft contract proposal is attached. Suggested language changes, additions, and deletions are called out by highlighted comments in the document.

## ATTACHMENT 1. WAIVER REQUESTS

See [Addendum 1](#) for:

- ✓ Waiver Request Form and Automatic Waivers
- ✓ Rationale and Replacement Plan for each Waiver

## ATTACHMENT 2. DRAFT CHARTER CONTRACT

See [Addendum 2](#) for:

- ✓ Revised Charter Contract

## ATTACHMENT 3. REQUESTED DOCUMENTATION

See [Addendum 3](#) for:

- ✓ School Calendar

## Charter School Waiver Request Addendum

*List the non-automatic waiver(s) from statute and rule and the related replacement plans that the charter school is requesting.*

<b>School Name: North Routt Community Charter School</b>
<b>School Address (mailing): 26990 Eagle Lane, Clark, CO 80428</b>
<b>Charter School Waiver Contact Name: Carlie Pedrini</b>
<b>Charter School Waiver Contact's Phone Number: 970-871-6062</b>
<b>Charter School Waiver Contact's Email: cpedrini@northrouttcharter.org</b>

Of the following automatic waivers, we are invoking the following (noted in **RED**):

Charter School Automatic Waiver List (Current from 6/2/2017 to Present)	
Statutory Citation	Description
22-32-109(1)(f), C.R.S.	Local board duties concerning selection of staff and pay
22-32-109(1)(l), C.R.S.	Determine educational program and prescribe textbooks
22-32-110(1)(h), C.R.S.	Local board powers-Terminate employment of personnel
22-32-110(1)(i), C.R.S.	Local board duties-Reimburse employees for expenses
22-32-110(1)(j), C.R.S.	Local board powers-Procure life, health, or accident insurance
22-32-110(1)(k)(l), C.R.S.	Local board powers-Policies relating the in-service training and official conduct
22-32-110(1)(ee), C.R.S.	Local board powers-Employ teachers' aides and other non-certificated personnel
22-32-126, C.R.S.	Employment and authority of principals
22-33-104(4), C.R.S.	Compulsory school attendance-Attendance policies and excused absences
22-63-301, C.R.S.	Teacher Employment Act-Grounds for dismissal
22-63-302, C.R.S.	Teacher Employment Act-Procedures for dismissal of teachers
22-63-401, C.R.S.	Teacher Employment Act-Teachers subject to adopted salary schedule
22-63-402, C.R.S.	Teacher Employment Act-Certificate required to pay teachers
22-63-403, C.R.S.	Teacher Employment Act-Describes payment of salaries
22-1-112, C.R.S	School Year-National Holidays

**Addendum 1**

**Rationale and Replacement Plan for Non- Automatic Waivers**

**Basic Information**

School Name: North Routt Community Charter School  
 School Address: 26990 Eagle Lane, Clark, CO 80428

Prepared by: Carlie Pedrini  
 Preparer's Phone Number: 970-871-6062  
 Preparer's Email Address: cpedrini@northrouttcharter.org

Charter School Contact: Daniel Kohler  
 Charter School Contact Email: dkohler@northrouttcharter.org

District Contact Name: Stephanie Juneau  
 District Contact Email Address: sjuneau@ssk12.org

**Table of Contents for Non Automatic Waivers (listed below)**

<b>Non-Automatic Waivers</b>	<b>Statute Description</b>	<b>Page</b>
C.R.S. § 22-9-106	<b>Local Board of Education Duties Concerning Performance Evaluations</b> This section requires that employee performance evaluations be performed as set forth by the Steamboat Springs School District.	<b>3</b>
C.R.S. § 22-32-109 (I)(b)	<b>Boards of Education. Specific Duties.</b> Grants board of education the authority to adopt policies and prescribe rules and regulations for efficient administration of the district.	<b>4</b>
C.R.S. §22-32-109(1)(n)(I) C.R.S. §22-32-109(1)(n)(II)(B)	<b>Board of Education- Specific Duties.</b> School Calendar <b>Board of Education-Specific Duties.</b> Adoption of District Calendar	<b>5</b>
C.R.S. §22-32-109(1)(n)(II)(A)	<b>Local Board Duties Concerning Contact Hours.</b> Teacher Pupil Contact Hours	<b>6</b>
C.R.S. §22-32-110 (1) (y)	<b>Right to accept gifts, donations, grants.</b> Provides for board of education to accept gifts, donations, and grants and use in accordance with condition placed on them.	<b>7</b>
C.R.S. § 22-63-201 C.R.S. § 22-63-202	<b>Teacher Employment. Certification required</b> <b>Teacher Employment, contracts in writing, duration, damage provision</b>	<b>8</b>
C.R.S. § 22-63-203	<b>Probationary teacher—renewal and non-renewal of employment contract</b>	<b>9</b>
C.R.S. § 22-63-206	<b>Teacher Employment, Compensation and Dismissal Act</b>	<b>10</b>
C.R.S. § 22-33-105	<b>Suspensions, expulsion and denial of admission of students</b>	<b>11</b>
C.R.S. § 22-32-120	<b>Food Services</b>	<b>12</b>
C.R.S. §22-2-112(1)(q)(I)	<b>Commissioner-Duties</b>	<b>13</b>
C.R.S. §22-7-1014(2)(a)	<b>School Readiness</b>	<b>14</b>

## Addendum 1

### Non-Automatic Waiver Statute Description and Rationale and Replacement Plan

**Statutory Citation and Title:**

**C.R.S. § 22-9-106. Local Board of Education Duties Concerning Performance Evaluations.**

This section requires that employee performance evaluations be performed as set forth by the Steamboat Springs School District.

**Rationale:**

The NRCCS will be responsible for its own personnel matters, including supervision and evaluation of personnel and the method for conducting such evaluations. The NRCCS Head of School must have the ability to perform the evaluation of all personnel. The NRCCS BOD must also have the ability to perform the evaluation for the Head of School.

**Replacement Plan:**

NRCCS uses both RANDA and its own evaluation system. NRCCS's evaluation system will continue to meet the intent of the law as outlined in statute. The methods used for NRCCS's evaluation system includes quality standards that are clear and relevant to the administrators' and teachers' roles and responsibilities, and have the goal of improving student academic growth, and meet the intent of the quality standards established in SB 10-191.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:**

NRCCS anticipates that the requested waiver will have no financial impact upon the Steamboat Springs School District or the NRCCS budget.

**How the Impact of the Waivers Will be Evaluated:**

Since teacher performance has a critical impact on the performance of the entire school, the impact of this waiver will be measured by the same performance criteria and assessments that apply to the school.

**Expected Outcome:**

The school will be able to implement its program and evaluate its teachers in accordance with its Performance Appraisal System, which is designed to produce greater accountability and be consistent with the school's goals and objectives. This will benefit staff members as well as students and the community.

**Addendum 1**

<b>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</b>
<b>Statutory Citation and Title</b> <b>C.R.S. § 22-32-109 (l)(b). Boards of Education. Specific Duties.</b> Grants board of education the authority to adopt policies and prescribe rules and regulations for efficient administration of the district.
<b>Rationale:</b> NRCCS will be operating independently from other schools in the Steamboat Springs School District and should be delegated the authority to develop, adopt, and implement its own operational policies, rules and regulations, subject to the limitations in the Charter School Agreement.
<b>Replacement Plan:</b> The Board of Directors of NRCCS has adopted policies and the Head of School of NRCCS will prescribe rules and regulations.
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.
<b>Financial Impact:</b> The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> The impact of this waiver will be measured by the performance criteria and assessments that apply to NRCCS, as set forth in this Charter School Agreement.
<b>Expected Outcome:</b> NRCCS will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

**Statutory Citation and Title**

**C.R.S. §22-32-109(1)(n)(I).** Board of Education- Specific Duties.  
School Calendar

**C.R.S. §22-32-109(1)(n)(II)(B).** Board of Education-Specific Duties.  
Adoption of District Calendar

**Rationale:** NRCCS will prescribe the actual details of its own school calendar to best meet the needs of its students. As such, the school will have a calendar that may differ from the rest of the schools within the Steamboat Springs School District. NRCCS will always meet at least the minimum required time and days as outlined in state law.

**Replacement Plan:** The final calendar and the school's daily schedule will be designed and approved by the NRCCS's Board of Directors and will meet or exceed the requirements in state statute. A copy of the calendar will be distributed to parents of NRCCS.

**Duration of Waivers:** NRCCS requests that the waivers be for the duration of its contract with the Steamboat Springs School District. Therefore, the waiver is requested for five (5) academic operating years, through June 30, 2030.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on the Steamboat Springs School District or NRCCS.

**How the Impact of the Waivers Will be Evaluated:**

The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Agreement.

**Expected Outcome:**

As a result of this waiver, the school will be able to operate in accordance with its own schedule, designed to meet the needs of its community and educational program, which is vital to the success of its program.

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

#### Statutory Citation and Title

**C.R.S. §22-32-109(1)(n)(II)(A).** Local Board Duties Concerning Contact Hours.  
Teacher Pupil Contact Hours

**Rationale:** NRCCS will prescribe the actual details of teacher-pupil contact hours to best meet the needs of students. The District board will not set these policies.

**Replacement Plan:** NRCCS will prescribe the actual details of teacher-pupil contact hours instead of the Steamboat Springs School District Board, and hours will meet or exceed the current requirements in statute.

**Duration of Waivers:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.

**How the Impact of the Waivers Will be Evaluated:** The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Agreement.

**Expected Outcome:** NRCCS will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

#### Statutory Citation and Title

**C.R.S. §22-32-110 (1) (y). Right to accept gifts, donations, grants.**

Provides for district board of education to accept gifts, donations, and grants and use in accordance with condition placed on them.

**Rationale:** NRCCS will be operating independently from other schools in the Steamboat Springs School District and should be delegated the authority to accept gifts, donations and grants, and deploy/use them as directed by the donor/grantor subject to the limitations in the Charter School Agreement.

**Replacement Plan:** The Board of Directors of NRCCS has adopted policies and the Head of School/principal of NRCCS will prescribe rules and regulations.

**Duration of Waivers:** NRCCS requests that the waiver be for the duration of its contract with the Steamboat Springs School District. Therefore, the waiver is requested for five (5) academic operating years, through June 30, 2030.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.

**How the Impact of the Waivers Will be Evaluated:** The impact of this waiver will be measured by the performance criteria and assessments that apply to NRCCS, as set forth in this Charter School Agreement.

**Expected Outcome:** NRCCS will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.

## Addendum 1

<b>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</b>
<p><b>Statutory Citation and Title</b></p> <p><b><u>C.R.S. § 22-63-201.</u> Teacher Employment. Certification required.</b> Prohibits the board from entering into an employment contract with a person who does not hold a teacher's certificate or letter of authorization.</p> <p><b><u>C.R.S. § 22-63-202.</u> Teacher Employment, contracts in writing-duration-damage provision.</b></p>
<p><b>Rationale:</b></p> <p>North Routt Community Charter must be granted the authority to hire teachers and principals that will support the school's goals and objectives. The principal will not function as a traditional District school principal, but rather will be responsible for a wider range of tasks and act as the school's Head of School. NRCCS will seek to attract principals and teachers from a wide variety of backgrounds, including, but not limited to teachers from out-of-state, teachers with a lapsed Colorado certificate, persons with several years of successful teaching experience in a setting not requiring a license, as well as persons with business or professional experience.</p> <p>To manage its own personnel, NRCCS must be granted the authority to select its own teaching staff, develop its own employment agreements and terms and conditions of employment.</p>
<p><b>Replacement Plan:</b></p> <p>The Board of Directors of NRCCS has adopted policies and the Head of School of NRCCS will prescribe rules and regulations.</p>
<p><b>Duration of Waivers:</b></p> <p>We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.</p>
<p><b>Financial Impact:</b></p> <p>The school anticipates that the requested waivers will have no financial impact on Steamboat Springs School District. NRCCS will be able to adopt policies and prescribe rules and regulations consistent with its budget.</p>
<p><b>How the Impact of the Waivers Will be Evaluated:</b></p> <p>The impact of this waiver will be measured by the performance criteria and assessments that apply to NRCCS, as set forth in this Charter School Agreement.</p>
<p><b>Expected Outcome:</b></p> <p>NRCCS will be able to carry out its educational program, administer its affairs in an efficient manner, and accomplish its mission as set forth in the Charter School Agreement.</p>

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

#### Statutory Citation and Title

**C.R.S. § 22-63-203. Probationary teacher—renewal and non-renewal of employment contract**

Provides for contracts with probationary teachers and allows for non-renewal and renewal of employment contracts.

**Rationale:** NRCCS should be granted the authority to develop its own employment agreements and terms and conditions of employment. The school will be operating differently from other schools with a unique curriculum for which having the proper teaching staff is essential. Not every teacher who is successful in the regular public school will be successful at NRCCS. All employees of NRCCS will be employed on an at-will basis.

**Replacement Plan:** NRCCS has teacher agreements with the terms of non-renewal and renewal of employment agreements, and payment of salaries upon termination of employment of a teacher.

#### Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on the Steamboat Springs School District or NRCCS.

**How the Impact of the Waivers Will be Evaluated:** The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per the Charter School Agreement.

**Expected Outcome:** The school will be able to employ professional staff possessing unique skills and/or background, filling all staff needs.

**Addendum 1**

**Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan**

**Statutory Citation and Title**

**C.R.S. § 22-63-206. Teacher Employment, Compensation and Dismissal Act.**

Permits transfer of teachers between schools upon recommendation of the district's chief administrative officer.

**Rationale:** NRCCS is granted the authority under the Charter School Agreement to select its own teachers. No other school nor the Steamboat Springs School District should have the authority to transfer its teachers into NRCCS or transfer teachers from NRCCS to any other schools, except as provided for in the Charter School Agreement.

**Replacement Plan:** The school will hire teachers on a best qualified basis. There is no provision for transfers.

**Duration of Waivers:**

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:** The school anticipates that the requested waivers will have no financial impact on the Steamboat Springs School District or the school.

**How the Impact of the Waivers Will be Evaluated:** The impact of this waiver will be measured by the performance criteria and assessments that apply to NRCCS, as set forth in the Charter School Agreement.

**Expected Outcome:** The school expects that as a result of this waiver it will be able to manage its own personnel affairs. There is no provision for transfers.

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

#### Statutory Citation and Title

**C.R.S. § 22-33-105. Suspensions, expulsion and denial of admission of students.**

Provides conditions and procedures for suspensions, expulsion, denial of admission

**Rationale:** NRCCS will be responsible for creating the written policy setting forth the school's requirements regarding the suspension, expulsion or denial of admission for students enrolled or desirous of enrollment at NRCCS. The Steamboat Springs School District reserves the right to approve the plan once it has been created, as stated in the Charter Contract.

**Replacement Plan:** NRCCS will be responsible for creating the written suspension and expulsion policy for the school. The plan will meet or exceed the expectations set forth in state law.

#### Duration of Waivers:

We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:** The school anticipates that the requested waiver will have no financial impact on the Steamboat Springs School District or NRCCS..

**How the Impact of the Waivers Will be Evaluated:** The impact of these waivers will be measured by the performance appraisal criteria and assessments that apply to the school, as per this Charter School Agreement.

**Expected Outcome:** The school will be able to implement the necessary policies to increase student achievement.

## Addendum 1

<b>Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan</b>
<b>Statutory Citation and Title</b>
<b>C.R.S. § 22-32-120. Food Services.</b>
Grants district board the right to establish and maintain food services.
<b>Rationale:</b> NRCCS will be operating independently from other schools in the Steamboat Springs School District and will not be able to afford a food service within its current facility.
<b>Replacement Plan:</b> NRCCS, through collaboration with a local business, provides affordable meals to any student family that desires such service. Additionally, through local donations, NRCCS will provide emergency meals and snacks for children that forgot to bring food. NRCCS will not feed children on a regular basis.
<b>Duration of Waivers:</b> We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.
<b>Financial Impact:</b> NRCCS anticipates that the requested waiver will have no financial impact upon the Steamboat Springs School District or the NRCCS budget.
<b>How the Impact of the Waivers Will be Evaluated:</b> NRCCS will monitor the number of children who arrive at school without food. This will allow the school to raise community money to support children in need, if necessary.
<b>Expected Outcome:</b> With this waiver, NRCCS will support its students with food as necessary.

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

#### Statutory Citation and Title

**C.R.S. §22-2-112(1)(q)(I)** Commissioner-Duties

**Rationale:** NRCCS has established a performance evaluation system and received a waiver from CRS 22-9-106 enabling its use of that system. Due to this prior waiver, NRCCS should not be required to report their teacher evaluation ratings as a part of the commissioner's report as required by C.R.S. 22-2-112(1)(q)(I).

**Replacement Plan:** If granted this waiver, NRCCS will not be required to report their teacher evaluation data through the Teacher Student Data Link collection process. However, the data provided by NRCCS's teacher evaluation system is a critical component in the decision-making process for retention, promotion and placement of the school's teachers. In addition, the evaluation data is used to inform professional development decisions for each teacher. Core course level participation will continue to be reported pursuant to C.R.S. 22-11-503.5, as this is a non-waivable statute.

**Duration of Waivers:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:** NRCCS anticipates that the requested waiver will have no financial impact upon the Steamboat Springs School District or the NRCCS budget.

**How the Impact of the Waivers Will be Evaluated:** The impact of this waiver will be measured by the same performance criteria and assessments that apply to the school, as set forth in NRCCS charter school contract.

**Expected Outcome:** The measurement of the level of performance for teaching staff shall include, but not be limited to, a standard for measuring performance as it is directly related to classroom instruction and shall include multiple measures of student growth and performance as of paramount importance. With this waiver, NRCCS will be able to focus efforts on reviewing the teacher evaluation data as a basis for communicating recommendations for improvement and identifying professional development opportunities.

## Addendum 1

### Non-Automatic Waivers: Statute Description and Rationale and Replacement Plan

#### Statutory Citation and Title

**C.R.S. §22-7-1014(2)(a) Preschool Individualized Readiness Plans – School Readiness and Assessments** Each district administers the school readiness assessment to each student.

**Rationale:** North Routt Community Charter School is a data driven school that is constantly evaluating and assessing students' academic readiness, character development, and physical well-being in order to ensure student success. North Routt Community Charter already has strong programs and assessments in place that assess students' school readiness relating to physical well-being, social-emotional development, language and comprehension development, cognition, and general knowledge (literacy and mathematics).

**Replacement Plan:** Every kindergarten student at North Routt Community Charter School will be administered a school readiness assessment within the first 60 calendar days of the school year. The assessment instruments used will be research based, reliable and valid. North Routt Community Charter School intends on using the below assessment instrument(s) to assess each of the domains outlined in the statute:

Physical well-being & motor: Curriculum Based Measurement

Social and Emotional: Curriculum Based Measurement

Language & Comprehension: I-Ready, Diebels, and Curriculum Based Measurement

Cognition: Curriculum Based Measurement

Math: I - Ready and Curriculum Based Measurement

Literacy: I-Ready, Diebels, and Curriculum Based Measurement

The data collected from these assessment(s) will be used to develop an individualized readiness plan for each kindergarten student and will inform individual learning plans, MTSS, and drive classroom instruction within the school. This school readiness data will not be used to deny admission or progress to first grade. The data collected will be made readily available to SSSD RE-2, and North Routt Community Charter School will report this data, as required by State law.

**Duration of Waivers:** We formally request the waiver be in effect for the duration of our contract with the Steamboat Springs School District. Therefore, the waiver is requested through June 30, 2030.

**Financial Impact:** North Routt Community Charter School anticipates that the requested waiver will have no financial impact upon SSSD RE-2 or North Routt Community Charter School.

**How the Impact of the Waivers Will be Evaluated:** The impact of this waiver will be measured by the performance criteria and assessments that apply to North Routt Community Charter School's curriculum and the over program design.

**Expected Outcome:** North Routt Community Charter School expects that as a result of this waiver, we will be able to continue to provide appropriate assessments and support that will ensure students success in higher levels of learning in all academic areas.

## CHARTER SCHOOL CONTRACT

This contract ("Contract"), signed this April 7 (SSSD) and March 10 (NRCCS), 2025 is made and entered into between Steamboat Springs School District RE-2 ("District") and the North Routt Community Charter School ("School"), a Colorado nonprofit corporation.

### RECITALS

WHEREAS, a Renewal Application ("Application") was submitted for the continuation of the School to operate within the District pursuant to the Charter Schools Act, C.R.S § 22-30.5-101, *et seq.*;

WHEREAS, the Steamboat Springs School District Board ("Board") finds that as a result of responsible governance and financial management, the School has established a pattern of achieving the goals, objectives, and performance standards for its students; and

NOW THEREFORE in consideration of the foregoing and the terms and conditions set forth below, the parties agree as follows:

### AGREEMENT

#### 1. ESTABLISHMENT OF THE SCHOOL

As authorized by the Charter School Act, the Board hereby approves the Application for the continuation of the School upon the terms and conditions set forth in this Contract.

#### 2. RENEWAL APPLICATION

The provisions of this Contract will supersede and have control over any conflicting or inconsistent language contained in the Application.

#### 3. TERM

This Contract is effective as of July 1, 2025 for a period of five (5) school years, and will terminate on June 30, 2030, unless earlier terminated as provided herein. This Contract may be renewed for an additional period upon application for renewal in accordance with State law and District policies and procedures, and upon Board approval of the Application. Both parties agree that should significant developments in law or State educational oversight occur during the period of this Contract and those events have substantial bearing on any clause contained in the Contract, the parties will amend this Contract as jointly agreed.

#### 4. CORPORATE STATUS

The School shall be organized as a Colorado nonprofit corporation, subject to the following terms and conditions:

- A. **Compliance with Contract.** The corporation will be bound by and operated in a manner consistent with the terms of this Contract.

- B. **Corporate Purpose.** The purpose of the corporation as set forth in its articles will be limited to the operation of charter school pursuant to the Colorado Charter Schools Act, C.R.S. § 22-30.5-101, *et seq.*
- C. **Governance.** The articles and bylaws of the corporation provides for governance of the operation of the school in a manner consistent with this Contract. The School’s governing board shall have at least three (3) members, who will serve staggered four-year terms. Election or appointment shall be carried out as provided in the School’s articles and bylaws in a manner calculated to represent all stakeholders in the School, including the geographic community served.

**5. COMPLIANCE WITH LAWS, POLICIES, PROCEDURES, AND RULES**

The School will comply with all federal and State laws, local ordinances, and District policies, except to the extent the School has obtained waivers from State law and District policies as provided in §22-30.5-104(6)(b), C.R.S. In general, where the District policies not waived refer to the “superintendent” or “principal”, these shall be understood in the case of the School to be a reference to the School’s Head of School.

- A. **Waivers of State Law.** The parties shall jointly submit a request for waivers of State law to the Colorado State Board of Education, which shall include the Rationale and Replacement Plan for each waived statute. To the extent the State Board does not grant the requested waivers or imposes conditions upon the District or the School with respect to such waivers, it is agreed that representatives of the parties will meet to negotiate the effect of such State Board action. Waiver requests are attached to this contract as Addendum 1.
- B. **Waivers of District Policies, Procedures, and Rules.** The District hereby grants the School waivers from all Board and District administrative policies. The School Is exempt from compliance with those policies and any procedures and rules implementing them. The School shall otherwise comply with District procedures for services provided to the School by the District, to include but not be limited to accounts payables, payroll processing, credit cards, cash handling, cash deposits, human resources, liability & worker compensation insurance and student data processing. To govern responsibly, the School will maintain a set of board and administrative policies and will ensure that it responds to non-waived State laws with appropriate policies, procedures, and rules implementing them.
- C. **Provision of School Policies to the District.** The School will furnish to the District copies of all written policies and procedures with respect to any matter relating to its operations and educational program upon adoption or modification of such policies or procedures by the School’s governing board. Publication of School policies to its website will satisfy this requirement.

**6. EDUCATIONAL PROGRAM**

- A. **Program Characteristics.** The School shall open for the 2025-2026 school year based on a school calendar made available to the district and the public no later than May 30, 2025. The School shall provide a program open to students in grades kindergarten through

eight, as more particularly described in the Application and shall maintain such program and serve such grades through 2025-2030. The School may, at its discretion, continue to operate its Early Childhood Center (“ECC”), which currently serves toddlers through pre-kindergarten students.

- B. **Content Standards.** The combined School (NRCCS and ECC) shall continue with the implementation of a curriculum that is aligned with State academic standards and aligns with the Schools mission and vision statement. The instruction that offers students the opportunity to meet or exceed those standards.
- C. **Curriculum.** The School may use the curriculum to build effective units of study in place of the District’s to the extent that this curriculum affords opportunities to meet or exceed State standards.
- D. **Staff Qualifications.** The School’s staff must comply with the background checks performed by the District and all provisions of Colorado State law, except where waivers have been granted.
- E. **Student Assessment.** The School shall evaluate pupil performance as follows:
  - a. Participate in the Colorado Student Assessment Program;
  - b. School administered assessments that will track each student’s progress that is reliable and valid.
- F. **Individualized Education Plans.** Individualized Education Plans (IEPs) will be developed for each student based on assessment results, teacher observations and conferences. The IEPs will be maintained in a student portfolio that contains annual goals and documentation of academics and personal growth as evidenced by reliable and valid benchmark and summative assessments and artifacts.
- G. **School Improvement Plan.** The School Unified Improvement Plan (UIP) will reflect the needs and areas of focus for the School.
- H. **English Language Learners.** The School shall provide resources and support to English language learners to enable them to acquire sufficient English language proficiency to participate in the mainstream English language instructional program.
- I. **Students with Disabilities:** The Charter School agrees to comply with all District policies and the requirements of federal and state law concerning the education of children with disabilities.
  - (i) General Responsibilities. The District and the Charter School agree to the following general duties and obligations.

(A)The School shall:

1. Adhere to the applicable provisions of the IDEA, ECEA, Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the Americans with Disabilities Act ("ADA"), the District's policies, procedures, and requirements, as they may be amended from time to time, and the terms of the Charter School Contract;
2. Assure that its students with disabilities are afforded a free appropriate public education, including assuring special education and related services are provided as part of the regular school day in the student's least restrictive environment appropriate for their needs;
3. Ensure that no student otherwise eligible to enroll in the Charter School will be denied enrollment on the basis of the student's special education status;
4. Comply with the applicable requirements and mandates of the U.S. Department of Education, its Office for Civil Rights, the U.S. Department of Justice, and the Colorado Department of Education;
5. Follow and implement the procedures established by the District's Special Education Director, or designee;
6. Neither establish nor carry out any support services, policies, or practices that conflict with the District's policies;
7. Employ or contract with all requisite licensed and credentialed special education personnel;
8. Assign appropriately licensed and trained special education support staff, including paraprofessionals, as necessary to meet a student's needs;
9. Bear all costs associated with the special education-related personnel described in the preceding two paragraphs, above;
10. Develop, maintain, and review assessments and IEPs in any format required by the District, in accordance with federal law, state laws, and the Charter Contract;
11. Track attendance for each student using the student information system, to be reported and certified according to applicable state law and regulation, and provide attendance data to the District upon request;
12. Participate in the state quality assurance process for special education (e.g., verification reviews, coordinated compliance self-reviews,

complaints monitoring, and procedural safeguards); and Participate in any mandatory special education training offered or provided by the District.

(B) The District shall:

1. After deducting the costs identified in section 2. below, allocate a proportionate share of funding provided under the ECEA and IDEA, calculated in accordance with the formulas for Tier A and Tier B students as defined by the Colorado Department of Education, for the number of special education students at the School eligible for funding under Tier A and under Tier B.

Funding, less services used as described below, shall be provided in June of the current fiscal.

2. The School shall pay for services used as described below:
  - a. \$15 for each consumable testing protocol and each piece of equipment (if available) checked out from the District;
  - b. \$75 per hour for special services provided by the District to the Charter School, including the following services: speech/language pathologist, occupational therapist, school psychologist, vision/hard of hearing screening/services, assistive technology services, behavior support team services, autism support services, school to work alliance program services, audiology services, and other related services; and
  - c. \$100 per hour of Exceptional Student Services administrative team support.
3. Provide information to the School regarding the District's special education decisions, policies, and procedures to the same extent as they are provided to other schools within the District; and
4. Make available to the School's staff such training opportunities or information regarding special education as are made available to other District staff.
5. Make available second level vision and hearing screening follow-up services.

(ii) Oversight. The District and the School agree to the following terms of supervision, support, and enforcement.

- (A) As the LEA and AU for the Charter School, the District will determine the policies and procedures necessary to ensure that the protections of the IDEA and ECEA extend to all public-school students in the District's schools, including the Charter School.
- (B) The District's Director of Special Education or designee shall maintain the same administrative authority, pursuant to C.R.S. § 22-20-106 and regulations thereunder, as in all other District schools.
- (C) The District will track, oversee, and monitor the Charter School's compliance with federal and state laws and the District's procedures and policies. The District may direct such changes as necessary to comply with federal or state law or policies, or District policies or procedures, concerning the School's referral processes, evaluations, reevaluations, eligibility determinations, placement decisions, development and implementation of IEPs, manifestation determination reviews, and any other processes or procedures pertaining to students with disabilities arising out of federal and state law.
- (D) The District will periodically meet with the School's special education staff or coordinator to familiarize itself with the School's special education program and communicate any pertinent information, guidance, or directives to the Charter School.
- (E) On an ongoing basis, the District will assess the performance of the Charter School regarding the provision of special education services. If the District finds that the School's performance with regards to special education to be deficient, the District may take remedial steps. Such steps may include, but will not be limited to, increasing the District's level of oversight of the Charter School.
- (F) Should the District determine that any remedial steps are necessary, in accordance with the School's Contract and the District's policies, the District will oversee implementation of the remedial steps.
- (G) In instances where the District assumes responsibility for tasks that would otherwise be carried out by the School under this School Contract relating to the provision of special education services, the District may retain commensurate funds. Such circumstances are expected to be highly unusual.
- (H) The District shall monitor all school-level administrative, compliance, and programmatic tasks with regard to special education, and shall have the authority to enforce the requirement that the special education program of the School is effectively and lawfully carried out and that the needs of students with disabilities are met.
- (I) The District reserves the right to jointly direct with the School the development or modification of any IEP for special education students enrolled at the School.

- (J) The School shall adopt and utilize the District-approved student IEP plan management system for maintaining copies of assessments and IEP materials, and shall upload required signature pages, reports from outside provider, and other documents considered by the IEP team. Upon request, the School shall provide this information to the District for its review.
- (K) The School shall submit to the District all required reports in a timely manner, allowing a reasonable time for response, as needed to comply with applicable federal and state laws.
- (L) The School is responsible for the appropriate management of its special education budgets, personnel, programs, and services in accordance with state and federal law, which includes the requirement that special education funding received be used only for allowable special education purposes. The District reserves the right to audit and direct the use of special education funds provided to the School to ensure compliance with program and fiscal requirements.
- (M) Upon request by the District, the School shall provide all requested or appropriate documentation to demonstrate the licensure status of the School's personnel and contractors providing special education and related services, including documentation of the training received by said personnel and contractors, as well as documentation of the steps taken by the School to comply with applicable credentialing requirements. The School shall promptly provide the District with documentation that updates this information during the course of the school year, to the extent that the School has changes in its personnel, contractors, or training.
- (N) The School shall implement assessment and standardized testing procedures, including guidelines for modifications and adaptations for assessments, and procedures for gathering student progress on IEP goals.
- (O) In the event of any disagreement between the School and the District with regards to the duties of the School under this School Contract, the District's reasonable interpretation of those duties and its good faith assessment of the sufficiency of the School's actions in carrying them out shall be binding. The District's Director of Special Education's final decision shall not be subject to dispute resolution under this Contract.

(iii) Admission Process and Procedures for Enrollment of Students with Disabilities.

- (A) The School shall conduct its admission process, including any lottery or similar process, without inquiry into the disability status of students.
- (B) Following receipt of an application for enrollment and the student's admission to the School, the School and the District shall determine whether a student has been identified as a child with disabilities eligible for special education

and related services pursuant to the IDEA or an individual with a disability under Section 504, and/or the ADA. If so, the Parties shall obtain a copy of the most recent IEP or Section 504 plan.

- (C) The School recognizes and agrees that it is solely and exclusively responsible for providing services and accommodations to students who have a disability within the meaning of Section 504 and the ADA, and who are not eligible for special education and related services under the IDEA, and that nothing in this School Contract shall be construed to require the District to provide services or accommodations to those students.
- (D) When a student has an IEP, a properly constituted IEP team shall be convened to determine whether the student can receive a free appropriate public education in the least restrictive environment at the School and, if so, what services are to be provided by the School's teaching staff and what services will be provided by the District, if any. The School shall provide reasonable advance notice of the IEP team meeting to the District's Director of Special Education and said Director or designee may attend the meeting. For District resident students, if the determination is that FAPE is not available at the School, the student will be reassigned back to the student's home school and/or District program to ensure FAPE. For non-district resident applicants, if FAPE is not available at the School, the student's enrollment shall be denied and the student will be remanded back to their district of residence, which is responsible for FAPE. Every student who is admitted with an IEP from the student's previous school shall be placed directly in a program that meets the requirements of that IEP, unless and until a review staffing by the IEP team is held and the IEP is changed.
- (E) Enrollment at the School may be denied for a student with disabilities in the same manner and for the same reasons as enrollment may be denied for a student without disabilities.
- (F) If a non-resident student with disabilities enrolled in the School is one for whom tuition may be charged or excess costs collected as contemplated in C.R.S. § 22-20-109(4)(a), the School is entitled to collect and retain said monies on behalf of the Charter School. Neither the District nor the School shall be responsible for providing transportation for any non-resident student with disabilities.

(iv) Assessments.

- (A) The IDEA referral process shall include team meetings (1) to review prior interventions, accommodations, and modifications and (2) to recommend further interventions, accommodations, and modifications, as appropriate. The referral process shall be supported by documented interventions, such as the Multi-Tiered Systems of Support model approach, using data to identify

student strengths and weaknesses or as otherwise appropriate so long as the approach is consistent with state and federal law. Such a referral process cannot be used to delay or deny an evaluation for a child suspected of having a disability.

- (B) Upon observation, review of accumulated data, and review of records, the School may determine that assessment is necessary to determine possible eligibility for special education and related services.
- (C) Upon referral for an assessment by the School, the District, the student's parents, or any third-party with knowledge or special expertise about the child and invited by the parent, District, or the School will convene a meeting to review and discuss the request to agree or deny the request for assessment, in light of the student records, acquired data, and student performance. If the School determines that assessment for special education eligibility is not warranted, then prior written notice must be given to the parent/guardian with a clear rationale for such refusal within a reasonable timeframe of the initial evaluation request. If the School determines that there are suspected disabilities, then the School must develop an assessment plan, utilizing the District's assessment process. The assessment plan shall describe the types of assessments that may be used to determine the eligibility of students for special education instruction and services. Assessments shall be conducted by the School, within legal timelines, after receiving the parents' written consent.
- (D) For each student assessed, the School shall conduct an IEP team meeting that includes required team members and notice to the District's Director of Special Education within mandated timelines, to discuss assessment results, determine eligibility, and (if eligible) specify special education instruction and services. The IEP team convened at the School will make decisions regarding eligibility, goals, program (including staffing and methodology), placement at the school, and exit from special education, subject to the District's Director of Special Education's right to review and approve.
- (E) If a parent disagrees with the School's evaluation and requests an independent educational evaluation ("IEE") pursuant to 34 C.F.R. § 300.502, such a referral must be forwarded to the District's Director of Special Education within two (2) business days. The School is solely responsible for funding any costs associated with the requested IEE.

(v) Alternative Placements.

- (A) In the unusual event that, after a student is enrolled in the School, the IEP team determines that the School cannot provide a FAPE at the School in accordance with the student's IEP, the School shall contact the District to discuss alternative educational placements. The School shall pay to the District the pro-rata tuition costs associated with an out-of-district placement of the School student. The District's Director of Special Education is

responsible for overseeing all out-of-district placements and for maintaining all records for federal and state reporting related to students placed out-of-district

(B) The IEP team convened at the School shall have the authority to make offers of FAPE and recommendations regarding the staffing and methodology used to provide special education and related services at the School.

(vi) Staffing Requirements.

(A) The School shall ensure that the teachers and other persons who provide services to students with disabilities are knowledgeable of the content of students' IEPs. Staffing assignments shall be determined by the School. Staffing ratios shall be determined by the School in consultation with and subject to the authority of the District's Director of Special Education. The School may employ a school-based special education coordinator empowered with decisional authority over implementation matters at the Charter School, subject to the authority of the District's Director of Special Education as provided in this School Contract.

(B) The School shall provide planned staff development activities and participate in available and mandatory District training to support access by students with disabilities to the general education classroom, general education curriculum, integration of instructional strategies and curriculum adaptations to address diverse learners, and instructional and non-instructional time with non-disabled peers.

vii) Complaints.

(A) In the event of a complaint involving a student with an IEP or Section 504 Plan, the School shall inform the District's Director of Special Education within three (3) business days of the receipt of the complaint. If the District receives a complaint about the School's provision of special education services, the District agrees to notify the School within three (3) business days of receipt of the complaint.

(B) For all complaints or investigations, including due process hearings, state or federal agency investigations, and other legal proceedings or actions, involving special education, the School is responsible for its own representation and any associated costs.

(C) The School shall be responsible for satisfying any award by a due process hearing officer, a court, a state or federal agency, or a settlement agreement, if such award is based on any allegation that the School failed to fulfill its duties under state and federal special education laws and regulations. This obligation may include, without limitation, any award of (i) prospective special education and related services, (ii) compensatory education, (iii) reimbursement for parents/guardians' out-of-pocket costs, and (iv) parents'

attorneys' fees and costs. This obligation may be based on, without limitation, allegations concerning (i) identifying students with disabilities, (ii) assessing students, (iii) conducting IEP team meetings, (iv) developing appropriate IEPs, (v) implementing IEPs, and (vi) disciplining students with disabilities. Through insurance, reserve funds, or other reasonable means, the School shall assure that appropriate funds are available to meet such obligations.

(D) The District shall be responsible for satisfying or sharing responsibility for an obligation, as described in the preceding paragraph, only when the award is based on any allegation that the District failed to fulfill its own, independent and non-derivative duties under state and federal special education laws and regulations.

(viii) Discipline.

(A) The School shall comply with state and federal laws, including the IDEA and ECEA, regarding discipline of students with disabilities. For any special education student, the School will consult with the District's Director of Special Education prior to convening a manifestation determination review meeting, recommending expulsion, or prior to the eleventh (11) day of removal from class within an academic year. The School agrees to include positive behavioral interventions in its discipline procedures and to conduct functional behavior assessments and create behavior intervention plans for students with disabilities when required for the student to receive FAPE. The School will collect data on the number of special education students who receive out-of-school or in-school suspensions or expelled. This data shall be provided to the District's Director of Special Education by June 1.

## 7. GOALS, OBJECTIVES AND PUPIL PERFORMANCE STANDARDS

- A. **Goals and Objectives.** The School's goal is to maximize the learning opportunities for students by achieving the goals and objectives described in the School's UIP.
- B. **Educational Objectives.** The educational program shall meet the standards described in the School's UIP.
- C. **Pupil Performance Standards.** The School's pupil performance standards, including any standards related to graduation requirement shall be, at a minimum, those of the District.

## 8. ENROLLMENT

The School shall provide the District with estimated enrollment numbers for each coming school year no later than May 15 of each year. The School shall strive to reflect the ethnic/socioeconomic and demographic composition of the District and will reach out to, and include, at-risk, English Language Learners, and special needs students.

- A. **Enrollment Policy (K-8).** Enrollment will be open to any child who lives within the District and to non-resident students provided that children who are residents of the North Routt Fire Protection District have first priority for enrollment. Consistent with federal public charter school grant programs, if enrollment is oversubscribed, the School shall give priority to enrollments in the following order: (1) returning students; (2) children of School staff; (3) new students within the North Routt Fire Protection District; (4) siblings of returning students; (5) new students who are residents of the Steamboat Springs School District and complete an enrollment package by March 30 will be enrolled in the order received until classroom limits are reached. The Head of School has, at all times, the right, obligation and ultimate authority to use his/her best judgement for new enrollments in any class or crew.

## 9. TUITION

The K-8 School will not charge tuition to students who reside within the District, other than reasonable tuition for before-school or after-school programs administered by the School. Tuition for non-resident students may be charged in accordance with State law.

The ECC is not 100% publicly funded by the state of Colorado. The ECC charges a daily rate of tuition, and participates in the Universal Pre-K program.

## 10. SCHOOL FACILITIES

- A. **Location.** The School shall be located at the NRCCS LEED® facility completed in 2012. The School may change its location only after complying with C.R.S. §22-32-124(1.5), receiving approval from the Board, and demonstrating that the facility meets State requirements for public schools. The ECC facility is newly remodeled and located next door to the NRCCS facility.
- B. **Maintenance of Facilities.** The School will be responsible for the maintenance of any facilities owned or leased by it and will maintain the facilities in accordance with all standards and requirements of State and local officials with jurisdiction over the site, including but not limited to, standards for sewage and septic systems serving the site; and drinking water systems serving the site.
- C. **Inspections.** The District will have access at all reasonable times to any facility owned, leased or utilized in any way by the School for purposes of inspection and review of the School's operation and to monitor the School's compliance with the terms of this Contract. Except in case of an emergency affecting the safety or health of persons at the School, all inspections or reviews shall be carried out upon reasonable notice to the School's Head of School at a time that does not interfere with student instruction.
- D. **Impracticability of Use.** If use by the School of a facility is rendered impracticable by any cause whatsoever, or if the funds necessary to renovate or upgrade a facility

cannot be secured, the District shall not be obligated to provide an alternative facility for use by the School, or repair, renovate or upgrade the facility.

- E. **Use of District Facilities.** The School may use District facilities for activities and events pursuant to District policies and procedures covering use of District facilities, as such may be amended from time to time by the District, provided that such use will not interfere with other events or activities sponsored by the District.

## 11. FINANCIAL MATTERS

- A. **Annual Budgets.** On or before June 15 of each year, the School will submit to the District the School budget for the upcoming school year for purposes of District review for statutory compliance and compliance with the terms and conditions of this Contract. The budget will be prepared in accordance with the State-mandated chart of accounts and will include State-mandated reserves as set forth in Section 11(F) (b) below.

The budget, as approved by the School governing body and any subsequent approved revisions shall be submitted to the District along with the charter school board resolution approving the budget or budget revision.

On or before January 31 of each year, the School will submit its final, adopted budget to the District.

- B. **Funding Formulas.** Each student in the School will be funded at 100% of the District's State per pupil funding ("PPF".) District PPF shall be defined as set forth in C.R.S. § 22-30.5-112(2)(a.5). The District shall pass **through its PPR for all K-8 students.** The final October FTE count will be used for all funding calculations.
- C. **District Per Pupil Revenue Funding.** In each District fiscal year during the term of this Contract, the District shall provide funding to the school in the amount of ninety-five percent (95%) of the gross aggregated PPR based on Section 11B above.

The five percent (5%) of PPR retained by the District shall reflect the cost of the School's per pupil share of the central administrative overhead costs as defined in Section 12 below.

- D. **Additional Funding.** The District shall provide to the School, the School's proportionate share of:
  - a. Federal Title I & II and State categorical aid, ECEA (proportionate Special Education students count), received by the District, if eligible. READ ACT money, and other monies received by the District and applicable to District schools, will be distributed in this same manner.
  - b. The District has passed General Fund Mill Levy overrides in 2001, 2006, 2009 and 4A 2019 and the 1994 District's Hold Harmless funds (not voter-approved) shall be distributed to the School on a prorated basis at 95%. 2019 4B will be a

flat value of \$70,000 was agreed upon prior to November 2019. Future Mill Levy overrides will be discussed upon appropriateness before election, property tax revenues provided to the School is in compliance with reporting requirements as outlined in section 14.B which follows.

E. **Retention of Funds.**

- a. Cost of School's direct cost included in the District's liability insurance as provided for in Section 19(A).
- b. Technology Funding – retain \$50k/year from the School's per pupil funding for the District Technology Department to monitor and maintain all aspects of the School's network and computers, including making technology based purchased (including labor, support, hardware, software and network connections) that keep the School at the same level of technology and security as the District.

F. **Adjustment and Disbursement of PPR Funding.** The District will disburse PPF funding (defined as **11(B): District Per Pupil Funding** plus **11(D): Additional Funding** less **11(E): Retention of Funds**) each school year in equal monthly installments starting on July 15 and shall be calculated based upon the projected and budgeted enrollment divided by twelve (12). These disbursements may be adjusted from time to time, as follows:

- a. As of December 15 of each year, the enrollment is established by up-to-date and reliable enrollment documentation required by the State.
- b. State Per Pupil Funding changes.

G. **Allocation of Funds to Reserve Accounts.**

- a. **TABOR Reserve.** The District shall provide the School's share of the three percent (3%) TABOR emergency reserve, as provided in the Colorado Constitution Article X, Section 20(5). Such emergency reserve shall be adjusted annually to provide the School's share of the emergency reserve to equal three percent (3%).
- b. **Reservation of Fund Balances.** For each year of the term of this Contract, the School will designate one or more reservations of the General Fund balance:

I. **Capital Renewal Reserves,** as set forth in C.R.S. § 22-43.7-109(4)(d)(I). The allocation shall be no less than the minimum per pupil dollar amount specified by law, as may be amended from time to time, multiplied by the funded pupil count enrolled in the School. Such funds shall be used only for the purposes permitted by law.

II. **Curriculum and Technology Reservations.** The School governing board will, at its discretion, allocate a portion of

surplus funds to reserves that will fund the acquisition of new curriculum textbooks and materials in addition to new instructional technologies.

- H. **School Payment for Access to Specific District Services. Upon District invoicing, the School shall pay for the following services:**
  - a. The School may be included in all software license agreements entered into by the District and shall pay a pro-rata portion of the license fees paid by the District.
  - b. The School may contract for transportation services for the purpose of field and class trips. The rate at which the School is billed will be set by the District and will be submitted to the School prior to final budget approval.
- I. **Student Information Services.** The District shall provide to the School, the use of the District's student information data processing system. The School shall use such system and shall adhere to all system requirements and District directives with respect to such use. The School shall install and maintain such equipment as is necessary to use such system.
- J. **Optional School Funding Sources.**
  - a. **Facility Funding.** Should the School qualify for funding within the constraints of C.R.S § 22-54-124(2001), the School shall prepare and submit an application for such facility funding purposes to the District for approval, such approval shall not be unreasonably withheld. The School shall thereafter submit the approved application to appropriate officials at the Colorado Department of Education. The District shall promptly disburse all revenues received to the School.
- K. **Optional School Programs**
  - a. **Free and Reduced Price Meals.** If a lunch program is offered by the School that is not part of the District program, the School shall provide, at its costs, free and reduced priced meals to needy students in accordance with Board policies and regulations and applicable federal and State laws.
- L. **Non-Appropriation of Funds by the District.** The parties agree that the funding for the School shall constitute a current allocation of revenue of the District. The District's funding obligations under this Contract will be from year-to-year only and shall not constitute a multiple fiscal year direct or indirect debt or other financial obligation of the District. The District's obligation to fund the School shall terminate upon non-appropriation of funds for that purpose by the Board of Education for any fiscal year, any provision of this Contract to the contrary notwithstanding.

## 12. DEFINITION OF DISTRICT SERVICES

The services provided by the District, and for which the 5% reduction of PPF in Section 11(B) pays, include:

- Regularly: Accounts payables and deposit processing, and human resources procedures. Maintain Worker compensation and Unemployment Insurance.
- Monthly: Payroll processing services, final bank reconciliations, credit card process oversight, and financial compliance review.
- Annually: Audit completion and submittal to CDE pipeline, budget upload into the District’s financial reporting system, and State assessment coordination,
- As required: On-boarding of new School staff and student data collection and reporting oversight, and administrative oversight,

### 13. REPORTING

All revenues and expenditures shall be input into an automated accounting and financial reporting system, by using the required State chart of accounts, by the School. Financial statements and reports are available simultaneously to the School and District.

In order for the School to meet its obligation to provide monthly financial reporting to the School governing body, the School shall enter all monthly revenue and expenditure transactions into the accounting and financial reporting system and “be current” as of each fiscal/calendar quarter.

### 14. AUDIT

- A. **Maintenance of Financial Records.** The School agrees to submit and enter bills, credit card receipts, and deposits on a timely basis to the District’s financial system and to maintain copies (or originals, if required) of all submissions. Timely reports may be produced by either party should both parties comply with this paragraph.
- B. **Annual Report and Accountability.** The School will conduct an annual review of the administrative operations of the School and will report to the District, in writing, its findings no later than the last day of December following each school year the School is in operation.

The School’s report shall include at least the following information: 1) a financial statement disclosing costs of administration, instruction, facilities, instructional materials, and other categories of expenditures and revenues; 2) description of the District services provided to the School and their effectiveness and efficiency; and 3) Colorado Department of Education requirements for the annual progress report not otherwise listed above.

The District shall have immediate access to other key information about the School, including items contained in the Application, specifically: 1) a description of the assessments used to measure student progress; 2) a description of the staffing of the school, summarizing the qualifications of staff members; and 3) a description of the

School's educational program. The District oversees all state assessments and special education services on behalf of the School and, therefore, has access to: 1) a summary of student assessment results and 2) progress of students' Individualized Education Plans.

- C. **Independent Audit.** The School agrees to pay for an independent audit by the same certified public accountant retained by the District. The School shall bear any additional fees incurred by the District as a result of the School's audit. Should the School decide to obtain an auditor of its own choosing, the District's Superintendent or designee shall have the right to reject such auditor upon written notice of the reason(s) to the School. The District's Finance Director will oversee the completion of the audit, with participation of the School's administrative staff. Final audit reports will be provided to both the School and the District.

## 15. GOVERNANCE AND ACCOUNTABILITY

The composition of the governing body and the nature and extent of parental, professional educator, and community involvement in the governance and operation of the School will be as described in the Application.

In addition, the School will participate in the District Accountability Committee (DAC). The School Head of School will attend leadership team meetings in the District, whenever possible. All public reports generated by the DAC and Colorado League of Charter Schools (CLCS) processes shall be given to the District.

## 16. SCHOOL OPERATION

- A. **Operation as a Public School.** The School shall operate in all respects a non-religious, non-sectarian, non-homebased public school. The School shall not be affiliated with any non-public sectarian school or religious organization.
- B. **Open Meetings Law.** The School acknowledges that it is subject to the provision of the Colorado Open Meetings Law, C.R.S. § 24-6-401, *et seq.*, and that It will comply with the provisions of such law in connection with all of its activities.
- C. **Non-Discrimination.** The School will not discriminate against any person on the basis of race, creed, color, sex, national origin, religion, ancestry, sexual orientation, or disability and will maintain compliance with all applicable federal, State and local statutes, rules and regulation relating to such discrimination issues.
- D. **Operational Powers.** The School will be fiscally responsible for its own operations and is not precluded from applying to any appropriate public agency for available revenue or support.

The School will have authority independently to exercise the following powers (together with such powers as provided for elsewhere in this Contract): contracting for goods and services; preparation of budgets; selection, supervision, evaluation, and determination of compensation for personnel; promotion and termination of

personnel; leasing facilities for school purposes (subject to compliance with Section 10(D) of this Contract); accepting and expending gifts, donations, or grants); purchase of real estate and entering into lease purchase agreements or capital leases (subject to Section 10(D)); accepting and expending gifts, donations, or grants of any kind in accordance with such conditions prescribed by the donor as are consistent with the terms of this Contract.

The School shall contract for all goods and services only in the name of the 501(c)(3) corporation established for the purpose of conducting the School's operations. The School shall include in all of its contractual commitments, including but not limited to any loan agreements, that the School shall be solely responsible for performance of its obligations, and that the District shall have no liability for obligation to cure any defaults of the School concerning such obligations.

- E. **Authority of Governing Body.** The School's governing body shall have such authority as is described in the Application and is necessary to exercise the powers granted by this Contract or by law. The School's governing body shall serve as fiscal agent for the School and shall ensure the School's compliance with applicable laws, rules, and regulations, whether federal, State or local, including but not limited to provisions which apply to the School's site, facility, vehicle/transportation plan and food service operations, if any.
- F. **District's Right to Review.** The School will be subject to review of its operations and finances by the District, in its sole discretion, deems such review necessary. The District may require remedial action. If the District reasonably determines that there is a substantial likelihood that the School will fail to meet or make reasonable progress toward achievement of the content standards or pupil performance standards identified by the School in the Application, or that it will fail to meet generally accepted standards of fiscal management, or will violate federal, State or local law, this Contract, or District policies applicable to it, the School will, within thirty (30) days of notice from the District, propose a corrective action plan. The District will have the right to approve or reject the plan, and to monitor implementation of the plan.
- G. **Administrative Records.** The School will maintain all administrative records, including student academic records, required by law and District policies and procedures, to the extent no waivers apply. In particular, the School shall maintain such student records as the District maintains through its student information data processing system to maintain such records. The School agrees to make all administrative and student records promptly available to the District for review and copying upon request. The School may meet this requirement by the methods identified in Section 11(I) of this Contract. Regularly maintaining student information through the District's information processing system will be deemed to satisfy the requirement that such records be made available to the District.

- H. **Student Discipline/Expulsion.** The School shall ensure that any student discipline policies and procedures which it adopts shall provide students such due process rights as may be required by law and per School policy.

## 17. EMPLOYMENT MATTERS

- A. **No Employee or Agency Relationship.** Neither the School nor its employees, agents, or contractors are employees or agents of the District; also, neither the District nor its employees, agents, nor contractors, are employees or agents of the School. None of the provisions of this Contract will be construed to create a relationship of agency, representation, joint venture, ownership, or control of employment between the parties than that of independent parties contracting solely for the purpose of effectuating this Contract.
- B. **Pension Plan/Benefits Administration.** Employees of the School shall be members of the Public Employees' Retirement Association, and their compensation shall be subject to withholding for employer and employee contributions in the amounts required by law. School employees may receive health and dental insurance benefits through the District upon approval by the District's insurance carrier(s), provided that the District shall be permitted to withhold and retain the premium payments.
- C. **School Employees.** The School will be the employer of all teachers and other staff employed by the School and shall not be subject to any collective bargaining agreement entered into by the District, or subject to District policies regulating its own employees.

## 18. BREACH OF CONTRACT, TERMINATION, AND DISSOLUTION

The grounds and procedures for termination of this contract and dissolution of the School will be as follows:

- A. **Termination by the District.** Upon ninety (90) days advance written notice or such lesser amount of notice reasonably necessary to serve the health, safety, or welfare of the students at the School, and subject to Section 18(B) below, this Contract may be terminated and the charter revoked by the Board upon recommendation of the Superintendent of Schools for:
  - a. Any of the grounds provided for under the Charter Schools Act, C.R.S. § 22-30.5-110, *et seq*;
  - b. Any material breach of this Contract;
  - c. Failure to achieve or make reasonable progress toward achievement of the School's content standards or pupil performance standards described in this Contract;
  - d. Failure to achieve or make reasonable progress toward achievement of the School's educational goals and objectives set forth in this Contract;

- e. Insolvency of the School (defined as a real, ongoing or long-term inability of the school to pay its debts as they come due in the ordinary course of business);
- f. Failure to meet generally accepted standards of fiscal management;
- g. Student enrollment which is inadequate to support a budget for sound fiscal operation of the School as determined by the Board after written notice to the School;
- h. Violation of any provision of law from which the School is not specifically exempt; or judicial adjudication, from which the School is not specifically exempt, and which implicates the ongoing viability of the School; or
- i. Any other ground set forth in the Contract.

Upon notice under this subsection (A), the School shall have a minimum of sixty (60) days in which to cure or correct the matters identified by the District. The District shall not withhold its reasonable assistance that may assist or effectuate such a cure or correction. Upon determining that the School is diligently pursuing a correction or cure that is reasonably calculated to address the issue, the District shall withdraw a notice of termination

- B. **Effective Date of Termination and Other Intervention.** Any action by the Board that non-renews or revokes the School’s charter and/or terminates this Contract will only be effective after exhaustion of the School’s opportunity to appeal to the State Board of Education, as provided by law.

Notwithstanding this limitation, and notwithstanding the opportunity for cure described above, during the period after the District gives the School written notice of a termination or a material breach, the District *may* require the School to take those actions necessary to prevent or otherwise address a serious and imminent threat to the health, safety, or welfare of the School or District students, the community or the substantial property rights of the District or the School, including but not limited to: (1) freezing bank accounts and other assets of the School; (2) only making expenditures or disposition of assets approved by the District; and (3) providing full and complete access to all of the School’s records, data, and information. Such emergency actions shall not be deemed a trusteeship or receivership.

- C. **Other Remedies.** The District may impose other remedies for breach as otherwise allowed by law, including, but not limited to, revocation of waiver(s), withholding of funds, return and/or disposition of asset of the School, and termination of lease(s).
- D. **Termination by the School.** Should the School choose to terminate this Contract before the end of the contract term, it may do so in consultation with the District at the close of any school year and upon written notice to the District given at least thirty (30) days before the end of the school year.

- E. **Dissolution.** Upon termination of this Contract for any reason, or if the School should cease operations or otherwise dissolve, the Board will supervise and have authority to conduct the winding up of the business and affairs of the School; provided, however, that in doing so, the District will not be responsible for, and will not assume any liability incurred by the School beyond funds allocated to it by the District under this Contract. School personnel and its governing body shall cooperate fully with the winding up of the affairs of the School.
- F. **Disposition of School's Assets upon Termination or Dissolution.** Upon termination of this Contract for any reason, or if the School should cease operations or otherwise dissolve, then, at the sole discretion of the District, any assets owned or otherwise held by the School, and not requiring return to the donor or granter, including tangible, intangible, and real property, will become the property of the District and title thereof will be transferred to the District, unless and/or to the extent the District shall decline in writing to accept the same.

## 19. INSURANCE AND LEGAL LIABILITIES

- A. **Insurance.** Upon mutual agreement, the School shall maintain at its cost such insurance policies as are specified by the District with qualified insurers and in amounts and terms of coverage as are approved by the District, for the operation of the School, including but not limited to property insurance, general liability insurance, workers' compensation insurance, unemployment-compensation insurance, motor vehicle insurance, personal liability bonds for School employees, and errors and omissions insurance covering the School, its governing body, and its employees. Upon mutual agreement and approval of the District's insurance carrier(s), the School may be added as an insured party under the District's policies, provided that the District shall retain all additional costs incurred for such insurance from funding to be distributed to the School.
- B. **Risk Management.** The School will promptly report to the District any and all pending or threatened claims or charges; provide the District's legal counsel and superintendent with all notices of claims within five (5) days of receipt; cooperate fully with the District in the defense of any claims asserted against the District, its Board members, agents or employees arising from or related to the operation of the School; and comply with the defense and reimbursement provisions of the Colorado Governmental Immunity Act and the District's and the School's applicable insurance policies. If the School obtains insurance through any policy held by the District, it shall comply with all risk management requirements of the District or its insurer. The School shall pay for its own legal fees, if not covered by insurance.
- C. **Limitation of Liabilities.** In no event will the District, Board members, District officers, employees, or agents be responsible or liable for the debts, acts or omissions of the School, its governing body members, its officers, employees, or agents. The School shall include a statement to this effect in each contract or purchase order it enters into with third parties.

- D. **Faith and/or Credit; Contracts with Third Parties.** The School shall not have authority to extend the faith and credit of the District to any third party and agrees that it will not attempt or purport to do so. The School acknowledges and agrees that it has no authority to enter into a contract that would bind the District, and agrees to include a statement to this effect in each contract or purchase order it enters into with third parties. The School acknowledges that the School's authority to contract is limited by the same provisions in law or District policies that apply to the District itself.

## 20. GENERAL

- A. **Merger.** This Contract contains all terms, conditions, and understandings of the parties relating to its subject matter. All prior representations, understandings and discussions are merged herein and superseded by this Contract.
- B. **Amendments and Modifications.** No amendment or modification to this Contract will be valid unless ratified in writing by the Board and the School's governing body and executed by authorized representatives of the parties.
- C. **Governing Law and Enforceability.** This Contract will be governed and construed according to the Constitution and Laws of the State of Colorado. If any provision of this Contract or any application of this Contract to the School is found to be contrary to law, such provision or application will have effect only to the extent permitted by law. Either party may revoke this Contract if a material provision is declared unlawful or unenforceable by any court of competent jurisdiction and the parties do not successfully negotiate a replacement provision.
- D. **Changes to Law.** The provisions of this Contract, including but not limited to those provisions concerning funding, shall remain binding upon the parties throughout the term of this Contract notwithstanding any modification to or change in the Charter School Act or similar laws made after execution of this Contract.
- E. **No Waiver.** The parties agree that no assent, express or implied, to any breach by either of them of any one or more of the provisions of this Contract shall constitute a waiver of any other breach.
- F. **No Third Party Beneficiary.** This Contract shall not create any rights in any third parties who have not entered into this Contract, nor shall any third party be entitled to enforce any rights or obligations that may be possessed by either party to this Contract.
- G. **Non-assignment.** Neither party to this Contract shall assign or attempt to assign any rights, benefits, or obligations accruing to the party under this Contract unless the other party agrees in writing to any such assignment.

## 21. DISPUTE RESOLUTION PROCESS

All disputes arising out of the implementation of this Contract shall be subject to the dispute resolution process set forth in this Section, unless specifically otherwise provided.

- A. **Informal Negotiation.** If a dispute arises between the District and the School relating to the implementation or interpretation of this Contract, authorized representatives of the District and the School will meet at the request of either party to discuss a resolution to the dispute.
- B. **Formal Notification of Dispute.** If the dispute is not resolved, either party may submit to the other a written notice identifying the specific action or omission with which it disagrees, any contract provision which it alleges was violated and specific corrective action or omission it wishes the other party to take or not take. Such notice shall be given twenty (20) days of the time the party knew or should have known of the action or omission at issue.
- C. **Non-Binding Arbitration.** If the parties are unable to negotiate a resolution to the dispute within ten (10) days of receipt of such notice, either party may request non-binding arbitration. The party making the request will notify the other party of the request in writing. Within one week of receipt of notice by the other party, the authorized representatives of the parties will attempt to agree on an arbitrator. If they reach no agreement within one week after the first attempt to agree, they will request appointment of an arbitrator by the American Arbitration Association or such other organization as may be mutually agreed upon.
- D. **Procedure.** The arbitrator will conduct a hearing limited to the issues raised in the notice required by Section B above. The arbitrator will have authority to make procedural rules and will issue a report to the parties within thirty (30) days after the close of the hearing. Such a report shall contain findings and a recommendation regarding the issue(s) in dispute. The report submitted by the arbitrator shall be the “decision” rendered in this process under C.R.S. § 22-30.5-107.5. Within one week of receipt of the arbitrator’s report by both parties, authorized representatives of the parties will meet to discuss a resolution to the dispute based on the findings of fact and recommendation in the arbitrator’s report.
- E. **Board Action.** If the parties are unable to negotiate a resolution to the dispute after receiving the arbitrator’s report, the parties shall then submit the arbitrator’s report to their respective governing boards for action. The District Board of Education’s action on the recommendation shall be final and binding, subject only to such appeal as may be authorized by law.
- F. **District’s Authority.** If the health and safety of the School’s students is clearly in danger, the dispute resolution process set forth in this Contract shall not be required prior to the exercise of any contractual right or authority by the District or its Board, including remedial authority for any breach of this Contract, provided that the District’s exercise of any such right or authority shall be subject to this dispute resolution process.

- G. **Waiver.** Failure to file notice within the time specified in Section B above or failure of a party to advance the process within the times specified shall be deemed a waiver of any further right to contest an action covered by this procedure and shall forever bar any claim or proceeding related to such action, provided that the parties may agree in writing to extend any of the time limits for a specified period.
- H. **Costs Shared.** The parties will share equally the costs of arbitration, including any per diem expenses, plus any actual and necessary travel and subsistence expenses. A party who unilaterally cancels or withdraws from a scheduled arbitration will pay their own attorney fees.

**22. NOTICE**

Any notice required or permitted under this Contract will be in writing and will be effective upon personal delivery to any party, upon receipt of a facsimile transmission, or three days after mailing when sent by certified mail, postage prepaid, addressed as follows:

To the District:

By:  
President  
Steamboat Springs Board of Education

ATTEST:

By:  
Secretary  
Steamboat Springs Board of Education

NORTH ROUNT COMMUNITY CHARTER SCHOOL

By:   
President  
NRCCS Board of Education

ATTEST:

By:   
Secretary  
NRCCS Board of Education

**2025-2026 NRCCS SCHOOL CALENDAR**

NRCCS BOE APPROVED 2/10/2025

July 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**Student days 8**  
**Staff days 14**

**Student days 21**  
**Staff days 21**

OCTOBER 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
S	M	T	W	T	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025						
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	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**Student days 20**  
**Staff days 22**

**Student days 15**  
**Staff days 15**

**Student days 15**  
**Staff days 15**

JANUARY 2026						
S	M	T	W	T	F	S
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FEBRUARY 2026						
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MARCH 2026						
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**Student days 18**      **Term end**  
**Staff days 19**      **1/16/26**

**Student days 14**  
**Staff days 15**

**Student days 20**  
**Staff days 21**

APRIL 2026						
S	M	T	W	T	F	S
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12	13	14	15	16	17	18
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MAY 2026						
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10	11	12	13	14	15	16
17	18	19	20	21	ET	23
24	25	26	27	28	29	30
31						

JUNE 2026						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**Student days 17**  
**Staff days 17**

**Student days 16**      **Term end**  
**Staff days 18**      **5/22/26**

**Student days**  
**Staff days**

Student Days 164    Staff Work Days 177

First Day of School = August 20

**Student Release Days:**

- August 12-19- Staff Work Days = no school
- October 16 Parent/Teacher conferences - no school for students
- October 17 No School for Staff or students
- October 20- Staff Work Days = no school
- January 5 - Staff Work Day = no school
- February 6- Staff Work Day = no school
- March 19 - Parent/Teacher conferences - no school for students
- March 20 No School for Staff or students
- May 15 - 2026 8th Grade Graduation
- May 26-27 Staff Work Day = no school

Last Day of School = May 22

**Holidays:**

- July 4 Fourth of July
- September 1 Labor Day
- November 24 - 28 Thanksgiving Break
- Dec 22-Jan 2 Winter Break
- January 19 MLK Day
- February 16-20 Blues Break
- April 20-24 Spring Break
- May 25 Memorial Day

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
AGENDA ITEM  
SUMMARY**

<b>Meeting Date:</b>	April 7, 2025
<b>Agenda Item:</b>	Approve and Adopt a Board Meeting Schedule for the Board of Education for the 2025-26 School Year
<b>Presented by:</b>	Board President Katy Lee
<b>Core Issues:</b>	Meetings of the Board shall be held on Mondays as established by the Board of Education Meeting Calendar set by the Board each year. The Board's current schedule is through June 30, 2025.
<b>Background Info:</b>	The Board must adopt a calendar to establish meeting dates for the upcoming school year by June 30, 2025.
<b>Policy Implications:</b>	GP-19: School Board Meetings; GP-8: Agenda Planning
<b>Fiscal Implications:</b>	None
<b>Options:</b>	<ol style="list-style-type: none"> <li>1. Approve and adopt the meeting schedule for the Board of Education for 2025-2026 as presented</li> <li>2. Approve and adopt the meeting schedule for the Board of Education for 2025-26 as revised</li> <li>3. not approve the meeting schedule for the Board of Education as proposed for 2025-2026 and provide direction to the secretary to the Board for scheduling future board meetings</li> </ol>
<b>Backup Memoranda Provided?</b>	Proposed calendar is included for review
<b>Recommended Action:</b>	Resolved, that the Board of Education approve and adopt the Board meeting schedule for 2025-2026, as presented.

# 2025-2026 Board Meeting CALENDAR DRAFT

July 2025						
S	M	T	W	T	F	S
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27	28	29	30	31		

AUGUST 2025						
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24	25	26	27	28	29	30
31	PK & Kinder Orientation - August 18					

SEPTEMBER 2025						
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**First day of school 6th & 9th - August 18**

OCTOBER 2025						
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NOVEMBER 2025						
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DECEMBER 2025						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**November 4 - Election Day**

**CASB - Dec 11-13**

JANUARY 2026						
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FEBRUARY 2026						
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22	23	24	25	26	27	28

MARCH 2026						
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APRIL 2026						
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MAY 2026						
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JUNE 2026						
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21	22	23	24	25	26	27
28	29	30				

**SSHS Class of 2026 Graduation - May 23**

**June 2 - Last day of school**

July 4	Fourth of July
September 1	Labor Day
November 24 - 28	Thanksgiving Break
Dec 22-Jan 2	Winter Break
January 19	MLK Day
February 16-20	Blues Break
April 20-24	Spring Break
May 25	Memorial Day

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2  
BOARD OF EDUCATION  
April 7, 2025**

**AGENDA ITEM  
BOARD MEMBER UPDATES/COMMENTS/DEBRIEF**

**Background Information:**

- Board Member Updates
- Meeting Review

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2**  
**BOARD OF EDUCATION**  
**April 7, 2025**

**AGENDA ITEM**  
**PLAN FOR FUTURE MEETINGS**

**Plan for future meetings**

- Cell Phone Update - May 5
- Instructional Coaches Update - May 5
- Summer Facilities Projects Update - May 5
- FY26 Budget - Presentation of Budget Draft - May 19
- DAC Update - May 19
- YVHA Update - Cottonwoods - June 2

**Board Workshops**

- Board Policy Review with CASB - April 8th at 9 am
- Board Retreat - Review District Strategic Plan and Priority Discussion - August 2025
- Workshops - TBD

**Coffee with the Board** - Off the Beaten Path Bookstore

- April 9 at 4:30 pm - Leah Helme and Katy Lee
- May 14 at 11:30 am - Leah Helme and Kevin Callahan