

Business Meeting and Work Session

Monday, March 2, 2026 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-9: Treatment of Students, Parents and Community; EL-12: Staff Treatment; EL-4: Communication and Counsel to the Board; GP-1: Governance Commitment; GP-3: Board Job Description
 - 5.1. Retirements
 - 5.2. Resignations
 - 5.3. Employment
 - 5.4. Extended Leave of Absence Requests 2026-27
6. **Approval of Minutes**
Pursuant to Policies: GP-1; GP-3
7. **Reports and Communications**
Pursuant to Policies: EL-4; GP-1; GP-3 and SSSD Strategic Plan
8. **Community Comments 5:30 pm Approximate Time**
Pursuant to Policies: GP-1: Governance Commitment; EL-9: 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. **Board Member Updates/ Comments/Debrief -**
Pursuant to Policies: GP-1; GP-3; EL-4
10. **Plan for Future Meetings**
11. **Adjourn Business Meeting - End of Livestream recording**
12. **Work Session - Call to Order**
13. **Work Session Topics**
14. **Adjourn Work Session**

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026**

**AGENDA ITEM
RETIREMENT RESIGNATIONS 25-26**

Background Information:

Annie Barbier will retire from her position as the District School Improvement Coordinator effective June 10, 2026.

Cathy Girard will retire from her position as a District Instructional coach effective June 5, 2026.

Kathy Rosborough will retire from her position as a chemistry teacher at the Steamboat Springs High School effective June 3, 2026.

Recommended Action:

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

Anne Barbier
Cathy Girard
Kathy Rosborough

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026**

**AGENDA ITEM
RESIGNATIONS**

Background Information:

Rob Bohlmann has resigned his position as the head soccer coach for boys soccer at Steamboat Springs High School effective January 7, 2026.

Rachel Graham has resigned her position as the assistant middle school track coach for Steamboat Springs Middle School effective January 23, 2026.

Anne Mudgett has resigned her position as the school nurse at Soda Creek Elementary and the lead district nurse effective March 18, 2026.

Jay Poulter has resigned his position as a substitute teacher and paraprofessional for the Steamboat Springs School District effective February 1, 2026.

Gary Taylor has resigned his position as a math/science teacher for the Steamboat Springs Middle School effective February 26, 2026.

Haley Watkins has resigned her position as the head track and field coach at Steamboat Springs Middle School effective February 2, 2026.

Recommended Action:

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

Rob Bohlmann - boys soccer coach
Rachel Graham - assistant track coach
Anne Mudgett - nurse and lead nurse
Jay Poulter - substitute teacher and para
Gary Taylor - teacher
Haley Watkins - head track and field coach

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026

AGENDA ITEM
EMPLOYMENT OF PERSONNEL

The administration is recommending the following candidates for the 2025-26 school year:

Background Information:

- Matthew Coop - SSSH assistant track and field coach 25-26
- Jake Hamric - SGS long-term substitute special education paraprofessional 25-26
- Abby Iberg - SSSH Spring Play technology director 25-26
- Catherine McElhinney - SPE long-term substitute first grade teacher - change of status from special education paraprofessional 25-26
- Curtis McElhinney - SSSH .5 FTE Assistant hockey coach 25-26 - change of status from volunteer
- Mark Myers - SSSH Assistant track and field coach 25-26
- Annette Quezada Rodriguez - SGS long-term substitute biliteracy teacher 25-26

Recommended Action:

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

Sleeping Giant School :

Opening created by:

Student Need

- Jake Hamric - long-term substitute special education paraprofessional 25-26
- Ruben Dones leave
- Annette Quezada Rodriguez - long-term substitute biliteracy teacher 25-26

Steamboat Springs High School :

Opening created by:

Glen Light resignation

- Matthew Coop - Assistant track & field coach 25-26

Alex Martinez resignation

- Abby Iberg - Spring play technology director 25-26

Jeff Chapman change of status to head coach 25-26

- Curtis McElhinney - Assistant hockey coach 25-26 - change of status from volunteer

Glen Light resignation

- Mark Myers - Assistant track & field coach 25-26

Strawberry Park Elementary School :

Opening created by:

Christina Hensley FMLA

- Catherine McElhinney - Long-term substitute first grade teacher - change of status from special education paraprofessional 25-26

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026

AGENDA ITEM
EXTENDED LEAVE OF ABSENCE REQUESTS 2026-27

Background Information:

Lucas Sherman is requesting an extended leave of absence for the 2026-2027 school year. Principal Amy Bohmer is supportive of Mr. Sherman's request.

Erwin Swanson is requesting an extended leave of absence for the 2026-2027 school year. Principal Joe Laliberte is supportive of Ms. Swanson's request.

Recommended Action:

Resolved, that the Board of Education approve the extended leave of absence request for Lucas Sherman and Erwin Swanson for the 2026-2027 school year.

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

Meeting Date:	March 2, 2026
Agenda Item:	Approval of the minutes for the Board of Education February 9, 2026 Business Meeting and Work Session
Presented by:	Secretary to the Board
Core Issues:	GP-19: School Board Meetings
Background Info:	Draft of the minutes is included for review and approval.
Policy Implications:	GP-19: School Board Meetings
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. Approve the Minutes as written. 2. Correct the Minutes then approve.
Backup Memoranda Provided?	Draft of the minutes is included for review and approval.
Recommended Action:	Resolved, that the Board of Education approve the minutes for February 9, 2026, as presented.



STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION BUSINESS MEETING AND WORK SESSION

Minutes
February 9, 2026
4:00 PM

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

Jane Toothaker attended the meeting virtually.

District Administration present and presenting: Superintendent Dr. Celine Wicks, Director of Finance and Operations Stephanie Juneau, Facilities Manager Pascal Ginesta, Director of Teaching & Learning Dr. Tim Ridder, Mental & Behavioral Health and Restorative Practices Manager Shelby DeWolfe, SSSH Principal Jay Hamric, and SSSH CTE Coordinator Kirsten Brendtro

1. Business Meeting - Call to Order

Kevin Callahan called the business meeting to order at 4:01 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

Lara Craig was not in attendance at the beginning of the meeting.

4. Approval of Agenda

Leah Helme made a motion and Jane Toothaker seconded to approve the agenda as presented. The motion passed unanimously.

5. Potential Executive Session

Kevin Callahan made a motion and Kim Lemmer seconded to move into executive session pursuant to C.R.S. 24-6-402(4)(f)(I) for the purpose of discussing a personnel matter regarding the superintendent's ongoing evaluation. The motion passed unanimously.

Executive session motion was at 4:04 pm. The Executive Session was attended by Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, Jane Toothaker, and Superintendent Dr. Celine Wicks. The Executive Session convened at 4:04 pm. Lara Craig joined the executive session at 4:10 pm. The executive session was recorded as required by state statute. The Board met in executive session pursuant to CRS 24-6-402(4)(f)(I) for the purpose of discussing a personnel matter regarding the superintendent's ongoing evaluation. The Board met in executive session for 23 minutes.

Executive session concluded at 4:27 pm with no action taken.

6. Return to Business Meeting

The Board of Education returned to the regular business meeting agenda at 4:30 pm. All Board members were present and stated for the record that no action was taken in executive session.

7. Consent Agenda Items

Background information is provided in Boardbook under item 7.

- 7.1 Employment
- 7.2 Resignations
- 7.3 Substitute Teachers 2025-26
- 7.4 Substitute Paraprofessionals 2025-26
- 7.5 Acknowledge Receipt of Quarterly Financials through December 31, 2025

Kim Lemmer made a motion and Jane Toothaker seconded to approve consent agenda items 7.1, 7.2, 7.3, 7.4, and 7.5 as presented. The motion passed unanimously.

8. Approval of Minutes- January 26, 2026 Business Meeting



Background information is provided in Boardbook under item 8.

Leah Helme made a motion and Lara Craig seconded to approve the minutes for the January 26, 2026 business meeting, as presented. The motion passed unanimously.

9. Reports and Communication

Background information is provided in Boardbook under Item 9.

District Wide Celebrations - Superintendent Dr. Celine Wicks

- SSHS - Make-A-Wish Celebration - SSHS students celebrated past Make-A-Wish kids at a school-wide pep assembly. Parents and students spoke about the positive difference these efforts make during times of challenge. This year's student is Cooper and Cooper is hoping to go to Disney World. All last week, the entire school engaged in fundraising efforts to bring Cooper's dream to reality. Thank you to all who participated and donated and with SSHS' support, Cooper is going to Disney World.
- YVHS was awarded another grant from Empowering Action for School Improvement (EASI). This EASI grant is a two-year grant to begin next school year, allowing YVHS to continue their focus on an improved instructional framework and project-based learning. Staff will receive specialized professional development, translating to more robust, hands-on learning opportunities for students.
- SSMS appreciates all the support they have from the community and their willingness to collaborate with teachers and enhance the curriculum. Thanks to the collaboration between Fine Arts teacher, Garret Bock, and the Wildhorse Theater, students' creativity and movie posters are on display at the theater during the month of February. Additionally the theater hosted a free movie screening of Rango (the winning poster) for middle school students on Friday, February 6. 7th grade students participated in fun & educational winter activities with Yampatika and Ski Patrol. The rotations included: Snow Science, Avalanche and Winter Skills and Mountain Safety
- SGS- Lucy Hackman organized a visit from award-winning author Arthur Duros. Teri Whitbeck and Heidi Hamric hosted a "ski-athon" to raise money for Kiva, which offers microloans to individuals around the world. Thank you to counselors Allison Wither and Rachel Graham, this year they have intentionally focused on ensuring every student has both a trusted adult and meaningful peer connections. Their leadership has helped students transition smoothly, build friendships, and feel connected quickly, supporting engagement, attendance, and overall well-being.
- SPE - a huge shoutout to dedicated music teacher, Corinne Sommerfeld, for guiding talented students to the All-State Choir last weekend. The Sea Wolf Singers also performed at the Olympian Celebration on the mountain. We are thrilled to celebrate the second year of partnership with visiting artist Lora Labaree, whose residency continues to bring a vibrant energy to the halls. Lora is collaborating with World Cultures teacher, Noah Baker, to integrate performing arts standards into K-2 curriculum. Lora will return in March to work with Corinne to extend this rich integration to the 3-5 classes. This leads into another highlight for older students: 5th graders will be performing Pirates 2 later this year. These incredible opportunities are possible with the generous financial support from the Yampa Valley Community Fund, The Rotary Club, and the SPE PIC
- SCE - 2nd Grade Ski Day with Laura Lebrun, Kimber Tatman, Rebecca Nicholson, and our second-grade students joined the Winter Sports Club along with an army of volunteers for 2 days of skiing at Howelsen Hill; Huge thank you to Dr. Wicks for moderating this year's spelling bee; SCE saw 26 finalists take the stage for a high-stakes competition organized by Robin Alt and Libby Creamer; Congratulations to 4th-grader Ethan Feyen, last year's runner-up, on becoming this year's champion and runner-up Millie Erbele; Science Fair - Heidi Packard, Andrew Miller, and Ann Henderson organized this year's Science Fair, adding a night portion this year featuring pizza, snacks, and desserts; Thanks to PE teacher Erin Early for organizing SCE's Olympic events which culminated in a march to Howelsen Hill; all classrooms selected a country to represent, completed door decorations, and students wore the colors of that country to represent.
- January was School Board Appreciation Month- Dr. Wicks - I want to sincerely thank each of our Board members for their service to our district and community. Throughout the month, we highlighted each Board member on our social media channels to honor their leadership and commitment. Their willingness to devote countless hours to thoughtful governance, difficult decisions, and long-term vision, always with students at the center, does not go unnoticed. I am deeply grateful for our members' partnership and the steady leadership they provide to our schools and community. Thank you, Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, and Jane Toothaker

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

- DAC meeting notes from the February 4, 2026 meeting are included in Boardbook for review
- Across schools, students are growing academically, trust and belonging are strengthening, and leadership teams are focused on sustaining momentum while planning responsibly for the future
- Academic Growth - At the elementary and intermediate levels, literacy growth continues to be a strength; At SPE and SCE a significant percentage of K-3 students have moved up at least one performance category in DIBELS, and both



schools met key mid-year literacy goals; At SGS, Grades 3-5 have already met annual reading growth targets at mid-year, and most grade levels have met math growth targets; At SSMS, instruction remained stable despite staffing challenges, and attendance rates exceed 95%; At SSSH, MAP growth scores are strong, intervention classes are producing growth above the 50th percentile, and achievement remains well above national norms and they have also expanded CTE pathways while navigating space limitations; YVHS continues working through more complex challenges; chronic absenteeism remains high and significantly impacts academic growth; the school is shifting from a reactive model to a proactive, data-informed placement approach to better serve at-risk students

- Climate & Belonging - Climate and culture data across the District show strong gains; At SGS, elementary scores are above the 90th percentile nationally, staff surveys reflect strong trust in leadership and a sense of belonging; areas for continued attention conclude professional development relevance and staff workload; At YVHS, students report feeling safe and seen; mental health data indicates areas of concern and the school is responding through intentional instructional redesign and partnership supports; Across schools, the systems supporting belonging-trusted adults, predictable routines, and relationship-centered structures- appear to be positively impacting both climate and academic outcomes
- Attendance remains a district priority; Elementary and middle schools report strong attendance trends, supported by multi-tiered systems and positive family messaging; YVHS continues to face high chronic absenteeism rates, often connected to students' prior truancy histories. The focus is on early identification, family partnership, and proactive intervention.
- Multilingual learners and special populations - At YVHS, multilingual Learners now comprise over half of the student population- the school is exploring creative staffing solutions, including bilingual attendance and language support
- Parent and Community Engagement - Schools report strong participation in SACs, PICs, Booster organizations, athletics, performing arts, and family events. The middle school's home visit pilot is receiving positive feedback. Elementary schools are expanding communication strategies and increasing accessibility for families; YVHS will host a community open house to expand outreach and awareness of alternative education options
- Budget and Sustainability Planning - Several positions are currently supported by time-limited grants, including counseling, social work, and literacy supports. Enrollment is projected to decline districtwide, and the expiration of five-year state averaging will require careful staffing adjustments. SACs are beginning early conversations to protect critical student supports while preparing for difficult budget tradeoffs
- At mid-year, the message from the DAC is clear: instructional systems are working, students are growing, and trust and belonging are strengthening across our schools. The work ahead is about sustainability, maintaining momentum while planning responsibly for fiscal realities
- Lara Craig - a parent contacted me worried about the ELG Grant and how we can maintain those positions because we have made such gains and it was very impactful in a positive way in our schools; would like to see more engagement with parents and DAC and see what kind of solutions someone can come up with; Dr. Wicks - this is on the agenda for the next DAC meeting when we start talking about budget and where we are going as a District
- Jane Toothaker - It was a positive meeting and positive results were reported; I hear the concern about upcoming budget issues; DAC will have time to work on solutions and provide input
- Carol - I am impressed by how energetic and happy the DAC members are - parents and staff
- Kim Lemmer - Maintaining the ELG gains and those conversations are happening at the SAC at SCE - discussions at the school level on how to maintain momentum
- Kevin Callahan - Keeping that conversation relevant in the public too and that might be helpful to pull it full circle
- Lara Craig - What is the timeline? We're going to hear another DAC report after you engage in some of this problem solving conversation? How will the Board have an opportunity to kind of weigh in on those priorities? Dr. Wicks - these conversations need to happen in a public meeting
- Leah Helme - On March 16 we will have a Budget Guiding Principles and Timeline report

Affordable Housing Update - Superintendent Dr. Celine Wicks, Facilities Manager Pascal Ginesta, and Director of Finance and Operations Stephanie Juneau

- The District has decided to end its partnership with Rural HOMes while remaining fully committed to developing staff housing on the Sleeping Giant parcel
- The decision was driven by concerns about project timelines and the need for clear, accurate cost information
- The District plans to reconvene the housing committee by April to revisit other proposals received through the original RFP process and is evaluating additional third-party expertise to support cost analysis and project planning
- While this will delay the project, the scope has not changed and the District is now planning toward a potential groundbreaking in summer 2027
- Dr. Wicks - We have been asking specifically for bottom line costs and have applied for Short Term Rental Tax and Yampa Valley Community Foundation funds; We need to do a staff survey again to find out housing needs
- Lara Craig - How soon can we reconvene the committee? Dr. Wicks - April



- Kevin Callahan - Can we revisit the previous proposals? Dr. Wicks - yes
- Lara Craig - Is it possible to notice the companies that submitted the previous proposals to make sure they are still interested? Does Kevin need to be part of the committee? Kevin - I would like to be involved
- Leah Helme - We are not breaking ground this year? Pascal - No, we are a year out; some good work has been done with the City and YVEA; We need to reconvene the committee, pick the next contractor and report back to the Board; We need to have a milestone schedule in order to stay on track
- Lara Craig - I want to move as fast as possible and communicate out to the committee; Dr. Wicks - We will meet with the committee in April
- Jane Toothaker - Is there anything that we can do differently? Stephanie - We could bring in an owner's rep that can help us answer the affordable housing questions and be an objective third party in this process
- Kevin Callahan - Are there elements that we can continue to pursue? Pascal - No because part of the permit process requires a contractor and drawings
- Leah Helme - I think it is a good idea to resurvey staff; I am hearing a significant interest with options for a house with a garage and a yard

Strategic Plan Focus Area Two Update - Director of Teaching & Learning Dr. Tim Ridder, Mental & Behavioral Health and Restorative Practices manager Shelby DeWolfe, SSHS Principal Jay Hamric, CTE Coordinator Kirsten Brendtro

- Presentation is included in Boardbook for review
- Dr. Ridder - 2026-27 is the last year with goals for our Strategic Plan- we will need to consider the process for the next one

Priority 1: Thriving Students

- 5 year goal: SSSD will have a consistent and comprehensive mental and behavioral health system that leverages the evidence-based data from a universal screener to consistently identify and address Social Emotional Learning (SEL) challenges and celebrations
- Comprehensive Services Framework includes 3 Tiers
- Tier 1 is universal support to all students
- Tier 2 is targeted interventions led by the social workers and counselors and partnerships with Northwest Colorado Health (NWCH) and school based mentors; 251 students with active supports
- Tier 3 is intensive individual/family therapy (114 individuals); NWCH provides school based therapists that can provide mobile crisis response and helps provide high quality best practice services to students
- Programs are expensive - total program cost is \$2.4M with funding from SSSD General Fund (27.63%), Education Fund Board (29.12%), and Grants (43.25%); 39.64% of the 43.25% grant funding will be expiring; We are having conversations about how to maintain staff for the programs
- Total District FTE is 19.5 and Total Contracted Service Providers is 16.5
- Medicaid Reimbursement program provides ongoing renewable funding dollars that the District can reinvest to maintain services; focusing on sustainability
- Panorama will replace BIMAS to better identify student needs and support decision-making and help us meet our priorities
- Restorative Practices update - increased training for Tier 1, 2 & 3 in order to help support our vision, culture and climate; holding quarterly Implementation Meetings with representation from all 6 schools

Priority 2: Postsecondary Workforce Readiness (PWR) - Kirsten Brendtro

- SB 25-315 Postsecondary and Workforce Readiness Programs provides start-up, innovation, and sustained funding to invest in postsecondary workforce development and will be incorporated into the PWR portion of the School Performance Framework, evaluating our school district starting in 2026-27
- Promotes the "Big 3": College Credit (12); Industry Recognized Credential; and Work-Based Learning
- District Goal: All graduates will have at least one of the Big 3 by 2029
- College Credit - at SSHS, 18 AP courses offered; 30 courses have concurrent enrollment options (mostly taught by SSHS staff) and students can enroll in courses at CMC campus; 46% of 2025 Seniors received 12+ college credits
- Industry Recognized Credentials (IRC) currently offered in several programs: NCCER Core + OSHA 10 (Construction), Welding, SolidWorks (Engineering), BACE (Health Science Biotechnology), WFR (Health Science) and CNA (Health Science); 6% of 2025 Seniors earned Industry Credentials
- Work-Based Learning (WBL) includes clinical experiences, credit-for-work experiences, internships, pre-apprenticeships, industry-sponsored project, supervised entrepreneurship experience and apprenticeships; 46 % of 2025 Seniors received WBL credit
- Big 3 for 2025 Seniors - 71% of 2025 Seniors earned 1 or more of the Big 3



- PWR is supported by ICAP (Individual College and Career Plan) and SSHS Career & Technical Education (CTE) Pathways; CTE Pathways include Engineering, Construction Trades, Business & Media Technology, Health Science and Biotechnology, Outdoor Recreation Leadership, Natural Resources, and Education
- New PWR Options in 25-26 include Supervised Entrepreneurship experiences in SSHS Boatanics and new Ski Tuning Shop and SSSD Internships in Natural Resources, Biotechnology, and Education
- We have a CTE Community Advisory Board that works together to discuss options and what is available to students in the community; Kirsten's .5 FTE position as the CTE Coordinator gives her the time needed to facilitate this discussions and work on these options and ideas
- Goals to increase PWR access for students include adding new concurrent enrollment classes for 26-27 such as Solidworks CAD (6 credits), more access to certifications such as new welding certification course 26-27 with Perkins Innovation Grant funded welding shop expansion project, working to add student sharing options with YVPS3 schools (Agriculture in SOROCO) and working to add more certification options
- Applying for a 4 year grant to add a WBL Coordinator position to accommodate all students - 95% of SSHS students are interested in doing an internship before graduation; summer internship opportunities with YVPS3; working to grow Industry Sponsored Projects in new Engineering and Natural Resources Capstone courses and other CTE pathways; working to increase SSSD internship opportunities (within the schools)
- Leah Helme - Thank you for the high level review; How is the Medicaid Reimbursement Program funded? Shelby - reimbursement is based on how many services the District is providing; amount should increase as we continue to implement more services
- Kevin Callahan - District has added 3 CTE pathways that are very cool. What is the final threshold? Kirsten - We will review other options and find out student interest and community need; students have options at CMC also; Jay - CMC is exploiting an automotive program; our facilities are too tight on space to add additional options
- Kevin Callahan - Concern about the 40% of grant funding expiring; Shelby - We have a good track record with grants so we may receive future grants; We are hoping that Yampa Valley Community Foundation will be able to help fill the gaps
- Lara Craig - Thank you for presenting today and the innovation in the programs; How do you get the data through Panorama? Shelby - survey to gather data and Panorama also offers interventions as part of the tool and how to implement and measure outcomes; data on overall school climate or individual students
- Lara Craig - I'm concerned about students that fly under the radar; How do we identify those kids? How do we assess if things are not working? Shelby - early intervention and detection through Panorama survey
- Lara Craig - What are the root causes for our students' mental health? Shelby - It is very complex, not a singular cause or reason; We need to figure out how to be proactive and reduce risks; CDPHE recognizes our work at the state level and has awarded us another 5 years for the behavioral health management position
- Jane Toothaker - I have heard great things about Panorama; Will there be other opportunities to apply for additional CTE through Perkins Grant? Kirsten - Currently we receive Perkins every year and there are other federal grant options expected in the future
- Jane Toothaker - Do you have % of CTE related to our special populations? Kirsten - We do submit data annually to CDE and can provide data to the board - we will receive the CDE report card in the spring; Jay - We do market and advertise our programs to the special education and newcomer programs

Alternative to Coffee with the Board Discussion - Superintendent Dr. Celine Wicks

- Principals would like to use board members to engage with families and staff within the schools
- A board member has been assigned to each school and should be invited to all the public events that happen at the school
- Board members could work in collaboration with administrators to build stronger, more consistent connections with families
- This includes attending school-based events such as PIC meetings and parent-teacher conferences, as well as hosting information engagement opportunities at school sites
- Opportunities would be offered at different times of the day and in a variety of formats to increase accessibility
- Lara Craig - Fantastic idea - could have Coffee with the Board events at the school - invite teachers and parents in to meet with us; don't limit which board member they can talk to
- Dr. Wicks - for parent engagement opportunities, get in touch with your principal
- Jane Toothaker - Make sure to expand these opportunities to the community and not just parents
- Kevin and Lara will discuss structure at the Coffee with the Board event on February 11 at 11:30 at Off the Beaten Path Bookstore

Superintendent Succession Process Update - McPherson & Jacobson - Dr. Randy Zila



- McPherson & Jacobson compiled feedback from staff, families, and the community into a draft profile outlining desired qualities for the next superintendent and shared it with the Board; results will be posted on the District website following the meeting
- Expect to have a vacancy announcement for posting by February 16 once Board review is complete
- Board needs to create a salary range and consider health insurance, moving allowance, etc
- Recommended salary range for consideration is \$230K to \$260K - all board members will accept this range
- Health insurance - single or family coverage; District (per negotiations) pays the bulk of individual staff members; Dr. Wicks has the same health benefit as other staff; all board members agree that this should remain the same as it is
- Board will require 3 bids for moving expenses and will cap the reimbursement at \$12,000
- A tax sheltered annuity could be part of the contract negotiations with the new superintendent
- McPherson & Jacobson will help the Board with contract negotiations
- McPherson will use the survey results to create questions for the interviews

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

10. Public Comment - 6:26 pm

No public comment on non-agenda items.

11. Board Member Updates/Comments/Debrief

Jane Toothaker

- Attended the DAC meeting - very informative
- Met with Eron Haubert, SPE principal, and discussed events and activities for Jane to participate in
- Met with Marquez Elem, interim North Routt Charter School, and plan to attend staff meetings in the spring
- Provided some historical perspective to YVHS for their marketing campaign
- Met with Lara Craig about agenda planning
- Met with Stephanie Juneau about my responsibilities as the Board Treasurer

Leah Helme

- Attended CASB Legislative Conference
- Met with Meghan Lukens and gave her a copy of the Board's K-12 Funding Resolution
- Met with Stephanie Juneau to discuss finance
- YVHS Open House event is March 4 from 6 to 7:30 pm - for students and parents with a taco bar and door prizes

Lara Craig

- Attended SSHA SAC meeting - focus is on attendance issues
- Interview students on how to make high school experience better: meaningful curriculum, pacing and differentiation, classes with like students, teachers matter and placement in classes by grade level; vaping concerns in bathrooms
- Attended EFB - recap of previous grants
- Met with Jane to do committee work
- Met with Stephanie Juneau to better understand Ownership Tax changes
- Talked with several parents about student screen time concerns and more engagement and discussion in DAC

Kim Lemmer

- Attended the SAC meeting at SCE - discussed early literacy progress, climate and culture, and FY27 budget
- Attended the Science Fair - well attended
- Participated in the Winter Carnival Howelsen Light Show with over 100 eight and nine year olds

Kevin Callahan

- Attending Board President Boot Camp on Wednesdays
- Very informative on how to conduct meetings, amend motions, etc
- Will write up information to share with the Board about powers and responsibilities

12. Plan for future meetings

- FY27 Budget Guiding Principles and Timeline - March 16
- DAC Committee Update - March 16
- FY27 Budget Draft - May 18
- FY27 Budget - Public Hearing - May 18
- FY27 Budget Adoption - June 22
- Transportation Update - TBD

Board Work Sessions

- Board Subcommittee Updates - Work Session - March 2
- Board Policy Monitoring Work Session - TBD



Coffee with the Board - Off the Beaten Path Bookstore

- February 11 at 11:30 am - Kevin Callahan & Lara Craig

13. Adjourn Business Meeting

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 6:39 pm. This is the end of the livestream of the meeting.

14. Work Session Call to Order

- Work session called to order at 6:44 pm
- Board members in attendance: Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer. Jane Toothaker attended virtually
- District Staff in Attendance: Director of Exceptional Student Services Kristen Atwood, Director of Teaching and Learning Dr. Tim Ridder, and Board Secretary Deb Ginesta

15. Work Session Topics

Monitoring Compliance Reporting Review - Director of Exceptional Student Services Kristen Atwood

- Information is included in Boardbook for review

GEM Recommended Growth Opportunities

- District should expand identification in Writing, Science, Social Studies, Creativity and Leadership, and Talent Areas (Art, Music, Psychomotor)
- Provide staff with dedicated time and training to focus on equitable identification practices in collaboration with building leaders
- Identification team meets monthly, in person, for three hours, focused exclusively on identification
- Team is actively developing identification protocols aligned with CDE recommendations
- Identification tools are being refined. Quantitative tools for teachers and parents have been piloted, and the District is now moving toward committing to a consistent set of tools
- Moving universal screening back to 2nd grade
- Parents can request for their student to be tested; team reviews the data and makes a recommendation; parents with concerns about the process or decision should reach out to Kristen Atwood
- District brought in a 2e (twice exceptional) trainer from CDE for all District staff

Community and Family Engagement

- District should increase family engagement and communication regarding gifted services being offered
- Host district-wide showcases featuring student-led performances, galleries, and presentations
- Offer high school gifted nights with creative exhibits, performances, food trucks to foster community connection
- Provide parent-focused learning sessions with local “backyard experts” to explain gifted services and ways to support students at home
- We have increased outreach for parent participation in GEAC (Gifted Education Advisory Council)
- Intentional recruitment of general education teachers for GEAC and three will be joining
- Student representation added to every GEAC meeting
- Enhanced the Gifted Education website
- Have a communication plan in place for 8th grade students for transition to high school and parents
- Discussing whether the District should implement a 5th grade transition meeting

Personnel and Caseload Equity

- While gifted educators are highly effective, staffing ratios vary significantly across levels which create inequities in student contact time and planning capacity
- At the high school level, the large caseload limits direct interaction; since the GT Director Role was dissolved, Kristen Atwood has absorbed those responsibilities in addition to her Director role, with additional support from Maggie Bruski
- GEM recommends that the District redistribute FTE where appropriate to ensure equitable workloads and maximize student engagement
- Kristen has been surveying principals and gifted educators and identifying potential staffing adjustments; working on labeling and rating at different levels

Professional Development

- Staff recognize the importance of embedding gifted education into ongoing professional development
- While Depth and Complexity strategies have been introduced, implementation remains inconsistent. This framework supports higher-level thinking and differentiation for all students
- GEM recommendation to integrate gifted education into district-wide PD days with focus on Depth and Complexity, High-impact instructional strategies, Affective supports, and reinforce the idea that gifted education is a shared responsibility
- Dr. Cash was part of the District Ed Camp on October 20 and February 6 and Depth and Complexity was offered on February 6
- Maggie Bruske led an Ed Camp session with the high school English Language Arts Department; she is attending ELA PLCs and Math PLCs and Counseling PLCs; Robin Alt continues to lead small-group sessions with general education teacher

Gifted Education

- Kristen would like to do another report to the Board in May to discuss 26-27 goals for Gifted Education



- Lara Craig - I would like to hear from students and parents- how is the programming working? Are teachers competent?
- Panorama offers a goal setting survey for parents; if you use their surveys, you will have access to nationally normed data
- Counselors are also interested in the social emotional needs of gifted students

Special Education Advisory Council Update - Director of Exceptional Student Services Kristen Atwood

- Each elementary school has students with high needs
- District is moving towards a center based program
- Soda Creek will have an Autism program for the 2026-27 school year
- Strawberry Park will have Multi-Intensive and Sleeping Giant will have Affective Needs starting with the 2027-28 school year
- We will have 4 kids in the Autism Program at SCE and this required moving 2 kids from other schools and we will have 3 preschool students that will move into the program when age appropriate
- We have an internal posting for an autism teacher position to run the program; there is a 2 year training program for staff that are interested but don't currently have the credentials
- We will be negotiating with SSEA to add a stipend for this role for next year
- Lara Craig - How are parents feeling about moving their child to another school? Kristen - parents are relieved and wondering what this will do for their child's future
- Kristen - If we don't find a teacher from our internal staff for this program, we will not have the program at SCE next year; we can't force someone to do this job, they need to be excited and committed about it

16. Work Session Adjourn

The Steamboat Springs School District RE-2 Board of Education work session adjourned at 7:43 pm.

Board of Education Business Meeting and Work Session minutes for February 9, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on March 2, 2026:

Kevin Callahan, President

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026**

**AGENDA ITEM
REPORTS & COMMUNICATIONS**

Reports & Communications

- Celebrations SSSD - Superintendent Dr. Celine Wicks
- Technology Update - Director of Technology Tim Miles

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

March 2026 Tech - BOE Presentation

Kids trying to make computer faster



Infrastructure - Enterprise Network



Helping other like us



- North Routt
 - South Routt
 - North Park
 - Montessori
1. Revenue generating
 2. Not easy nor by chance

Working within - Just one example



- HR and Finance to benefit staff today and tomorrow
 - So many hours - whiteboarding, trial and error, vendor talks and fix, repeat
 - Cross Team work
 - More to do

Cyber / AI Friend and/or FOE

- Wild West
- Evolving so fast
 - Time suck
- No rules, funding or Guard Rails
 - Firewall East/West
 - EDM/MFA
 - Sandbox
 - Educate staff
 - Some student
- Job on its own, Very \$\$\$



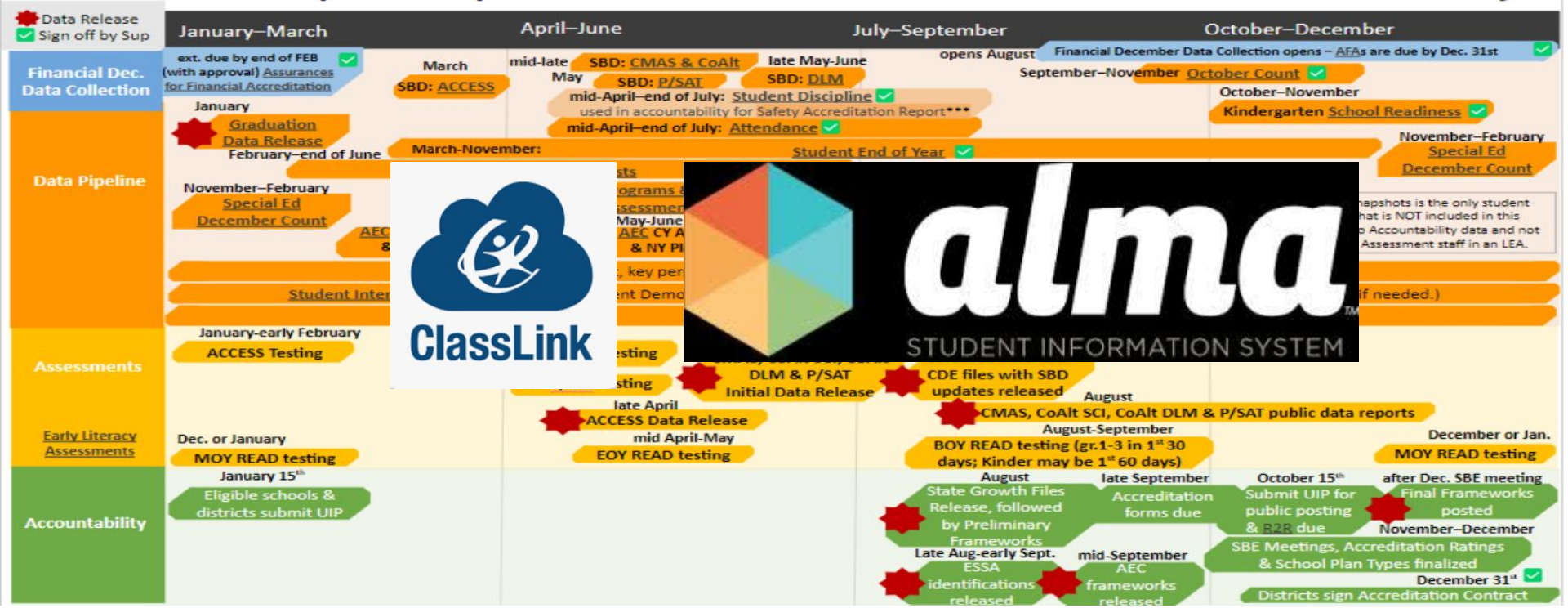
Day to Day - that you don't see

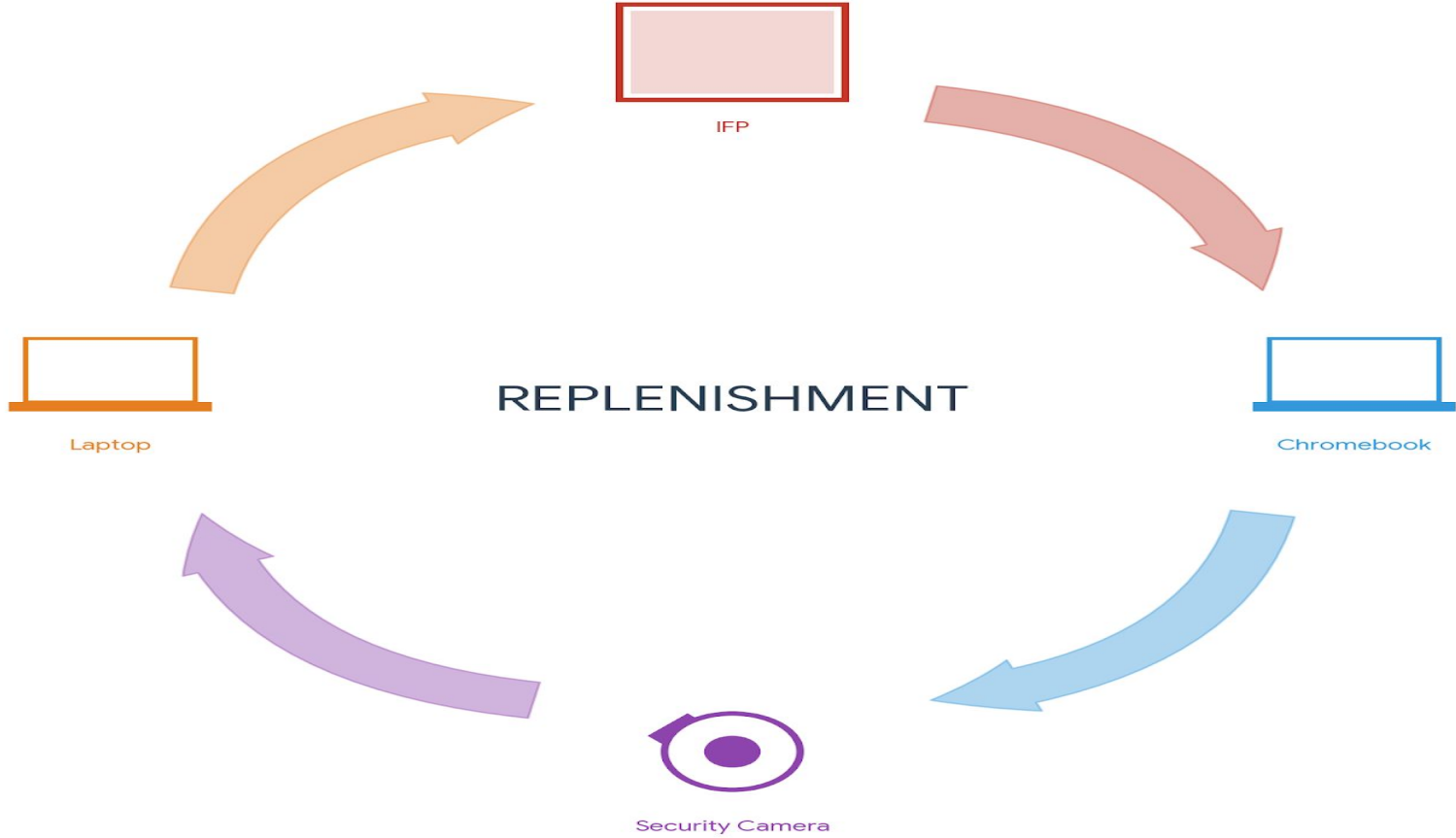




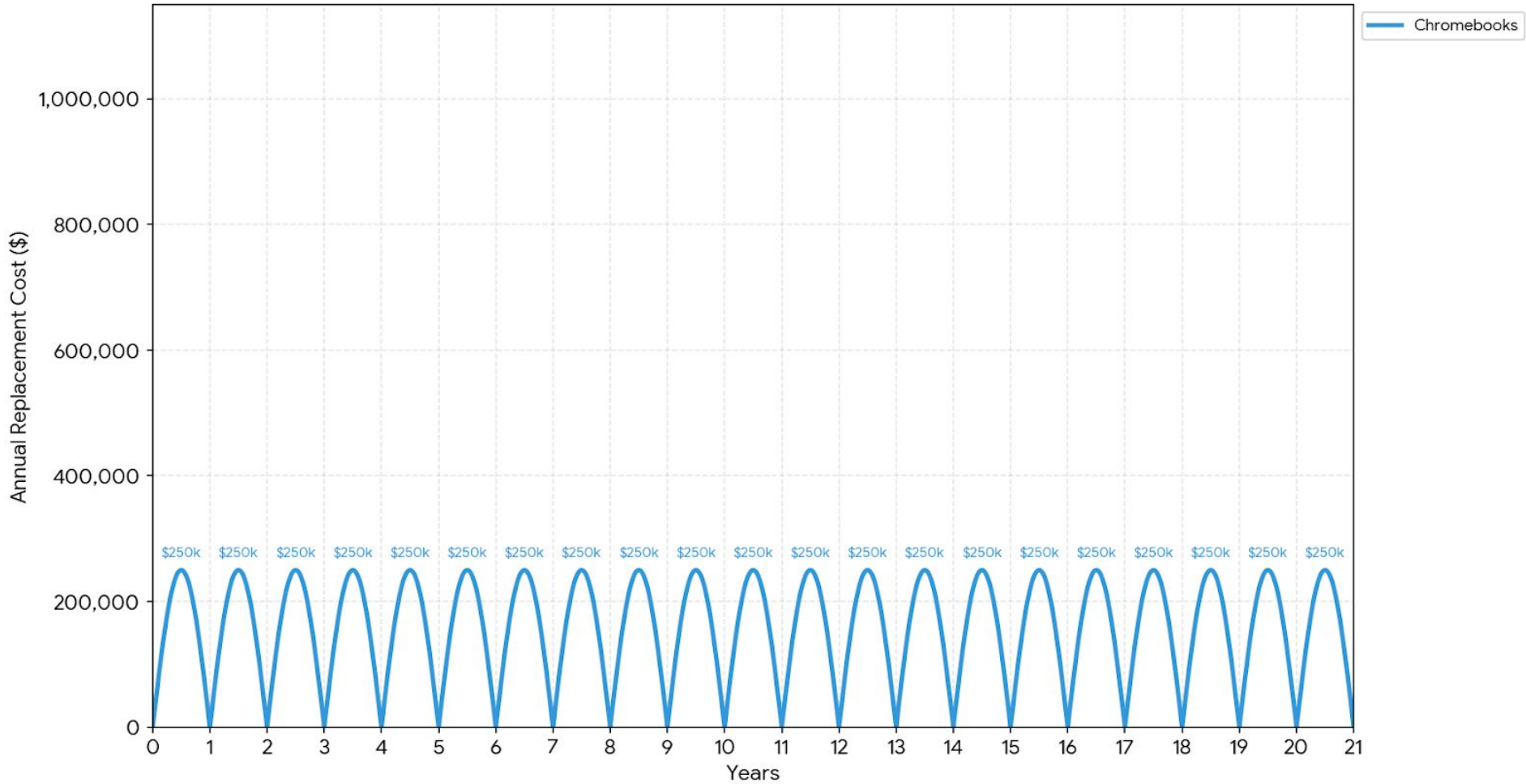
Data Team

Data Map - Pipeline, Assessment & Accountability

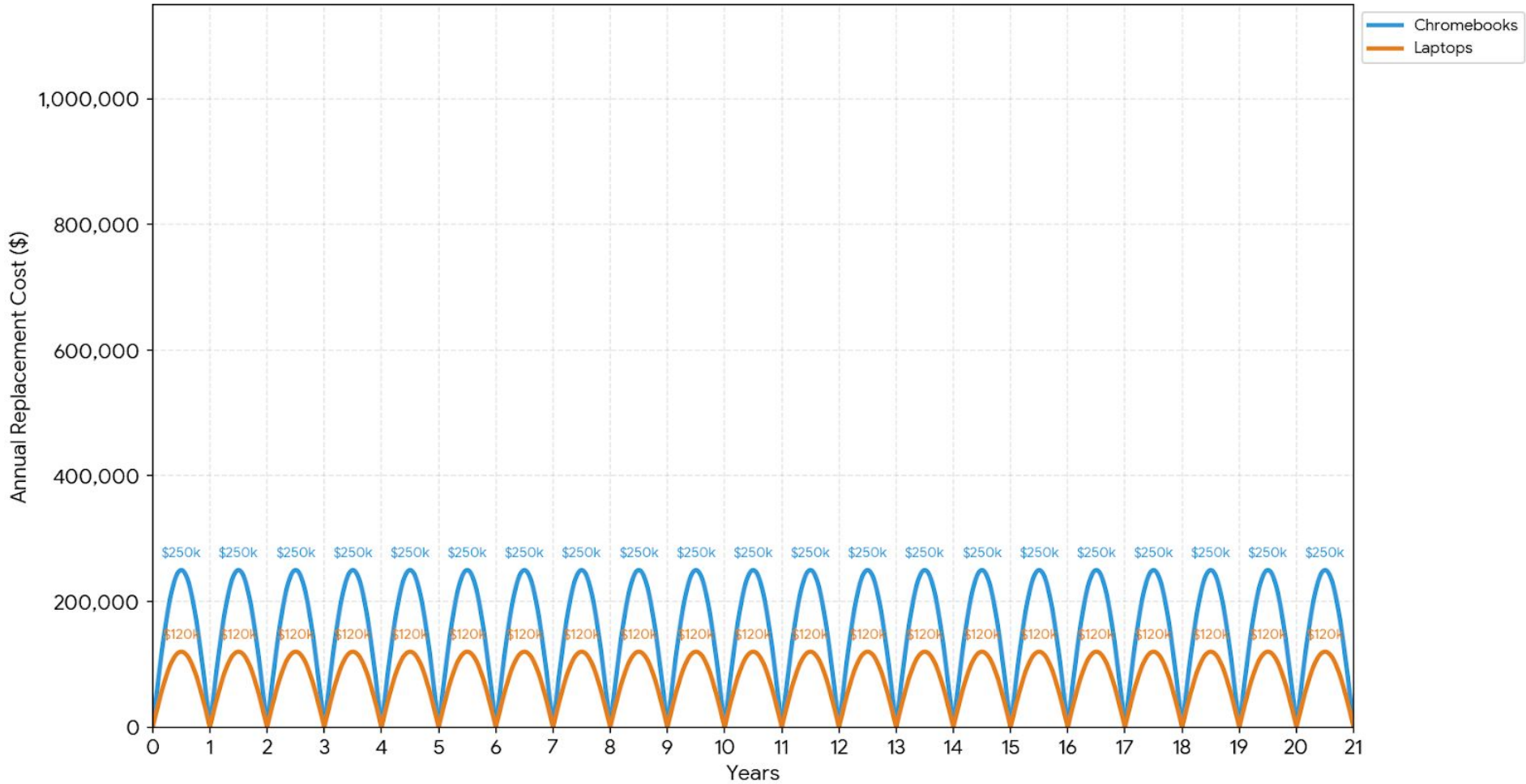




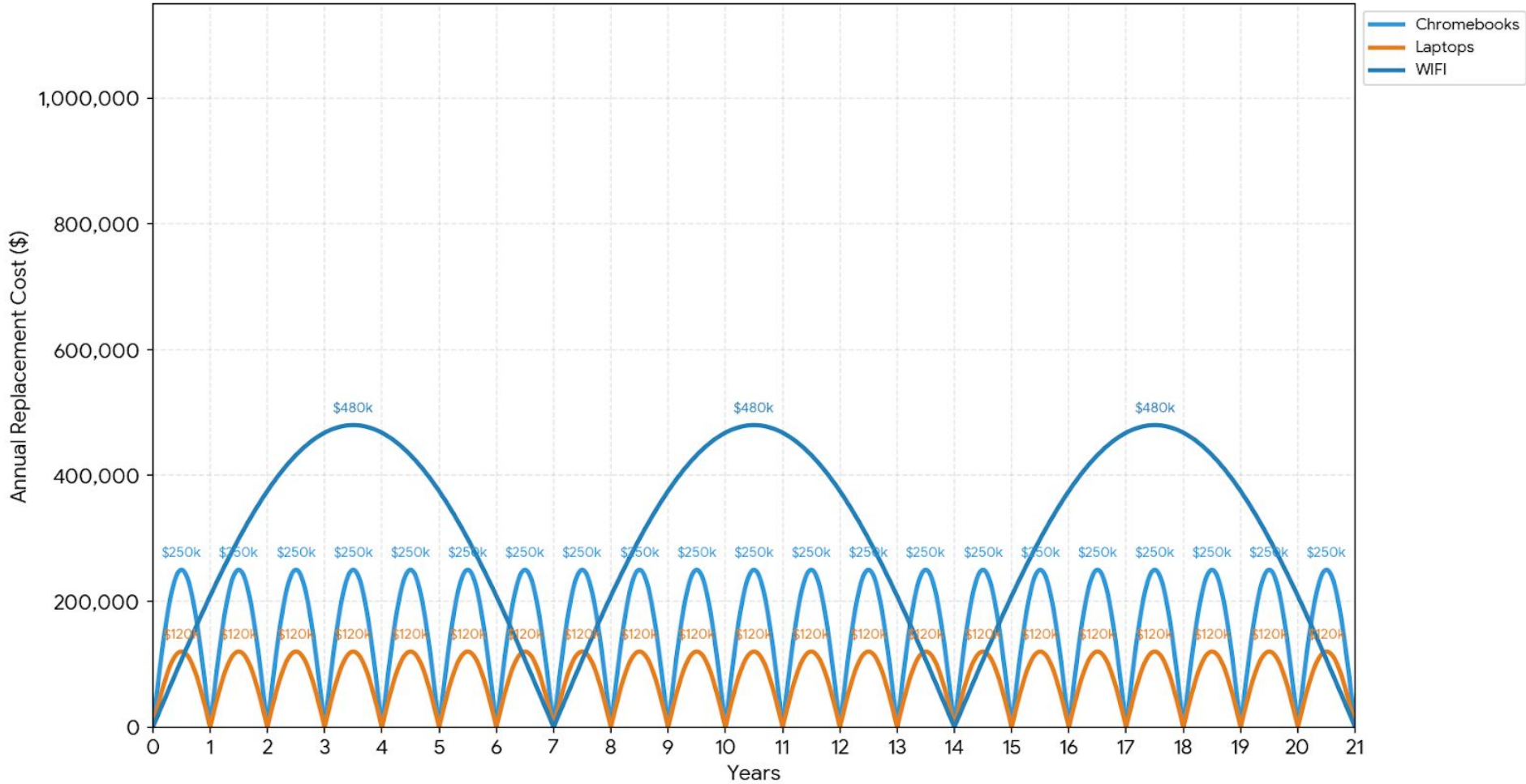
Long-Term Tech Replenishment Strategy (20+ Year Outlook)



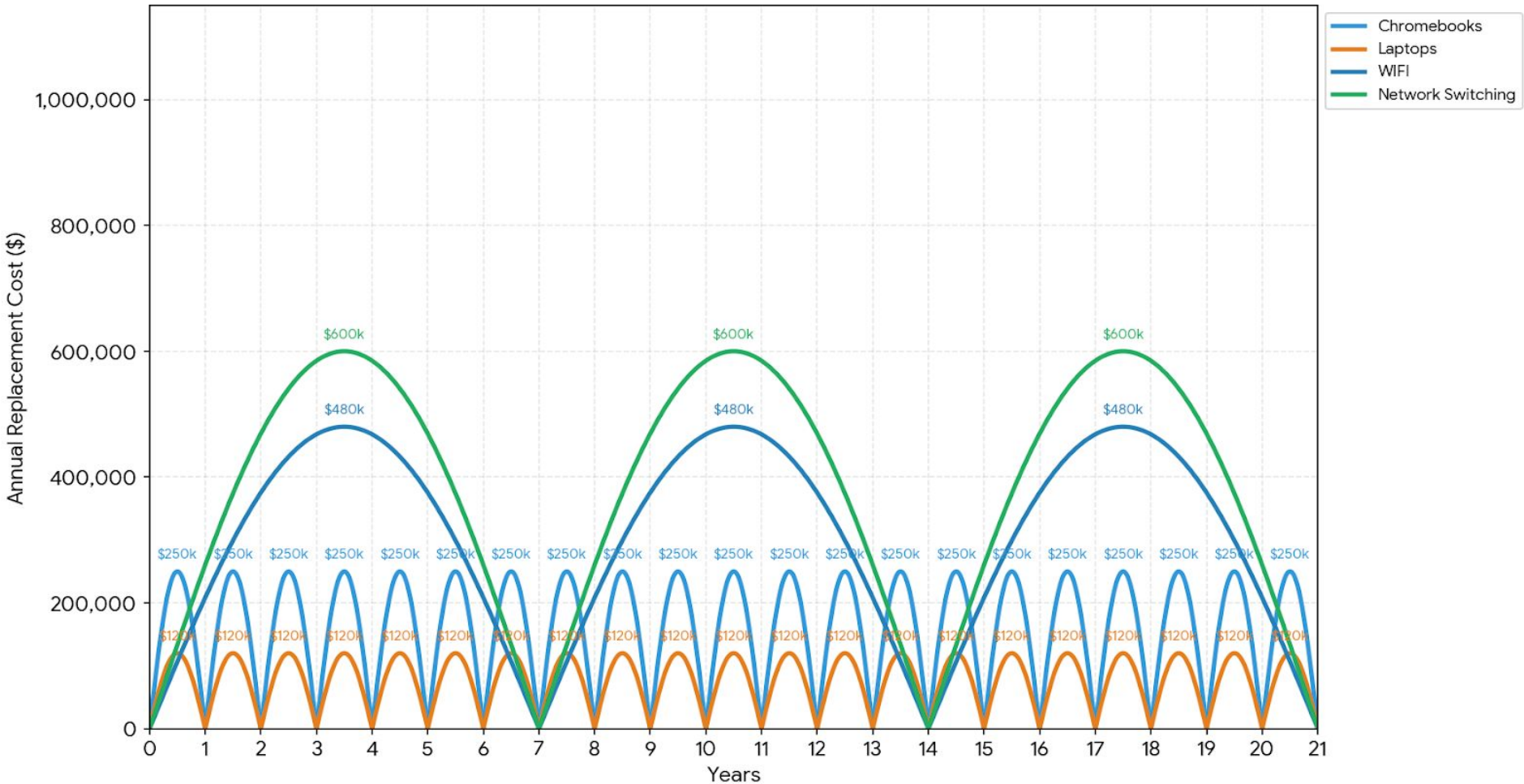
Long-Term Tech Replenishment Strategy (20+ Year Outlook)



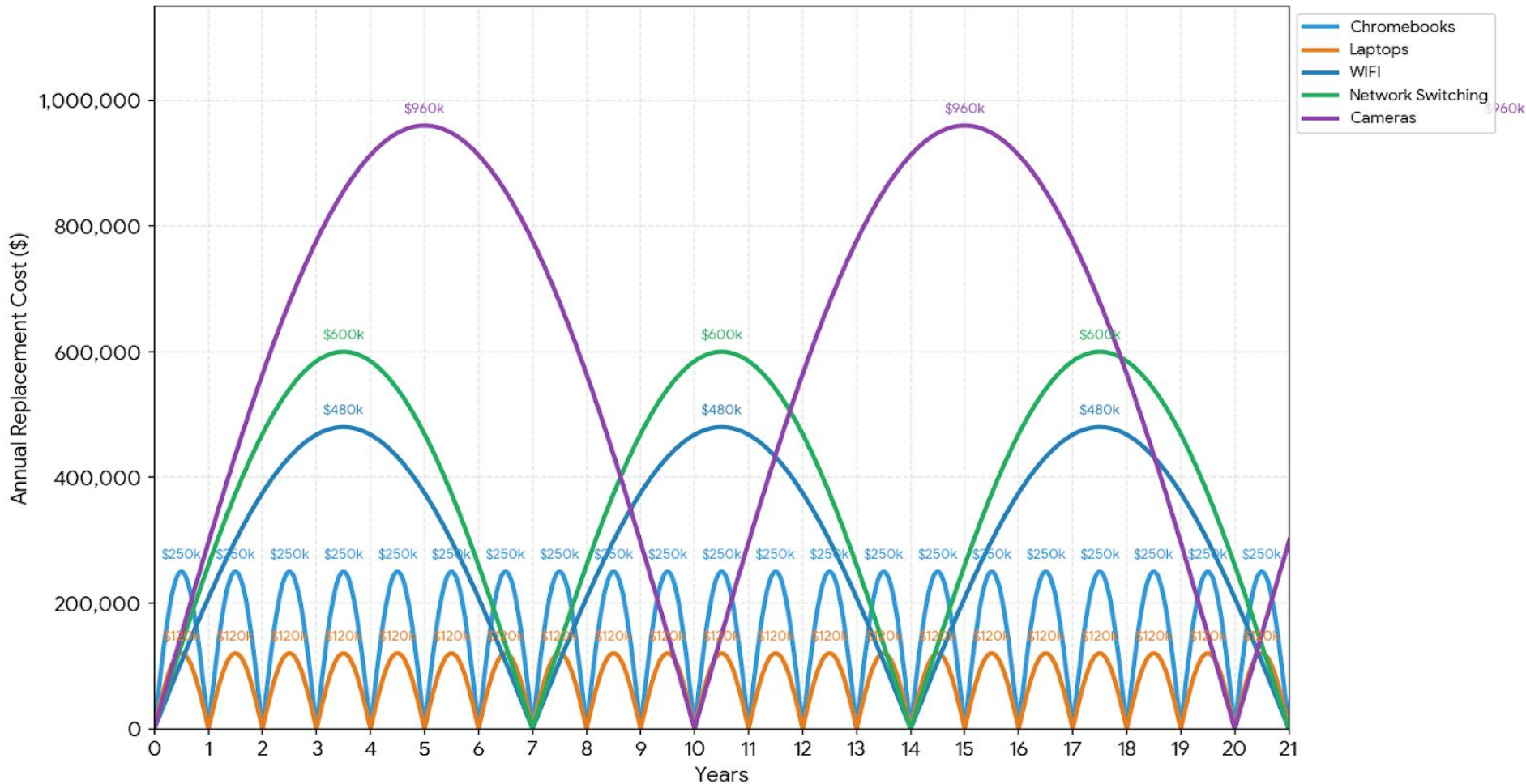
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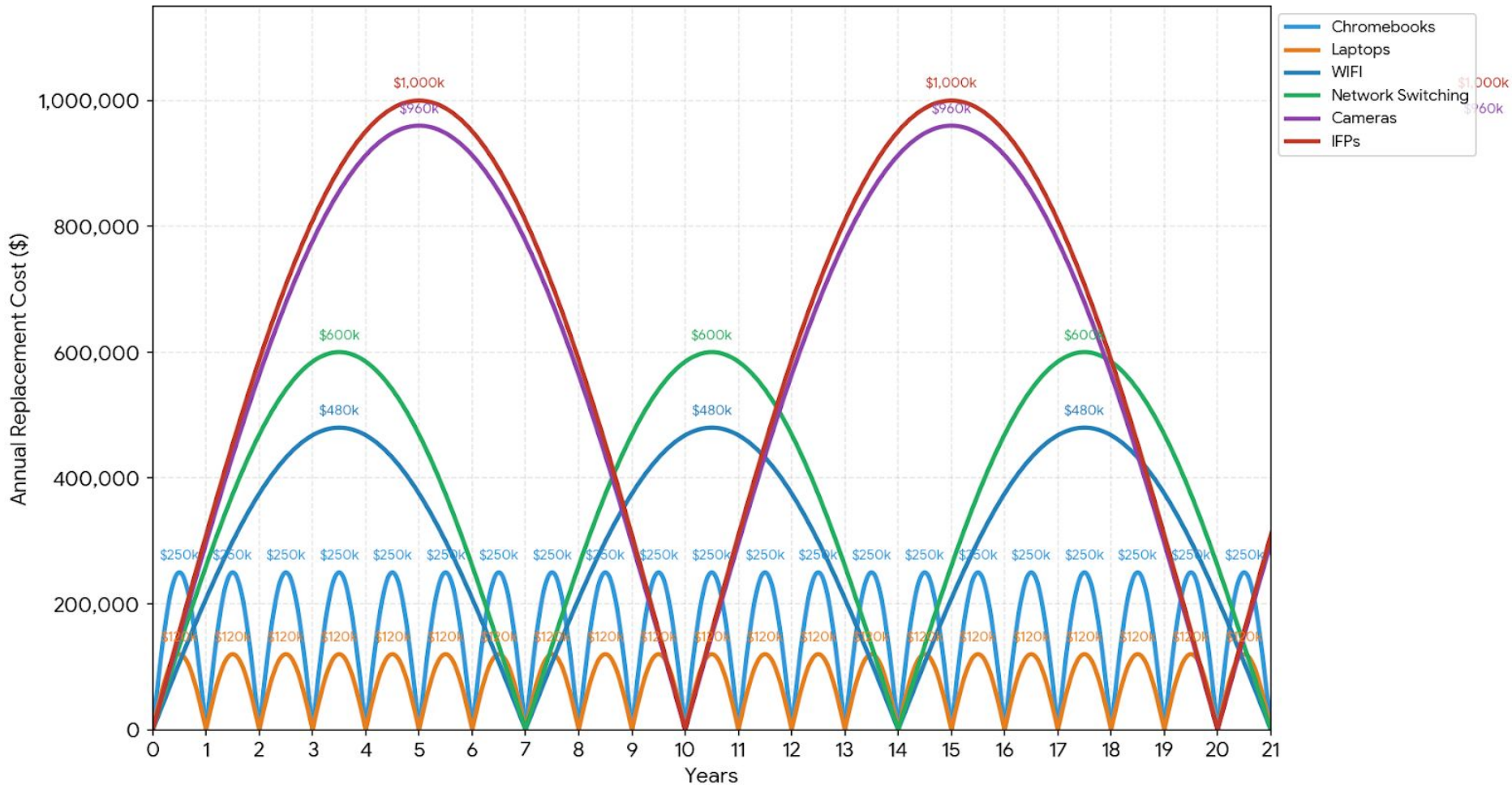
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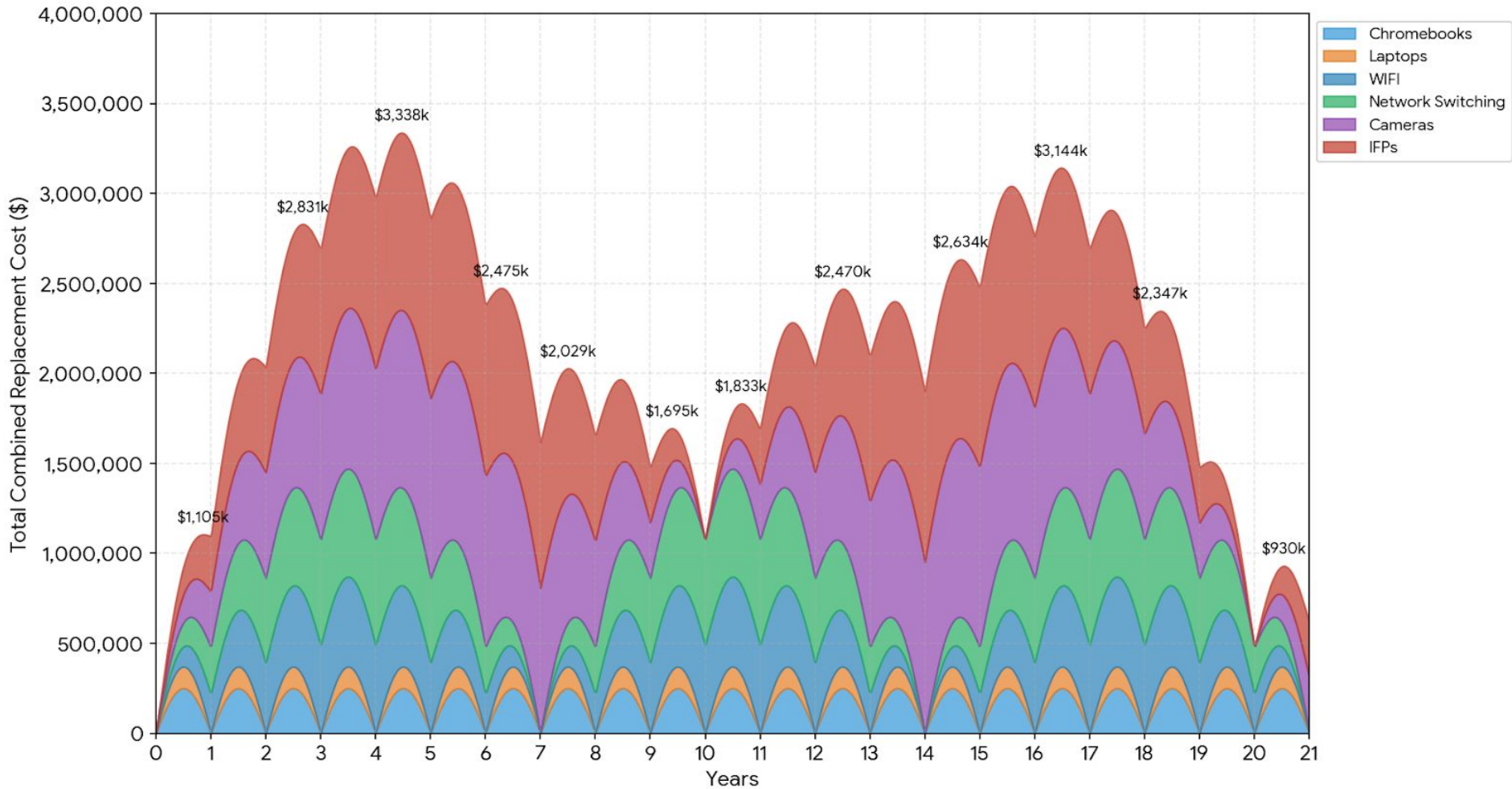
Long-Term Tech Replenishment Strategy (20+ Year Outlook)



Long-Term Tech Replenishment Strategy (20+ Year Outlook)



Cumulative Tech Replenishment Budget Impact



Questions

Support:

- Full Support - SSSD (7 Facilities), SOROCO (5 Facilities), NRCCS (3 Facilities)
- Partial Support - Montessori
- Minimal Support, - North Park School District

Staff:



- Senior: Paul, Cory, Zac
- Associate: Ethan, Justin, Shane, Oskar
- Data Team:
 - Student Data Technology Specialist: Julian, Annabel
 - Registrar: Dillon

PUBLIC COMMENT DURING A BOARD OF EDUCATION MEETING

Thank you for your interest in the public comment portion of this board meeting. This meeting is being recorded and live streamed and available to view on the District's website.

All wishing to speak during public comment on items on the current agenda or not on the current agenda must be physically present at the Board meeting to address the board. Electronic participation via Zoom is not available when the Board is meeting in person.

Community Comments

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:

- Individuals wishing to address the Board are limited to three (3) minutes per person wishing to address the Board. If four (4) or more people wish to address the board on a single topic, the Board may allot up to 15 minutes for a collective commentary.
- Out of respect for the guests attending the Board meeting, the Board may limit public comment to 30 minutes. Registered speakers not part of the first 30 minutes, will be heard at the conclusion of the meeting.
- When recognized by the Board, individuals wishing to address the Board, the speaker should provide their name, and who they are representing.
- No action will be taken on any item not scheduled on the agenda. No action will be taken during this portion of the meeting. Any public comment requiring additional discussion or action by the Board must be placed on a future agenda.
- On a scheduled agenda item, the Board may or may not ask clarifying questions of the speaker. However, discussion is limited to Board members.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026**

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

Background Information:

- Board Member Updates
- Meeting Review

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026

AGENDA ITEM
PLAN FOR FUTURE MEETINGS

Plan for future meetings

- FY27 Budget Guiding Principles and Timeline - March 16
- DAC Committee Update - March 16
- FY27 Budget Draft - May 18
- FY27 Budget - Public Hearing - May 18
- FY27 Budget Adoption - June 22
- Transportation Update - TBD

Board Work Sessions

- Board Policy Monitoring Work Session - TBD
- Board 2026-27 Retreat - July 14

Board Policy Monitoring Schedule

- GP-2; GP-10-E; B/SR-4 - January 26
- B/SR-1,2,3,5;GP-1;GP-2;GP-4;GP-9; GP-10-E - February
- GP-2; GP-10-E - March
- GP-2; GP-7; GP-10-E - April
- EL-8; EL-12; GP-2; GP-10-E; GP-11,12,13,14 - May
- GP-2;GP-5;GP-6;GP-10-E; EL-15;EL-17 - June

Superintendent Search Timeline- Dates are tentative

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

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
March 2, 2026**

**AGENDA ITEM
WORK SESSION TOPICS**

Background Information:

SSSD Board of Education Work Session

Board Subcommittees Update

- Board Policy Monitoring - Leah Helme & Kim Lemmer
- Agenda Planning - Lara Craig & Jane Toothaker

No decisions will be made and no action taken during the work session.

The work session is open to the public but will not be livestreamed for future viewing. The agenda will be available to view in Boardbook.

The Board will not be taking public comment at this work session pursuant to GP-19: School Board Meetings.

Governance Process (GP) Monitoring Report

Board of Education: [District Name]

Policy Being Monitored: [e.g., GP-2: Governing Style]

Monitoring Period: [e.g., July 2025 – June 2026]

Date of Self-Assessment: [January 13, 2026]

1. Board's Interpretation

Governance Note: Unlike Executive Limitations where the Superintendent provides the interpretation, for GP policies, the Board (usually led by the President/Chair) defines what "compliance" with their own rules looks like.

Interpretation:

We interpret this policy to mean that as a Board, we will:

- Focus our efforts on **Ends** (what students achieve) rather than administrative details.
- Maintain "One Voice" (supporting the final decision of the board even if we personally voted against it).
- Engage with the "Owners" (the Colorado community/taxpayers) systematically throughout the year.

2. Evidence of Board Compliance (Self-Assessment)

Instruction: Provide specific examples or data from the past year that prove the Board followed its own policy.

Policy Requirement	Evidence / Examples	Compliance Status
Focus on Ends	[e.g., 70% of board meeting time was spent discussing student achievement data.]	✓ Compliant
One Voice	[e.g., No instances of individual members giving conflicting directions to the Superintendent.]	✓ Compliant

Owner Linkage	[e.g., Conducted three community "coffee chats" and one district-wide survey.]	⚠ Partial
Policy Discipline	[e.g., Board followed the annual monitoring calendar without missing reports.]	✅ Compliant

3. Narrative Assessment

Strengths:

- The Board successfully moved away from "show and tell" staff reports and spent more time on **Ends** policies regarding career and college readiness.
- Adherence to Colorado Open Meetings Law (Executive Sessions were only used for legal/personnel matters as allowed).

Areas for Improvement:

- **Linkage:** While we held community meetings, attendance was low. We need a more proactive strategy to reach "Owners" who do not have children currently in the system.
- **Discipline:** Two board members were late to training sessions regarding CASB (Colorado Association of School Boards) updates.

4. Board Action / Conclusion

Based on the evidence above, the Board of Education concludes that:

- **The Board is in compliance** with its Governance Process policy.
- **The Board is in partial compliance.** (Note: Self-correction plan required below).
- **The Board is non-compliant.** (Note: Immediate workshop or training required).

Does this policy need to be reviewed by the Board?

- **No changes suggested**
- **Yes** add Policy Review to future board meeting (date added by Board President at end of form)

Please write narrative description of suggested edits below:

Board President Signature: _____ **Date:** _____

If applicable, planned date of Policy Review:

SSSD- Board Self-Assessment

This data is collected to provide evidence for our Governance Process (GP) Monitoring Reports.

dginesta@ssk12.org [Switch account](#)



Not shared

* Indicates required question

Focus on "Ends" (Student Outcomes)

On a scale of 1-5, how well did we stay focused on student outcomes rather than administrative "means"? *

1 - We spent the whole night talking about operations/staffing.

2 - Mostly operations, very little focus on student achievement.

3 - Balanced, but could have been more strategic.

4 - Strong focus on policy and student goals.

5 - Focused exclusively on our "Ends" and district vision.

1 2 3 4 5

1 = Entirely focused on operations/staffing



5 = Focused exclusively on "Ends" and district vision

"One Voice" & Policy Discipline



Did the board follow its own rules of conduct and speak with a single voice tonight? *

- Yes: We respected the majority decision and followed our bylaws.
- Mostly: Minor deviations, but generally disciplined.
- No: Individual members attempted to direct staff or undermine board decisions.

Colorado Legal Compliance

Which of the following did we successfully adhere to tonight? (Check all that apply) *

- Colorado Open Meetings Law (Sunshine Law)
- Executive Session Protocols (C.R.S. 24-6-402)
- Public Comment Procedures
- Conflict of Interest Disclosures

Board/Superintendent Boundary

Did the board avoid "micromanaging" the Superintendent? *

- Yes: We focused on the What, not the How.
- No: We crossed into operational decision-making.



Growth and Observation

Qualitative Evidence provides non-numerical insights into people's **experiences, perceptions, beliefs, and behaviors**

Provide one specific example of a "Policy Governance" moment from tonight (e.g., * a member redirecting the conversation back to policy).

Your answer

Optional: One thing we can improve for next meeting?

Your answer

Submit

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