Business Meeting and Work Session

Monday, April 6, 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. Employment

5.2. Retirement Resignations

5.3. Resignations

5.4. Acknowledge Dismissal of Classified Staff 2025-26

5.5. Child Care Parental Leave Requests 2026-27

5.6. Nonrenewal of Probationary Teachers Resolution 2026-04-01

5.7. Nonrenewal of Limited Term Contracts 2026-27

5.8. Substitute Nurse 2025-26

5.9. Substitute Paraprofessional 2025-26

6. **Approval of Minutes**
   Pursuant to Policies: GP-1: Governance Commitment; 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. **Potential Executive Session**

12. **<u>Adjourn Business Meeting</u> - End of Livestream recording**

13. **<u>Work Session - Call to Order</u>**

14. **<u>Work Session Topics</u>**

15. **<u>Adjourn Work Session</u>**

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
EMPLOYMENT OF PERSONNEL

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

Background Information:

- Ryan Ayala - SSMS track duty 25-26
- Josie Freschi - District Lead Nurse 25-26
- Cathy Girard - SSMS Head track coach 25-26 - change of status from assistant coach
- Patrick Nichols - SSMS Assistant track coach 25-26
- Kristin Solawetz - SCE School Nurse
- Brad Weber - SSMS Assistant track coach 25-26

Recommended Action:

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

District Wide :

Opening created by:

Anne Mudgett resignation

- Josie Freschi - District Lead Nurse 25-26

Soda Creek Elementary School :

Opening created by:

Anne Mudgett resignation

- Kristin Solawetz - School Nurse

Steamboat Springs Middle School :

Opening created by:

Student Need

- Ryan Ayala - Track duty

Haley Watkins resignation

- Cathy Girard - Head track coach - change of status from assistant coach

Cathy Girard change of status

- Patrick Nichols - Assistant track coach

Rachel Graham resignation

- Brad Weber - Assistant track coach

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
RETIREMENT RESIGNATIONS 25-26

Background Information:
Marco Cuevas will retire from his position as a teacher at Steamboat Springs Middle School effective June 3, 2026.

Nancy White will retire from her position as a bus route driver for the SSSD Transportation Department effective June 2, 2026

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

Marco Cuevas
Nancy White

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
RESIGNATIONS

Background Information:
Hayley Berg has resigned her position as a Thescon sponsor at Steamboat Springs High School effective March 22, 2026.

Marco Cuevas has resigned his positions as a football coach and a basketball coach at Steamboat Springs Middle School effective March 30, 2026.

Michael Martinez has resigned his position as a Thescon sponsor at Steamboat Springs High School effective March 19, 2026.

Beverly Taylor has resigned her position as a teacher at Steamboat Springs Middle School effective April 4, 2026,

Jessica Violette (Kiser) has resigned her position as a special education paraprofessional at Soda Creek Elementary School effective March 27, 2026.

Johnny Walker has resigned his position as a substitute bus driver for the Transportation Department effective March 30, 2026.

Amanda Zak has resigned her position as a health tech at Steamboat Springs High School effective June 2, 2026.

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

Hayley Berg
Marco Cuevas
Michael Martinez
Beverly Taylor
Jessica Violette
Johnny Walker
Amanda Zak

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
ACKNOWLEDGE DISMISSAL OF CLASSIFIED STAFF 2025-26

Background Information:
Pursuant to Policy NNP21-A, the Superintendent is required to notify the Board of dismissal of classified staff.

Recommended Action:
Resolved, that the Board of Education acknowledge the superintendent's dismissal of Employee # 027359 effective April 3, 2026.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
CHILD CARE (PARENTAL) LEAVE REQUESTS 2026-27

Background Information:
Annie Hopkins is requesting a Child Care (Parental) Leave (NP-59) from September 25, 2026 through November 27, 2026. Principal Amy Bohmer is supportive of Ms. Hopkins's request.

Nicholas Maki is requesting a Child Care (Parental) Leave (NP-59) from August 11, 2026 through October 30, 2026. Principal Eron Haubert is supportive of Mr. Maki's request.

Kayleigh McCannon is requesting a Child Care (Parental) Leave (NP-59) from October 13, 2026 through December 17, 2026. Principal Heidi Chapman-Hoy is supportive of Ms. McCannon's request.

Kindra Stanfill is requesting a Child Care (Parental) Leave (NP-59) from November 13, 2026 through December 17, 2026. Principal Heidi Chapman-Hoy is supportive of Ms. Stanfill's request.

Recommended Action:
Resolved, that the Board of Education approve the Child Care (Parental) leave requests for Annie Hopkins, Nicholas Maki, Kayleigh McCannon, and Kindra Stanfill.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
NONRENEWAL OF PROBATIONARY TEACHERS RESOLUTION 2026-04-01

Background Information:
Upon recommendation of the superintendent, the Board is asked to adopt Resolution 2026-04-01 to nonrenew the probationary teachers' contracts, as listed in the resolution, for the 2026-27 school year.

Recommended Action:
Resolved, that the Board of Education adopt Resolution 2026-04-01 to nonrenew the probationary teachers' contracts, as listed in the resolution, for the 2026-27 school year.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2026-04-01

A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
for Nonrenewal of the Contracts of Probationary Teachers

WHEREAS, the Board of Education of the Steamboat Springs School District RE-2 has received the recommendation of the Superintendent of Schools that certain probationary teachers listed on Attachment A not be renewed for the 2026-2027 school year; and

WHEREAS, the Board has duly considered the recommendation and the matter of the reemployment of these probationary teachers; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Steamboat Springs School District RE-2 that the probationary teachers listed on Attachment A to this Resolution not be reemployed for the 2026-2027 school year; and

BE IT FURTHER RESOLVED that the Superintendent of Schools or her designee is hereby directed to give timely written notice of nonrenewal to the probationary staff listed on Attachment A.

Adopted this 6th day of April, 2026.

Steamboat Springs School District RE-2

By:________________________________
President, Board of Education

Attest:

____

ATTACHMENT A

Probationary Teachers – Non-Renewed for the 2026-2027 School Year

- SSHS English/Language Arts teacher - Stephen McDonald
- SGS Middle School Math/Science teacher - Katherine “Katie” Smith
- SGS Literacy Coach - Darcy Walters

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
NONRENEWAL OF LIMITED-TERM CONTRACTS

Background Information:
The following licensed staff will be nonrenewed for the 2026-2027 school year due to the expiration of their limited term or temporary contracts for the 2025-26 school year.

- Catherine McElhinney - SPE teacher - limited term contract
- Nicole O'Hara - SSMS teacher - limited term contract
- Annette Quezada Rodriguez - SGS teacher - limited term contract
- David Suma - SSHS teacher - limited term contract

Recommended Action:
Resolved, that the Board of Education acknowledge the nonrenewal of the limited term or temporary contracts for the following staff:

Catherine McElhinney
Nicole O'Hara
Annette Quezada Rodriguez
David Suma

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
SUBSTITUTE NURSE FOR 2025-2026

Background Information:

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

Atkinson, Clarice - Nurse

Recommended Action:

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

Atkinson, Clarice - Nurse

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
SUBSTITUTE PARAPROFESSIONAL FOR 2025-2026

Background Information:

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

Mikala Woods

Recommended Action:

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

Mikala Woods

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

Meeting Date:	April 6, 2026
Agenda Item:	Approval of the minutes for the Board of Education March 16, 2026 Business Meeting and March 30, 2026 Special Meeting
Presented by:	Secretary to the Board
Core Issues:	GP-19: School Board Meetings
Background Info:	Drafts of the minutes are included for review and approval.
Policy Implications:	GP-19: School Board Meetings
Fiscal Implications:	None
Options:	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 March 16, 2026, as presented. Resolved, that the Board of Education approve the minutes for March 30, 2026, as presented.

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

Minutes
March 16, 2026
4:30 PM

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

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

1. Business Meeting - Call to Order
Kevin Callahan called the business meeting to order at 4:31 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

4. Approval of Agenda

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

5. Consent Agenda Items
Background information is provided in Boardbook under item 5.

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

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

6. Approval of Minutes- March 2, 2026 Business Meeting and Work Session
Background information is provided in Boardbook under item 6.

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

7. Reports and Communication
Background information is provided in Boardbook under Item 7.

Celebrations - Superintendent Dr. Celine Wicks

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

DRAFT

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

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

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

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

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

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

Public Comment on DAC Budget Discussion

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

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

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

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

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

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

<u>8. Public Comment - 5:19 pm</u>

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

<u>9. Action Item</u>

DRAFT

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

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

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

10. Board Member Updates/Comments/Debrief

Jane Toothaker

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

Kim Lemmer

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

Leah Helme

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

Lara Craig

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

Kevin Callahan

- Working with McPherson & Jacobson and the superintendent search

11. Plan for future meetings

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

Board Work Sessions

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

Superintendent Search Timeline - Dates are tentative

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

12. Adjourn

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

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

Minutes approved by the Board on April 6, 2026.

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Kevin Callahan, President

DRAFT

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION SPECIAL MEETING

Minutes
March 30, 2026
4:00 PM

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

District Administration present: Administrative Assistant Deb Ginesta

1. Special Meeting - Call to Order
Kevin Callahan called the special meeting to order at 4:03 pm.

All Board members present.

2. Approval of Agenda

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

3. Potential Executive Session
Kevin Callahan made a motion and Kim Lemmer seconded the motion that the Board of Education move into executive session pursuant to CRS 24-6-402(4)(c) and (g) with McPherson & Jacobson, LLC representatives Dr. Randy Zila and Dr. Christy Sinner to discuss confidential documents submitted by applicants, which documents are protected by the mandatory disclosure provisions of CRS 24-72-204 (3)(e)(a)(XI)(A) and pursuant to CRS 24-6-402(4)(i)(III) for the purpose of instructing McPherson & Jacobson, LLC representatives Dr. Randy Zila and Dr. Christy Sinner to begin contract negotiations with one or more candidates as part of the process of prioritizing one or more finalists, for the purposes of negotiation, after public forums have been completed.

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 McPherson & Jacobson, LLC representatives Dr. Randy Zila and Dr. Christy Sinner. The Executive Session convened at 4:07 pm. The executive session was recorded as required by state statute. The Board met in executive session pursuant to CRS 24-6-402(4)(c) and (g) with McPherson & Jacobson, LLC representatives Dr. Randy Zila and Dr. Christy Sinner for the purpose of discussing confidential documents submitted by applicants which documents are protected by the mandatory provisions of CRS 24-72-204 (3)(e)(a)(XI)(A) and pursuant to CRS 24-6-402(4)(i)(III) for the purpose of instructing personnel and representatives to begin contract negotiations with one or more candidates and the necessary process to prioritize, for the purposes of negotiation, one or more finalists and pursuant to CRS 24-6-402(4)(g) for the consideration of documents protected by the mandatory nondisclosure provisions of the "Colorado Open Records Act," specifically sections C.R.S. 24-72-204(3)(a)(I), (II), and (III) for 1 hour and 47 minutes.

The Executive session concluded at 5:54 pm with no action taken.

- Kevin Callahan - The Board met in Executive Session with Dr. Randy Zila and Dr. Christy Sinner, representatives for McPherson & Jacobson, LLC to review the applications for the superintendent vacancy. The Executive Session concluded at 5:54 pm with no action taken.

4. Reconvene Special Meeting

The Board reconvened the special meeting at 6:03 pm.

5. Action Item
Background information is provided in Boardbook under item 5.

5.1 Determination of Finalists for the Position of Superintendent and Invite Finalists to Interviews
- Purpose of this action item is to determine the finalists for the position of superintendent to be interviewed for the superintendent vacancy
- Kevin Callahan - The Board met in Executive Session with Dr. Randy Zila and Dr. Christy Sinner, representatives for McPherson & Jacobson, LLC to review the applications for the superintendent vacancy. At this time, I will make a motion to determine the names of the individuals that will be invited to be interviewed for the superintendent position and they will be listed in alphabetical order.

DRAFT

Kevin Callahan made a motion and Jane Toothaker seconded that the Board of Education hereby determines and names the following individuals as finalists in alphabetical order: Drew Adams, Kristin Drury, Scott Springston, and John (Shawn) Stover III for the position of superintendent of schools and invites these finalists to public interviews on April 14th. The motion passed unanimously.

6. Board Training for the Interviews with Superintendent Finalists - led by McPherson & Jacobson, LLC Representatives Dr. Randy Zila and Dr. Christy Sinner

Background information is provided in Boardbook under Item 6.

- April 13, 5 pm, Public Forum at Sleeping Giant School for finalists
- Randy and Christy will moderate and ask the questions; questions will be in categories and each finalist will be asked a question in each category such as: student achievement, communication, finance, relationships, etc
- 5:45 pm - Forum will be complete and finalists will be available to the community in attendance for a meet and greet until approximately 7:15 pm
- Board should play an observant role during this event and listen to the conversations around the room
- Feedback cards will be available for people to fill out and turn in at the end of the meet and greet event
- Following the event at SGS, the Board will have dinner with the finalists and Dr. Zila and Dr. Sinner; Lara Craig will work on reservations for time and place
- April 14 - interviews at the District Office - arrive by 7:30 - breakfast items for interview committee members
- There will be 3 community interview teams made up of staff, administrators, community, and students; 55 people applied to be on the interview committee and 24 were randomly selected and this includes 4 high school students
- Interviews will be part of a Board special meeting which will start at approximately 7:50 am on April 14
- Board interviews are public and will be held in the downstairs conference room at the District Office
- Committees will be in 3 different meeting rooms in the District Office building; committee interviews are not public
- Once all the finalists have been interviewed by all the groups including the Board, the facilitator from each committee will provide feedback to the Board on the finalists strengths and weaknesses
- McPherson will provide the interview schedule for the committees and finalists
- Katie Jacobs will schedule tours of the buildings for each finalist on Monday, April 13th in the morning
- Randy will work with Katie and Deb to arrange the tours; would recommend that each school have a student ambassador to walk around the building with the finalists and then the principal and student should provide feedback about their experience
- Randy and Christy are working on the questions for the Board interviews and the committee interviews
- Board will have about 22 questions and will have 1.5 hours with each finalist; committees will have 60 minutes with each finalist and then 30 minutes to debrief; Board will not debrief until they have interviewed all finalists and then they will do it in executive session
- McPherson will lead a training session with the interview committees on March 31 from 5 to 7 pm at the District Office
- It's important to remember that interview teams cannot ask any personal questions; each candidate must be asked all the same questions; clarifying questions are permitted once all the original questions have been asked
- Finalists' redacted applications with a bio and picture will be published on March 31on the District website

7. Discussion of Interviews and Events Related to Filling the Superintendent Vacancy

Background information is provided in Boardbook under Item 7.

- Board will pay for finalists mileage travel, airline tickets (significant other included), fuel, lodging, and a per diem for food starting Sunday, April 12; reimbursements will be based on federal rates
- Lodging will be provided at the Holiday Inn for Sunday, Monday, and Tuesday nights
- Kevin Callahan will represent the Board in contract negotiations
- Board's salary range per the application is $230-260,000; Board can go outside the range if desired
- Kevin will use the current superintendent contract for other considerations for benefits, etc
- Board wants to livestream the interviews - Deb will work with Tim Miles to see if this is possible
- Deb requested help from the Board with food and beverages for the Meet and Greet and breakfast for the interview teams
- Board will need to plan another special meeting for the morning of April 15 at 7:30 am in case they are not able to make a decision at the end of the interviews on April 14
- If the Board does make a decision on April 14, then the special meeting for April 15 will be cancelled

8. Adjourn Special Meeting

The Steamboat Springs School District RE-2 Board of Education special meeting adjourned at 7:14 pm.

Board of Education Special Meeting minutes for March 30, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on April 6, 2026.

____

DRAFT

Kevin Callahan, President

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
REPORTS & COMMUNICATIONS

Reports & Communications

- Celebrations SSSD - Superintendent Dr. Celine Wicks
- Preschool Update - Superintendent Dr. Celine Wicks, Director of Finance and Operations Stephanie Juneau, and Preschool Director Kim Delaney
- Staff Bargaining Negotiations Update - Superintendent Dr. Celine Wicks
- District Banking Services Recommendation - Director of Finance and Operations Stephanie Juneau

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

Steamboat Springs School District - FY 2025/2026 Preschool Budget and Projected

	Revenue	**Budget**	**Projected**	
	Tuition	$ 140,000	$ 125,000	
	IDEA Preschool	$ 17,215	$ 17,215	
	Tuition Assistance	$ 50,000	$ 50,000	
	Dept of Early Childhood 3 year old funding	$ 120,000	$ 160,000	
	Dept of Early Childhood 4 year old funding	$ 320,000	$ 350,000	
	Total Revenue	$ 657,215	$ 702,215	
Enrolled at 4/2/2026	**Expenses**	**Budget**	**Projected**	
	SCE PS Wages	$ 237,469	$ 237,469	
	SCE PS Medicare	$ 3,324	$ 3,324	
	SCE PS PERA	$ 49,607	$ 49,607	
	SCE PS Health	$ 64,843	$ 64,843	
28	Total Soda Creek	$ 355,243	$ 355,243	capacity of 18 x 2 = 36 students
	SPE PS Wages	$ 203,128	$ 196,021	
	SPE PS Medicare	$ 2,844	$ 2,744	
	SPE PS PERA	$ 42,433	$ 39,969	
	SPE PS Health	$ 64,843	$ 64,843	
21	Total Strawberry Park	$ 313,248	$ 303,577	capacity of 15 x 2 = 30 students
	SGS PS Wages	$ 235,802	$ 235,802	
	SGS PS Medicare	$ 3,301	$ 3,301	
	SGS PS PERA	$ 49,259	$ 49,259	
18	SGS PS Health	$ 64,843	$ 44,770	capacity of 18 x 2 = 36 students
67	Total Sleeping Giant	$ 353,205	$ 333,132	Max capacity across 6 classrooms = 102
	Preschool Director Salary	$ 94,411	$ 94,411	
	Preschool Director Medicare	$ 1,322	$ 1,322	
	Preschool Director PERA	$ 19,722	$ 19,722	
	Preschool Director Health	$ 12,969	$ 12,969	
	District Wide ECSE Teacher Wage	$ 70,139	$ 70,139	
	ECSE Teacher Medicare	$ 982	$ 982	
	ECSE Teacher PERA	$ 14,652	$ 14,652	
	ECSE Teacher Health	$ 12,969	$ 12,969	
	Preschool Purchased Services	$ 3,000	$ 3,000	
	Preschool Reg and Travel	$ 3,500	$ 3,500	
	Preschool Supplies	$ 5,000	$ 5,000	
	Preschool Professional Development	$ 1,000	$ 1,000	
	Preschool Dues and Fees	$ 2,500	$ 2,500	
	Total District Wide Preschool	$ 242,166	$ 242,166	
	Total Expenses	$ 1,263,862	$ 1,234,118	
	Net loss	**$ (606,647)**	**$ (531,903)**	

Steamboat Springs School District - FY 2026/2027 Preschool Budget

Registered at 4-2-26		Budget	
	Revenue	**Budget**	
	Tuition	$ 400,000.00	
	IDEA Preschool	$ 17,000.00	
	Tuition Assistance/Grants	$ 50,000.00	
	Dept of Early Childhood 3 year old funding	$ 103,000.00	
	Dept of Early Childhood 4 year old funding	$ 281,000.00	
	Total Revenue	$ 851,000.00	
	Expenses	**Budget**	
	SCE PS Wages	$ 209,512.30	
	SCE PS Medicare	$ 2,933.17	
	SCE PS PERA	$ 43,767.12	
	SCE PS Health	$ 65,000.00	
22	Total Soda Creek	$ 321,212.59	capacity of 18 x 2 = 36 students
	SPE PS Wages	$ 171,927.60	
	SPE PS Medicare	$ 2,406.99	
	SPE PS PERA	$ 35,915.68	
	SPE PS Health	$ 52,000.00	
20	Total Strawberry Park	$ 262,250.26	capacity of 10 x 2 = 20 students
	SGS PS Wages	$ 167,009.35	
	SGS PS Medicare	$ 2,338.13	
	SGS PS PERA	$ 34,888.25	
18	SGS PS Health	$ 52,000.00	capacity of 10 x 2 = 20 students
60	Total Sleeping Giant	$ 256,235.73	Max capacity across 6 classrooms = 76
	Preschool Director Salary	$ 97,243.33	
	Preschool Director Medicare	$ 1,361.41	
	Preschool Director PERA	$ 20,314.13	
	Preschool Director Health	$ 13,000.00	
	District Wide ECSE Teacher Wage	$ 72,243.17	
	ECSE Teacher Medicare	$ 1,011.40	
	ECSE Teacher PERA	$ 15,091.60	
	ECSE Teacher Health	$ 13,000.00	
	Preschool Purchased Services	$ 3,000.00	
	Preschool Reg and Travel	$ 3,500.00	
	Preschool Supplies	$ 5,000.00	
	Preschool Professional Development	$ 1,000.00	
	Preschool Dues and Fees	$ 2,500.00	
	Total District Wide Preschool	$ 248,265.04	
	Total Expenses	$ 1,087,963.63	
	Net Loss	**$ (236,963.63)**	

GOVERNMENTAL CERTIFICATE

Entity: **County of Routt School District RE 2**

Bank: **Yampa Valley Bank**
Main Office
600 S. Lincoln Ave, Suite 100
PO Box 775770
Steamboat Springs, CO 80477
(970) 879-2993

WE, THE UNDERSIGNED, DO HEREBY CERTIFY AND STATE UNDER PENALTY OF PERJURY THAT:

THE ENTITY'S EXISTENCE. The complete and correct name of the governmental entity is County of Routt School District RE 2 ("Entity"). The Entity is a governmental entity which is, and at all times shall be, duly organized, validly existing, and in good standing under and by virtue of the laws and regulations of the Entity's state of organization. The Entity has the full power and authority to own its properties and to transact the business and activities in which it is presently engaged or presently proposes to engage. The Entity maintains an office at 325 7th Street, Steamboat Springs, CO 80487. The Entity shall do all things necessary to preserve and to keep in full force and effect its existence, rights and privileges, and shall comply with all regulations, rules, ordinances, statutes, orders and decrees of the Entity and any other governmental or quasi-governmental authority or court applicable to the Entity and the Entity's business activities.

CERTIFICATES ADOPTED. At a meeting of the appropriate governing body of the Entity, duly called and held on April 6, 2026, at which a quorum was present and voting, or by other duly authorized action in lieu of a meeting, the resolutions set forth in this Certificate were adopted.

OFFICIALS. The following named persons and entities is an Officials of Steamboat Springs School District:

NAMES	TITLES	SIGNATURES
____________________	________________	________________________________
____________________	________________	________________________________
____________________	________________	________________________________

ACTIONS AUTHORIZED. Any two (2) of the persons and entities listed above may enter into any agreements of any nature with Bank, and those agreements will bind the Entity. Specifically, but without limitation, any two (2) of such persons and entities are authorized, empowered, and directed to do the following for and on behalf of the Entity:

Deposit Account: Open any deposit or share account(s) in the name of the Corporation and apply for and use any service offered by the Financial Institution incident to the business of conducting banking transactions associated with the account(s).

Borrow Money. To borrow, as a cosigner or otherwise, from time to time from Bank, on such terms as may be agreed upon between the Entity and Bank, such sum or sums of money as in their judgment should be borrowed, without limitation.

Execute Notes. To execute and deliver to Bank the promissory note or notes, or other evidence of the Entity's credit accommodations, on Bank's forms, at such rates of interest and on such terms as may be agreed upon, evidencing the sums of money so borrowed or any of the Entity's indebtedness to Bank, and also to execute and deliver to Bank one or more renewals, extensions, modifications, refinancings, consolidations, or substitutions for one or more of the notes, any portion of the notes, or any other evidence of credit accommodations.

Conduct Banking. Conduct banking transactions on behalf of the Corporation using electronic, online, and/or mobile banking platforms, subject to the terms of the online and mobile banking agreements, as applicable. This shall include reviewing account balances, transaction history, and statements; withdrawing or transferring funds on deposit with this Financial Institution; and making bill payments and loan payments on behalf of the Corporation; as well as any other transactions that may be carried out using an electronic, online and/or mobile banking platform to carry out the purposes of this Authorization.

Grant Security. To mortgage, pledge, transfer, endorse, hypothecate, or otherwise encumber and deliver to Bank any property now or hereafter belonging to the Entity or in which the Entity now or hereafter may have an interest, including without limitation all of the Entity's real property and all of the Entity's personal property (tangible or intangible), as security for the payment of any loans or credit accommodations so obtained, any promissory notes so executed (including any amendments to or modifications, renewals, and extensions of such promissory notes), or any other or further indebtedness of the Entity to Bank at any time owing, however the same may be evidenced. Such property may be mortgaged, pledged, transferred, endorsed, hypothecated or encumbered at the time such loans are obtained or such indebtedness is incurred, or at any other time or times, and may be either in addition to or in lieu of any property theretofore mortgaged, pledged, transferred, endorsed, hypothecated or encumbered.

Execute Security Documents. To execute and deliver to Bank the forms of mortgage, deed of trust, pledge agreement, hypothecation agreement, and other security agreements and financing statements which Bank may require and which shall evidence the terms and conditions under and pursuant to which such liens and encumbrances, or any of them, are given; and also to execute and deliver to Bank any other written instruments, any chattel paper, or any other collateral, of any kind or nature, which Bank may deem necessary or proper in connection with or pertaining to the giving of the liens and encumbrances.

Negotiate Items. Endorse checks and orders for the payment of money or otherwise withdraw or transfer funds on deposit with this Financial Institution. Endorse, assign, transfer, mortgage or pledge bills receivable, warehouse receipts, bills of lading, stocks, bonds, real estate or other property now owned or hereafter owned or acquired by the Corporation as security for sums borrowed, and to discount the same, unconditionally guarantee payment of all bills received, negotiated or discounted and to waive demand, presentment, protest, notice of protest and notice of non-payment.

ASSUMED BUSINESS NAMES. The Entity has filed or recorded all documents or filings required by law relating to all assumed business names used by the Entity. Excluding the name of the Entity, the following is a complete list of all assumed business names under which the Entity does business: Steamboat Springs School District; Steamboat Springs High School; Soda Creek Elementary School; Strawberry Park Elementary School; Sleeping Giant School; Yampa Valley High School**.**

NOTICES TO BANK. The Entity will promptly notify Bank in writing at Bank's address shown above (or such other addresses as Bank may designate from time to time) prior to any (A) change in the Entity's name; (B) change in the Entity's assumed business name(s); (C) change in the structure of the Entity; (D) change in the authorized signer(s); (E) change in the Entity's principal office address; (F) change in the Entity's principal residence; or (G) change in any other aspect of the Entity that directly or indirectly relates to any agreements between the Entity and Bank.

COUNTERPARTS. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original and all of which, when taken together, constitute one and the same document. The signature of any party to any counterpart shall be deemed a signature to, and may be appended to, any other counterpart.

CERTIFICATION CONCERNING OFFICIALS AND CERTIFICATES. The Officials named above is duly elected, appointed, or employed by or for the Entity, as the case may be, and occupy the positions set opposite their respective names. This Certificate now stands of record on the books of the Entity, is in full force and effect, and has not been modified or revoked in any manner whatsoever.

CONTINUING VALIDITY. Any and all acts authorized pursuant to this Certificate and performed prior to the passage of this Certificate are hereby ratified and approved. This Certificate shall be continuing, shall remain in full force and effect and Bank may rely on it until written notice of its revocation shall have been delivered to and received by Bank at Bank's address shown above (or such addresses as Bank may designate from time to time). Any such notice shall not affect any of the Entity's agreements or commitments in effect at the time notice is given.

IN TESTIMONY WHEREOF, we have hereunto set our hand and attest that the signatures set opposite the names listed above is their genuine signatures.

We each have read all the provisions of this Certificate, and we each personally and on behalf of the Entity certify that all statements and representations made in this Certificate are true and correct. I further certify that the Board of Directors of the Entity has, and at the time of adoption of this resolution had, full power and lawful authority to adopt the resolutions stated above and to confer the powers granted above to the persons named who have full power and lawful authority to exercise the same. This Governmental Certificate is dated __________, 2026.

CERTIFIED TO AND ATTESTED BY:

By: ____
Authorized Signer for County of Routt School District RE 2

By: ____
Authorized Signer for County of Routt School District RE 2

STATE OF COLORADO)

) **SS**

COUNTY OF __________________________________)

Signed and sworn to (or affirmed) before me on this _____________ day of ________________, 20_________, by ___________________ as _____________________________ of _____________________________.

Witness my hand and official seal.

My commission expires: _______________________________

Notary Public

NOTE: If the Officials signing this Certificate is designated by the foregoing document as one of the officials authorized to act on the Entity's behalf, it is advisable to have this Certificate signed by at least one non-authorized official of the Entity.

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
April 6, 2026

AGENDA ITEM
BOARD MEMBER UPDATES/COMMENTS/DEBRIEF

<u>Background Information:</u>

- Board Member Updates
- Meeting Review

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 2026

AGENDA ITEM
PLAN FOR FUTURE MEETINGS

Plan for future meetings

- Board Special Meeting to interview superintendent finalists and selection of top pick - April 14
- Board Special Meeting for selection of finalist to fill superintendent vacancy - April 15
- Overstake Sabbatical Presentation - May 4
- FY27 Budget Draft - May 18
- 2027-28 School Year Calendar Review - May 18
- FY27 Budget - Public Hearing - June 8
- FY27 Budget Adoption - June 22
- Strategic Communications Update - Laura Milius - TBD
- 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

- Finalists Public Forum and Meet and Greet - April 13, 5 pm at Sleeping Giant School, 40250 Giant View Drive
- Finalists Interviews and Board Selection of Top Pick - April 14 and April 15 at the District Office, 325 7th Street
- New Superintendent Contract begins July 1, 2026

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
April 6, 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.

Policy	Review- Evaluation of	Monitor- Compliance	Method	CASB Rec		
GP-1		Annually in February	BSA	July- BSA		
GP-2		Each Board Meeting	BSA	July- BSA		
GP-3		*not specified*	BSA	Jluy- BSA		
GP-4		Annually in February	BSA	June- BSA	CASB recommends GP-4-E	
GP-5		Semi-annual Dec & June	BSA	September- BSA		
GP-6		*Annual???*	*Internal???*	June- BSA		
GP-7		April	BSA	June- BSA		
GP-8		December	BSA	June- BSA		
GP-9		February	BSA	September- BSA		
GP-10		*Annual???*	*Internal???*	September- BSA		
GP-10-E		Each Board Meeting	BSA	Nothing b/c it is an E		
GP-11		Annually in May	BSA	September- BSA		
GP-12		Annually in May	BSA	September- BSA		
GP-13		Annually in May	BSA	September- BSA		
GP-14		Annually in May	BSA	September- BSA		
GP-15		November- Election Years	BSA	n/a		
GP-15-R		November- Election Years	BSA	n/a		
GP-16		*Not on District Website*		n/a		
GP-17		Annually in August	BSA	n/a		
GP-18		Annually in August	BSA	n/a		
GP-19		Annually in August	BSA	n/a		
GP-19-A		Annually in August	BSA	n/a		
B/SR-1		Annually in February	BSA	Annually in October		
S/SR-2		Semi-annual February	BSA	Annually in October		
B/SR-3		Annually in February	BSA	Annually in October		
B/SR-4		Annually in January	BSA	Annually in October		
B/SR-5		Annually in February	BSA	Annually in October		
B/SR-6		Annually in August	BSA	Annually in July		

Below is a work in progress as we try to align CASB suggested monitoring questions with our specific policies and identify our policies that are not covered by these questions.			
POLICY	QUESTION	Question source	
	General Meeting Behavior	CASB	
	We followed our agenda and did not get sidetracked.	CASB	
	The agenda was well planned to fit the time allotted.	CASB	
GP-2	The meeting was well attended. All board members were present.	CASB	
	The meeting proceeded without interruptions or distractions.	CASB	
	Our decision-making processes were understood and were implemented appropriately.	CASB	
GP-2, 10	Participation was balanced. Everyone participated, no one dominated.	CASB	
GP-2, 10	We all listened attentively as each participant spoke. We avoided side conversations.	CASB	
GP-9, 10	Work was accomplished in an atmosphere of trust and openness.	CASB	
GP-9, 10	Meeting participants treated each other with respect and courtesy.	CASB	
	Governance Principles Review		
BSR-3/	Most Board actions occured at the policy level rather than at the operational level.	CASB	
GP-5	Any stand-alone resolutions considered by the Board were clearly the Board's work.	CASB	
	The Board reviewed what it has already said in its policy about each specific topic before discussion on that issue.	CASB	
BSR-4/	In writing additional policies, the Board starts with a broad statement and becomes more detailed in a logical sequence.	CASB	
GP-8	We use appropriate meeting time for monitoring.	CASB	
GP-3, 4, 8	We routinely spend time monitoring and improving our own process.	CASB	
GP-3	We work on clarifying Board priorities/values among the range of potential outcomes, beneficiaries and costs of outcomes.	CASB	
GP-3	ENDS policies are clearly and logically stated and flow from the mission.	CASB	
GP-8	The Board follows an annual calendar based on a plan for accomplishing its job.	CASB	
GP-5	The president helps the Board get its job done rather than supervising or becoming involved in staff work.	CASB	
BSR-3, 4	We spend most of our time debating, defining and clarifying our vision and engaging the staff and the community as opposed to "fixing things."	CASB	
BSR-4	The Board supports the Superintendent in any reasonable interpretation of applicable Board policies, or it further clarifies its intention by revising its policies.	CASB	
	Other suggestions for questions: Policies are listed below that we should be monitoring but that I didn't think were reflected in the questions above		
BSR-1			
BSR-2/BSR-6	The board acted with one voice in decions and instructions to the superindendent.	Kim	
BSR-5			
BSR-6/GP-3	The board maintained effective two-way comminication with citizens and other stakeholders	Kim	

GP-1			
GP-6			
	The Board maintained confidentiality as appropriate		

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School Board Agenda Planning and Governance Ideas

Possible Enhancements to the Board Agenda

1. Celebrations and Recognitions
Include regular student and staff recognitions, with one school or program highlighted at each board meeting. This helps build a strong culture and connects the Board more closely to the work happening across the district.
Example: Researching Boulder Valley School District celebrations format

2. Reorder Board Member Comments
Consider moving individual Board member comments to the beginning of each meeting, following agenda review, consent agenda, and approval of minutes.
This would:

- Allow transparency and connection with the public.
- Provide a clear space for Board reflections and updates.
- Follow policy guidance on appropriate content (no personnel discussions, no surprises for the superintendent, and adherence to Board discussion norms).

3. Board Monitoring Protocol
Include a brief reflection at the end of each meeting:

- Did we advance our Board "ENDS"?
- Did our discussion align with district priorities?
- What follow-up is needed?

4. Agenda Planning Process
Consider including the Board President and one additional rotating Board member in agenda planning meetings with the superintendent.

- This could begin with the President and Vice President and rotate through other Board members throughout the year.
- This would support shared leadership and transparency.

5. Earlier Agenda Distribution
Provide agendas approximately one week in advance to allow Board members adequate time for preparation and thoughtful engagement.

- Consider how this timeline impacts staff workload and planning (this was discussed at the 3/2/26 board meeting and district staff expressed concerns about their ability to do this)

6. Semiannual Prioritization Meetings
Hold structured prioritization discussions twice per year (June and January) to:

- Identify key issues, areas of concern, and emerging opportunities.
- Ensure all Board members have an opportunity to contribute.
- Align our Board work with strategic goals and community needs.

Strengthening Board–Superintendent Communication

1. Monthly Rotating Check-In Meetings
Establish a regular 30-minute monthly meeting between the superintendent and two rotating Board members.

- Ensures all Board members have regular opportunities for dialogue.
- Limits the superintendent to no more than three additional meetings per month.
- Supports clarity, alignment, and trust.

2. Continue Weekly Superintendent Updates
Maintain regular Friday updates to keep the Board informed of key developments.

3. Annual Superintendent Goal Setting
Explore best practices in goal-setting processes used by other districts, including:

- Alignment with Board priorities and strategic goals.
- Clear, measurable outcomes.
- Regular progress monitoring.

4. Superintendent Evaluation Process
Clarify how the superintendent is evaluated and consider whether to include:

- A 360-degree feedback approach including Input from staff, families, and community members.
- Establish clear criteria tied to Board and superintendent goals.

Researching what tools other districts are using, checking with CASB to consider their recommendations

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Increasing Communication and Engagement with the Community

1. Parent and Community Engagement

- Expand opportunities for family and community participation on district advisory committees and working groups.
- Identify which committees would benefit most from meaningful parent and community representation (e.g., DAC, curriculum, budget, facilities, safety).
- Explore additional ways to engage families and community members in district priorities and initiatives (listening sessions, surveys, community forums, partnerships).
- Review whether the district website effectively informs and engages families about district priorities, goals, initiatives, and opportunities for involvement.

2. Role of GEAC and SEAC
Consider whether the Gifted Education Advisory Committee (GEAC) and Special Education Advisory Committee (SEAC) should be formal Board committees.

- Evaluate advantages and potential challenges.

3. Public Comment Follow-Up
At the conclusion of each meeting, consider whether any topics raised during public comment should be placed on a future agenda.

4. “Coffee with the Board” Expansion
Hold sessions in different schools throughout the year, offering both daytime and after-school options.

- Explore ways to engage community members who do not currently have children in the district.

5. Community and Staff Surveys
Develop a shared foundational knowledge of existing surveys, including:

- What surveys are currently administered?
- How often and for what purpose?
- How are results analyzed and used?
- Whether additional surveys are needed to gather meaningful input aligned with Board goals and inform Board decisions.

Potential Topics for the July 14, 2026 Board Retreat

1. Review and Refine Board ENDS
Revisit current Board ENDS to ensure they are:

- Inclusive and equitable.
- Data-informed and research-based.
- Whole-child centered.
- Focused on culture, climate, and student well-being.
- Aligned with accountability and measurable outcomes.

Consider reviewing examples and reflective questions used by Summit County and other districts.

2. Develop a One to Two-Year Board Calendar
Create a calendar aligned with Board and superintendent goals for standard activities such as:

- Budget development and approval
- Mill levy certification
- Strategic planning checkpoints
- Policy and monitoring cycles
- Staff contracts

A draft could be developed by a Board subcommittee.

3. Structure for Prioritization Meetings
Clarify the process and structure to ensure meaningful participation and clear outcomes.

4. Discuss Board Agenda planning for 26-27 *(see #2 above for items to include)*

5. Student Representation
Discuss the possibility of a non-voting student representative on the Board.

6. Board Handbook Development
Consider developing a Board handbook that includes:

- Policies.
- Board ENDS and goals.
- Strategic plan.
- Governance expectations.
- Robert's Rules of Order
- Board calendar
- CASB information.

This could be a long-term project with completion prior to the next Board election cycle.