

Business Meeting

Monday, June 8, 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. **Potential Executive Session**
Pursuant to Policy: EL-4: Communication and Counsel to the Board
6. **Return to Business Meeting 4:45-5:00 pm estimated**
7. **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
 - 7.1. Employment
 - 7.2. Resignations
 - 7.3. Nonrenewal of Classified Staff Resolution 2026-06-01
 - 7.4. Substitute Teachers 2025-26
 - 7.5. Substitute Paraprofessionals 2025-26
 - 7.6. Substitute Bus Drivers 2026-27
 - 7.7. Approval of the Memorandum of Understanding with Colorado Mountain College for Grant Funding for .4 FTE CTE/CE Coordinator for the 2026-27 School Year
 - 7.8. Approval of the Memorandum of Understanding with South Routt School District for Technology Services 2026-27
 - 7.9. Approval of the Memorandum of Understanding with Steamboat Montessori for Technology Services 2026-27
 - 7.10. Acceptance of Education Fund Board Gifts for 2026-27
 - 7.11. Acceptance of the Buell Foundation Early Literacy Grant 2026-27
8. **Approval of Minutes**
Pursuant to Policies: GP-1; GP-3
9. **Reports and Communications**
Pursuant to Policies: EL-4; GP-1; GP-3 and SSSD Strategic Plan
10. **Community Comments**
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:

11. **Action Items**

Pursuant to Policies: GP-1; GP-3; EL-4; EL-9; EL-12; EL-13: Staff Compensation; EL-15: Budgeting; EL-16: Financial Administration; EL-17: Asset Protection

11.1. Consideration of Approval of the Proposed Staff Compensation Package for 2026-27

Purpose: To consider approval of the staff compensation package as approved by a majority of the staff

11.2. Consideration of Adoption of Resolution 2026-06-02 to Endorse Initiative 195

Purpose: To consider adopting a resolution to endorse Initiative 195- "Protect Colorado's Future" Measure - Graduated Income Tax Ballot Measure

11.3. Consideration of Adoption of a Board Meeting Schedule for the Board of Education for the 2026-27 School Year

Purpose: To consider adopting a Board meeting schedule for the 2026-27 school year

12. **Board Member Updates/ Comments/Debrief -**

Pursuant to Policies: GP-1; GP-3; EL-4

13. **Plan for Future Meetings**

14. **Adjourn Business Meeting**

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026

AGENDA ITEM
EMPLOYMENT OF PERSONNEL

The administration is recommending the following candidates for the 2025-26 and 2026-27 school years:

Background Information:

- Noah Baker - SSMS 6th Grade Math/Science teacher - change of status from SPE World Cultures teacher
- Holly Barclay - 2026 Read Act tutor
- Margaret (Maggie) Bruski - School Improvement Coordinator 2026-27 - change of status from SSHS/YVHS GT teacher
- Travis Bryant- Industrial Arts teacher 26-27 - one year contract
- Kerri Ann Crocker - 2026 Summer Student Services Extended School Year teacher
- Jennetta Durand - 2026 Summer Student Services Extended School Year teacher
- Cathy Girard - SSMS long-term substitute Language Arts/Social Studies teacher 26-27
- Rachel Graham- SGS School Counselor
- Ann Henderson - SCE 5th Grade teacher - change of status from 3rd Grade teacher
- Dimmye High - 2026 Read Act tutor
- Dimmye High - Elementary District Literacy and Curriculum coach 26-27 - change of status from SCE Early Literacy coach due to District program change
- Emily Jones - SSMS 8th Grade Language Arts/ Social Studies teacher 26-27 - change of status from .5 FTE Media Specialist
- Skyler Kling - SSHS English Language Arts teacher - change of status from SSMS English Language Arts teacher
- Danielle Laird - 2026 Summer Student Services Extended School Year teacher
- Amanda (Mandy) Maass - SSMS 6th Grade Language Arts/Social Studies teacher 26-27 - change of status from special education paraprofessional
- Alicia Morton - SPE .2 FTE School Nurse 26-27 - change of status from substitute nurse
- Jenna Muhme - 2026 Summer Student Services Extended School Year paraprofessional
- Nevada Musgrave - District MTSS Facilitator and Secondary Instructional coach 26-27 - change of status from SGS Language Arts and Humanities
- Hanna Rodis - SSHS .5 FTE Science teacher - change of status from 1 FTE
- Maddy Rodriguez - 2026 Summer Student Services Extended School Year paraprofessional
- Chuck Rosemond - 2026 Summer Student Services Extended School Year teacher
- Jill Rowan - 2026 Summer Student Services Extended School Year teacher
- Jill Rowan - 2026 Read Act Tutor
- Char Rusk - SPE .8 FTE School Nurse - change of status from 1 FTE
- Cindy Ruzicka - 2026 Summer Student Services Extended School Year teacher
- Cindy Ruzicka - SSMS Health and Personal Finance teacher 26-27 - change of status from 7th Grade Language Arts/Social Studies teacher
- Cailin Ryan-McKeever - SGS long-term substitute Biliteracy teacher 26-27 - change of status from SCE biliteracy teacher
- Megan Scannell - SSMS 1 FTE Media Specialist/Librarian 26-27 - change of status from .5 FTE
- Timothy Schuett - SSHS Science teacher 26-27 - change of status from YVHS Science teacher
- Lesa Scoppa - SPE World Cultures teacher 26-27 - change of status from SCE 3rd Grade teacher
- Marin Shanahan - SSMS 6th - 8th grade Spanish teacher 26-27 - change of status from EB/ML teacher
- Heather Sloan - 2026 Read Act Tutor
- Katharine (Katie) Smith - YVHS Math/Science teacher 26-27

- Paul Smith - IT Technology Manager - change of status -from Senior Network Engineer
- Izzy Sucha - 2026 Read Act Tutor
- Tyler Surowicz - 2026 Summer Student Services Extended School Year teacher
- Kimber Tatman - Extra Duty Leadership/ELG/PLC 26-27
- Steve Wack - 2026 Summer Student Services Extended School Year teacher
- Kim Waldschmidt - SCE Kindergarten teacher 26-27 - change of status from 3rd Grade
- Darcy Walters - SGS long-term substitute Kindergarten teacher 26-27
- Julie Warnke - SSMS .5 FTE Spanish teacher 26-27 - change of status from 1 FTE
- Braden Wilson - SSMS .5 FTE Spanish teacher 26-27 - change of status from 1 FTE
- Caitlin Wilson - SGS Middle School Language Arts and Social Studies teacher 26-27
- Jennifer Woodbridge - 2026 Read Act Tutor

Recommended Action:

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

District 2026 :

Opening created by:

Anne Barbier retirement

- Margaret (Maggie) Bruski - School Improvement Coordinator - change of status from SSHS/YVHS Gifted Education teacher

Change of instructional coach program- Early Literacy Grant expired

- Dimmye High - Elementary Literacy and Curriculum coach - change of status from SCE Early Literacy coach

Change of instructional coach program- Early Literacy Grant expired

- Nevada Musgrave - Secondary MTSS Facilitator and Instructional coach - change of status from SGS 8th Grade Language Arts and Humanities teacher

District Need

- Paul Smith - IT Technology Manager - change of status from Senior Network Engineer

Summer Student Services Extended School Year 2026

- Kerri Ann Crocker - teacher
- Jenetta Durand - teacher
- Danielle Laird - teacher
- Jenna Muhme - paraprofessional
- Maddy Rodriguez - paraprofessional
- Chuck Rosemond - teacher
- Jill Rowan - teacher
- Cindy Ruzicka - teacher
- Tyler Surowicz - teacher
- Steve Wack - teacher

READ Act Tutor

- Holly Barclay - tutor
- Dimmye High - tutor
- Jill Rowan - tutor
- Heather Sloan - tutor
- Izzy Sucha - tutor
- Jennifer Woodbridge - tutor

Sleeping Giant School :

Opening created by:

School Counselor SHP grant expired

- Rachel Graham - School counselor

Brynne McCormick resignation

- Darcy Walters - Long-term substitute Kindergarten teacher 26-27

Annette Quezada Rodriguez end of long-term substitute position 25-26

- Cailin Ryan-McKeever - Long-term substitute Biliteracy teacher 26-27 - change of status from SCE Biliteracy teacher 25-26

Nevada Musgrave - change of status to District MTSS Facilitator and Secondary Instructional Coach

- o Caitlin Wilson - Middle school Language Arts and Social Studies teacher

Soda Creek Elementary School :

Opening created by:

Sherry Meadows

- o Ann Henderson - 5th Grade teacher - change of status from 3rd Grade teacher

District Need

- o Kimber Tatman - - Extra Duty Leadership ELG/PLC

District Need

- o Kim Waldschmidt - - Kindergarten teacher - change of status from 3rd grade teacher

Steamboat Springs High School :

Opening created by:

Requested change of status to .5 FTE

- o Hanna Rodis - .5 FTE Science teacher - change of status from 1 FTE Science teacher

Hanna Rodis - change of status to .5 FTE

- o Timothy Schuett - Science teacher - change of status from YVHS Science teacher

District Need

- o Skyler Kling - English Language Arts teacher - change of status from SSMS English Language Arts teacher

Steamboat Springs Middle School :

Opening created by:

Beverly Taylor resignation

- o Noah Baker- 6th Grade Math/Science teacher - change of status from SPE World Cultures teacher

District Critical Shortage

- o Travis Bryant- Industrial Arts teacher - one year contract

Kindra Stanfill FMLA through December 18

- o Cathy Girard- Long-term substitute Language Arts/Social Studies teacher

Celeste Adanalian (Vachek) resignation

- o Emily Jones- 8th Grade Language Arts/Social Studies teacher - change of status from .5 FTE Media Specialist

Skyler Kling change of status to SSHS English Language teacher

- o Amanda (Mandy) Maass- 6th Grade Language Arts/Social Studies teacher

Marco Cuevas retirement

- o Cindy Ruzicka - Health and Personal Finance teacher - change of status from 7th Grade Language Arts/Social Studies teacher

Emily Jones - change of status to 8th Grade Language Arts/Social Studies teacher

- o Megan Scannell - 1 FTE Media Specialist/librarian - change of status from .5 FTE media specialist/librarian

Braden Wilson - change of status to .5 FTE Spanish teacher

- o Marin Shanahan - Spanish teacher - change of status from EB/ML teacher

Braden Wilson - change of status to .5 FTE Spanish teacher

- o Julie Warnke - .5 FTE Spanish teacher - change of status from 1 FTE

Braden Wilson - change of status to .5 FTE Spanish teacher

- o Braden Wilson - Spanish teacher - change of status from 1 FTE Spanish teacher

Strawberry Park Elementary School :

Opening created by:

Char Rusk - change of status to .8 FTE school nurse

- o Alicia Morton - .2 FTE school nurse - change of status from substitute nurse

Char Rusk - change of status to .8 FTE school nurse

- o Char Rusk - .8 FTE school nurse - change of status as requested

Noah Baker - change of status to SSMS Math/Science teacher

- o Lesa Scoppa - World Cultures teacher - change of status from SCE 3rd Grade teacher

Yampa Valley High School :

Opening created by:

Tim Schuett - change of status to SSHS Science teacher

- o Katharine (Katie) Smith - Math/Science teacher

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
RESIGNATIONS**

Background Information:

Sarah Bartels has resigned her position as the District/Teaching & Learning Office Manager effective July 1, 2026.

Eric Gautreaux has resigned his position as a substitute paraprofessional effective May 15, 2026.

Pam Geppert has resigned her position as a substitute paraprofessional effective June 3, 2026.

Lori Goldsmith has resigned her position as a .2 FTE Occupational Therapist effective June 3, 2026.

Bethany Mason has resigned her position as a preschool paraprofessional at Strawberry Park Elementary School effective June 2, 2026.

Harper Mattox has resigned her position as the Development Team Volleyball coach at Steamboat Springs High School effective May 15, 2026.

Kalie McHaffie has resigned her position as the assistant principal at Soda Creek Elementary School effective June 22, 2026.

Heather Sloan has resigned her position as a Resource teacher at Soda Creek Elementary School effective June 3, 2026.

Recommended Action:

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

Sarah Bartels
Eric Gautreaux
Pam Geppert
Lori Goldsmith
Bethany Mason
Harper Mattox
Kalie McHaffie
Heather Sloan

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
NONRENEWAL CLASSIFIED STAFF RESOLUTION 2026-06-01**

Background Information:

Upon recommendation of the superintendent, the Board is asked to adopt Resolution 2026-06-01 to nonrenew classified staff positions for the 2026-27 school year.

Recommended Action:

Resolved, that the Board of Education adopt Resolution 2026-06-01 to nonrenew classified staff positions for the 2026-27 school year.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2026-06-01**

A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
for Nonrenewal of Classified Staff Positions

WHEREAS, the Board of Education of the Steamboat Springs School District RE-2 has received the recommendation of the Superintendent of Schools that certain classified staff positions 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 the classified staff positions; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Steamboat Springs School District RE-2 that the classified staff positions 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 classified staff listed on Attachment A.

Adopted this 8th day of June, 2026.

Steamboat Springs School District RE-2

By: _____
President, Board of Education

Attest:

Secretary to the Board of Education

ATTACHMENT A

Classified Staff – Non-Renewed for the 2026-2027 School Year

□ SPE Special Education paraprofessional

Will Donohue

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
SUBSTITUTE TEACHERS FOR 2025-2026**

Background Information:

The following individuals have made application for substitute teaching positions within the Steamboat Springs School District:

<u>Name</u>	<u>Endorsement</u>	<u>Lic/Expir.</u>	<u>Preference</u>
Cunningham, Susan		3 yr/3-16-29	K-12
Kamensky, Toni		1 yr/1-23-27	K-12

Recommended Action:

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

Susan Cunningham
Toni Kamensky

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
SUBSTITUTE PARAPROFESSIONALS FOR 2025-2026**

Background Information:

The following individuals have made application for substitute paraprofessional positions within the Steamboat Springs School District:

Susan Cunningham
Toni Kamensky
Lisa Sauerbrey

Recommended Action:

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

Susan Cunningham
Toni Kamensky
Lisa Sauerbrey

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
SUBSTITUTE BUS DRIVERS FOR 2026-2027**

Background Information:

The following individuals have made application for substitute bus driver positions within the Steamboat Springs School District:

Clark, Ben
Melland, Marty

Recommended Action:

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

Clark, Ben
Melland, Marty

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
APPROVAL OF THE MEMORANDUM OF UNDERSTANDING WITH
COLORADO MOUNTAIN COLLEGE FOR THE CAREER AND TECHNICAL
EDUCATION/CONTINUING EDUCATION PROGRAM FOR THE 2026-27
SCHOOL YEAR**

Background Information:

This memorandum of understanding is between Steamboat Springs School District (SSSD) and Colorado Mountain College (CMC). CMC grant funds will be used to support the 0.4FTE CTE/CE Coordinator at SSSD to manage the rapidly expanding program. The CTE/CE Coordinator oversees the creation and articulation of new and existing high-quality CE programs that align with CTE pathways next year. The 0.4 FTE position will be paid for through the CMC grant and other grants already awarded to the district. SSSD will prioritize this position in future budgets. The Coordinator position must be maintained in order for SSSD to maintain existing programming for students, as well as continue to expand through the addition of more concurrent enrollment internship classes to meet the demand of high school students who want to enroll in concurrent enrollment internships in SSSD. The term of this MOU shall be from the date signed until June 30, 2027.

Recommended Action:

Resolved, that the Board of Education approve the Memorandum of Understanding for a for the Career and Technical Education/Continuing Education Program for the 2026-27 school year as outlined in the MOU. MOU is included in Boardbook for review.

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (the "Agreement") is made this 26th day of May _____, 2026 (the "Effective Date") by and between COLORADO MOUNTAIN COLLEGE ("CMC") and STEAMBOAT SPRINGS SCHOOL DISTRICT ("School District").

RECITALS

A. CMC's Colorado Mountain Promise Reserve (the "Reserve") is a strategic financial reserve that supports the institution's affordability initiative and related access programs, designed to reduce financial barriers by helping eligible students attend CMC at low or no tuition.

B. The Reserve has been identified as a funding source for Board of Trustee-approved grants and initiatives, such as supporting concurrent enrollment partnerships and other strategic investments tied to student access and success, when authorized by the Board of Trustees.

C. The Board of Trustees has approved the payment of certain Reserve funds to School Districts within the CMC district to further these purposes (the "Funds") pursuant to the terms and conditions stated herein.

NOW, THEREFORE, in consideration of the mutual promises and covenants in this Agreement, CMC and the Participating High School agree as follows:

AGREEMENT

1. Term. The Term of this Agreement shall be from the Effective Date through June 30, 2027, unless extended by CMC, subject to approval by other authorizing agencies as appropriate.

2. Direct Grant of Funds. CMC agrees to grant and the School District agrees to receive \$50,000 paid solely from the Funds upon execution of this Agreement.

3. Use of Direct Grant of Funds. The School District shall use the Funds to support local initiatives to improve CEPA access for its students by maintaining and/or increasing the level of concurrent enrollment program offerings by School District, in alignment with efforts to expand access to concurrent enrollment for underrepresented students including low-income, first-generation and/or other traditionally underserved populations.

4. Evaluation and Reporting Requirements. Each School District that receives Funds shall report concurrent enrollment data to CMC as requested and at the completion of the period ending June 30, 2027, including but not limited to the following:

- a) The manner in which the School District used the Funds received;
- b) The number and demographics of the qualified students concurrently enrolled in postsecondary courses in the school years before, during and after the School District received the Funds;
- c) The number and types of postsecondary courses, including career and technical education courses and any course work related to apprenticeship programs and

internship programs, in which concurrent enrollment students enrolled in the school years before, during and after the School District received the Funds;

d) The number and transferability of the postsecondary credits earned through concurrent enrollment in the school years before, during and after the School District received the Funds;

e) The number of students who participated in concurrent enrollment who completed an associate degree or a certificate from a postsecondary career and technical education program, in total and disaggregated by student group; and

f) The number of teachers who received a credential using assistance received from the Funds.

5. Allowable Use of Funds. The School District may use the Funds for any of the following:

a) Assist one or more teachers with the cost of obtaining a graduate degree in a specific subject so that the teacher may be certified to teach a postsecondary course at a high school;

b) Remove barriers to concurrent enrollment for students, which may include paying the costs of books, supplies, fees, or transportation;

c) Share data between with CMC, as described herein, which may include purchasing technology software and equipment to assist in the student enrollment process; or

d) Provide services, support, and coordination resources for concurrent enrollment for the parties.

6. Prohibited Use of Funds. The School District shall not use the Funds for any of the following:

a) Capital equipment;

b) Building improvements, construction, or maintenance;

c) Incentives, such as gift cards; or

d) Promotional (Giveaway) Items.

7. Compliance with Laws. School District, at its expense, shall comply with all applicable Federal and State laws, rules, regulations, orders and ordinances from time to time in effect regarding the sale of goods or services under this MOU; and upon reasonable request, School District, at its expense, will execute and furnish to the College appropriate written certifications of compliance. The School District is responsible for obtaining any and all licenses and permits required for the performance of this MOU. Where applicable, such compliance shall include but not be limited to the Colorado Anti-Discrimination Act of 1957, as amended; the Rehabilitation Act of 1973, as amended; the Code of Federal Regulations provisions regarding equal employment opportunity, affirmative action, employment for disabled veterans and veterans of the Vietnam era, and employment of the handicapped; the Anti-Kickback Act of 1986; the Americans with Disabilities Act; and, with all rules, regulations and orders issued thereunder; and FERPA.

8. No Assignment. School District may not assign any portion of this MOU or give Funds to a sub-grantee without the prior written consent of CMC. School District will maintain sole responsibility for the use of the Funds even though subcontractors may be used to perform certain services.

9. School District Requirements. School District represents and warrants that it shall administer and expend all Funds provided under this MOU in accordance with its own applicable institutional policies and procedures, including without limitation those governing financial management, procurement (including, but not limited to, ensuring that costs are reasonable), internal controls, and recordkeeping.

10. Record Retention. School District shall make, keep, and maintain, all records, documents, communications, notes and other written materials, electronic media files, and communications, pertaining in any manner to this Grant for a period of three years following the completion of the close out of this Grant. School District shall permit CMC to audit, inspect, examine, excerpt, copy and transcribe all such records during normal business hours at School District's office or place of business.

11. Breach of Agreement. Should the School District breach the terms and conditions stated herein, CMC may enforce by requiring the School District to return misappropriated Funds, or to utilize any remedies allowed by or law.

12. Miscellaneous.

a) Authority. Each Party represents and warrants to the other that the execution and delivery of this MOU and the performance of such Party's obligations have been duly authorized.

b) Captions and References. The captions and headings in this MOU are for convenience of reference only, and shall not be used to interpret, define, or limit its provisions. All references in this MOU to sections (whether spelled out or using the § symbol), subsections, exhibits or other attachments, are references to sections, subsections, exhibits or other attachments contained herein or incorporated as a part hereof, unless otherwise noted.

c) Counterparts. This MOU may be executed in multiple, identical, original counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.

d) Entire Understanding. This MOU represents the complete integration of all understandings between the Parties related to the Funds, and all prior representations and understandings related to the Funds, oral or written, are merged into this MOU. Prior or contemporaneous additions, deletions, or other changes to this MOU shall not have any force or effect whatsoever, unless embodied herein.

e) Modification. Except as otherwise provided in this MOU, any modification to this MOU shall only be effective if agreed to in a formal written amendment to this MOU.

f) Waiver. A Party's failure or delay in exercising any right, power, or privilege under this MOU, whether explicit or by lack of enforcement, shall not operate as a waiver, nor

shall any single or partial exercise of any right, power, or privilege preclude any other or further exercise of such right, power, or privilege.

g) CORA Disclosure. It is understood that the College is subject to the Colorado Open Records Act, CRS §§ 24-72-101 et. seq. ("CORA"). The College shall provide upon request by any third party all information pertaining to this MOU which must be disclosed pursuant to CORA, and the Parties' obligations under CORA supersede all other obligations.

h) Governmental Immunity. Liability for claims for injuries to persons or property arising from the negligence of the College, its departments, boards, commissions committees, bureaus, offices, employees and officials shall be controlled and limited by the provisions of the Colorado Governmental Immunity Act, §24-10-101, et seq., C.R.S. and the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b). No term or condition of this MOU shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, contained in these statutes.

i) Choice of Law, Jurisdiction, and Venue. Colorado law, and rules and regulations issued pursuant thereto, shall be applied in the interpretation, execution, and enforcement of this MOU. Any provision included or incorporated herein by reference which conflicts with said laws, rules, and regulations shall be null and void. All suits or actions related to this Contract shall be filed and proceedings held in the State of Colorado and exclusive venue shall be in Garfield County.

COLOrado MOUNTAIN COLLEGE

Julie Hanson

By: C125B6B71AB6473...
Assistant Vice President of Business Services

Title: 5/26/2026

Date: _____

STEAMBOAT SPRINGS SCHOOL DISTRICT

Dr. Celine Wicks

By: B158A5AAC8CD4DF...
Superintendent

Title: 5/26/2026

Date: _____

APPENDIX 1

Scope of Work

SSSD and CMC have collaborated over the past several years to coordinate and expand CE offerings, and as a result, demand for these classes has grown significantly in both number and variety. A region-wide collaborative partner, the Yampa Valley Partnership for Students, Stewardship and Sustainability (YVPS3) secured an Opportunity Now Grant to fund part of the CTE/CE Coordinator position at SSSD. However, the funding has decreased from \$42,000 last year to \$27,500 this year and to \$10,000 next year. At the same time, the suspension of the Concurrent Enrollment and Expansion grant funding through CDE has created a significant gap in funding for CE programming at SSSD.

CMC grant funds will be used to support the 0.4FTE CTE/CE Coordinator at SSSD to manage the rapidly expanding program. The CTE/CE Coordinator oversees the creation and articulation of new and existing high-quality CE programs that align with CTE pathways next year. The 0.4 FTE position will be paid for through the CMC grant and other grants already awarded to the district. SSSD will prioritize this position in future budgets.

The Coordinator will:

1. Partner closely with CMC and high school instructors to create articulation in the high school level 1 and level 2 CTE course offerings to prepare students with the necessary prerequisites to continue with CMC/CTE level 3 and level 4 coursework.
2. Promote newly developed CMC CE programs to YVHS and SSHS students.
3. Collaborate with neighboring school districts to pursue innovative ways for SSSD students to attend courses in South Routt School District (agriculture), Hayden (welding and autobody), Colorado Northwest Community College (Cosmetology), and through a regional collaboration that has formed a new nonprofit, the Yampa Valley Partnership for Students, Stewardship and Sustainability (YVPS3).
4. Research and leverage all sustainable funding sources for CE and CTE coursework, including maximizing existing reimbursements through CE, Perkins, and CTA funds, in addition to pursuing new grants and community funding partnerships.

The Coordinator position must be maintained in order for SSSD to maintain existing programming for students, as well as continue to expand through the addition of more concurrent enrollment internship classes to meet the demand of high school students who want to enroll in concurrent enrollment internships in SSSD.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
APPROVAL OF THE MEMORANDUM OF UNDERSTANDING WITH
SOROCO FOR TECHNOLOGY SERVICES 2026-27**

Background Information:

This memorandum of understanding is between Steamboat Springs School District and South Routt School District for technology collaboration for the 2026-27 school year. The MOU merges certain functions and operations of the two districts' technology departments in order to more efficiently and economically support and maintain the computer network, computers and other technology hardware in SSSD and SOROCO.

Recommended Action:

Resolved, that the Board of Education approve the Memorandum of Understanding for Technology Services between Steamboat Springs School District and South Routt School District for the 2026-27 school year.

MEMORANDUM OF UNDERSTANDING (MOU) REGARDING TECHNOLOGY SERVICES

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made and effective as of the 1st day of July, 2026 by and between South Routt School District RE-3 (SOROCO), and STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2 (SSSD Re2)

PREAMBLE

Nothing in this MOU should be construed as limiting or impeding the basic spirit of cooperation, which exists between the participating entities, listed above.

GENERAL PURPOSE

To merge certain functions and operations of the two districts' technology departments in order to more efficiently and economically support and maintain the computer network, computers, and other technology hardware in SSSD Re2 and SOROCO.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. SOROCO will contribute \$165,772 to SSSD Re2.
2. There will be an annual evaluation of this merger to determine the service and financial benefits of the arrangement.
3. The SSSD Re2 Technology Department will monitor and maintain all aspects of the network and computers. SOROCO is currently sharing network usage with SSSD at no additional charge.
4. When needed, the SSSD Re2 Technology Department will provide onsite assistance during the school year and summer through June 30, 2027. The SSSD Re-2 will supply the following personnel: One full time year round technician and the technology director on average of one day a week. The full time technician will be a consistent individual assigned to SOROCO. However, when needed, the combined technology department will be responsible to assist each other with work needs.
5. Work Requests (Technology Help Desk) will remain separate for each district. However, SOROCO will, for all practical purposes, enjoy the same technology services as provided to the SSSD Re2.
6. Software and hardware will remain separate for each district unless both districts agree that benefits are sufficient to combine one or the other or both. Each district shall be responsible for complying with any software licensing and support requirements and payments with respect to those portions of the network and computers owned by that district. The tasks of license renewal and purchasing will be done by the SOROCO technician, using the procedures set-up with the South Routt School District.
7. The SSSD Re2 Technology Director will meet with the SOROCO superintendent to discuss services provided to SOROCO. The Director will attend SOROCO District

Technology meetings and the South Routt School District Leadership Team, as necessary.

8. Each district will be responsible as its own entity for all applicable state or federal reporting requirements, with the exception of E-rate.
9. Unless otherwise agreed, this MOU will remain in force from July 1, 2026 through June 30, 2027, provided, however, that either district may terminate the MOU upon giving 30 days' prior written notice to the other.
10. In the event of any disagreement concerning any party's duties and responsibilities under this MOU, the parties agree that the matter will first be referred to the technology team and if not resolved at that level, then the matter will be resolved by agreement between the superintendents of the respective districts.
11. Neither district will extend the faith or credit of the other district to any third person or entity.


IN WITNESS WHEREOF, the undersigned has caused this MOU to be executed and delivered on its behalf.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2:

BY: 
Dr. Celine Wicks, Superintendent

5/28/26
Date

SOUTH ROUTT SCHOOL DISTRICT RE: 3

BY: 
Dr. Kirk Henwood, Superintendent

5/28/26
Date

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
APPROVAL OF THE MEMORANDUM OF UNDERSTANDING WITH
STEAMBOAT MONTESSORI FOR TECHNOLOGY SERVICES 2026-27**

Background Information:

This memorandum of understanding is between Steamboat Springs School District (SSSD) and Steamboat Montessori (SM) for technology collaboration for the 2026-27 school year. The MOU merges certain functions and operations of the two districts' technology departments in order to more efficiently and economically support and maintain the computer network, computers and other technology hardware in SSSD and SM.

Recommended Action:

Resolved, that the Board of Education approve the Memorandum of Understanding for Technology Services between Steamboat Springs School District and Steamboat Montessori for the 2026-27 school year.

MEMORANDUM OF UNDERSTANDING (MOU) REGARDING TECHNOLOGY SERVICES

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made and effective as of 1st day of July, 2026 by and between **Steamboat Montessori (SM)** and **STEAMBOAT SPRINGS SCHOOL DISTRICT (SSSD)**.

PREAMBLE

Nothing in this MOU should be construed as limiting the basic spirit of cooperation, which exists between the participating entities, listed above.

GENERAL PURPOSE

To merge certain functions and operations of the two entities' technology departments in order to more efficiently and economically support and maintain the computer network, computers and other technology hardware in SSSD and SM.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. SM will contribute \$1000.00 per month to SSSD
2. The SSSD Technology Department will monitor and maintain all aspects of the network and computers. Currently, SM is controlling its own phone network. Internet connection and firewall will be managed by the SSSD technology department..
3. When needed, the SSSD Technology Department will provide onsite assistance during the school year and summer through June 30, 2027.
4. Work Requests (Technology Help Desk) will be combined with SSSD.
5. Software and hardware will remain separate for each entity unless both agree that benefits are sufficient to combine one or the other or both. Each entity shall be responsible for complying with any software licensing and support requirements and payments.
6. Each entity will be responsible as its own entity for all applicable state and federal reporting requirements.
7. Unless otherwise agreed, this MOU will remain in force from July 1 2026 through June 30 2027, provided, however, that either district may terminate the MOU upon giving 30 days prior written notice to the other.
8. In the event of any disagreement concerning any parties duties and responsibilities under this MOU, the parties agree that the matter will first be referred to the technology team and if not resolved at that level, then the matter will be resolved by agreement between the Superintendent and the Head of School of the respective entities.
9. Neither entity will extend the faith or credit of the other to any third person or entity.

IN WITNESS WHEREOF, the undersigned has caused this MOU to be executed and delivered on its behalf.

Steamboat Springs School District:

BY: Celine Wicks
Dr. Celine Wicks, Superintendent

6/3/2026
Date

STEAMBOAT MONTESSORI:

BY: Emily Barnhart
Emily Barnhart, Head of School

6/4/2026
Date

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
ACCEPTANCE OF EDUCATION FUND BOARD GIFTS FOR 2026-27**

Background Information:

Gifts from the Education Fund Board must be accepted by the Board each year as gifted. The gifts are a result of requests for funds for identified categories as presented by the Grant Commission to the Education Fund Board.

Recommended Action:

Resolved, that the Board of Education accept the gifts from the Steamboat Springs Education Fund Board as follows on the attached sheet marked Exhibit A.

Exhibit A

1. A gift of up to \$3,455,525 to be used to fund student- facing staff as described in the grant application G27-05-SBS.
2. A gift of up to \$1,118,800 to be used to fund technology as described in the grant application G27-06-SBS.
3. A gift of up to \$212,800 to be used to fund collaborative grant writers as described in the grant application G27-20-SBS/H/SR.



**Steamboat Springs
Education Fund**

35 5th Street, Unit 310
Steamboat Springs, CO 80477

May 28, 2026

Steamboat Springs School District
325 7th Street
Steamboat Springs, CO

Dear Board of Education:

The board of directors of the Steamboat Springs Education Fund (SSEF) has voted to grant Steamboat Springs School District (RE-2) the following:

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$3,455,525 to be used to fund student-facing staff.

Grant identification number: G27-05-SBS

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2026 and June 30, 2027, and staff contracted for the remainder of the fiscal year.

The payments schedule for the 2026-27 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2027. Templates for these reports will be provided.

Although no receipts for funds spent will be required prior to grant payments, the SSEF reserves the right to ask for such receipts or other documentation showing how funds were spent at any time.

Because SSEF grants are based on a projected sales tax revenue model rather than on funds currently in the bank, SSEF grants are **contingent upon the availability of funds.**

To accept this grant, print and sign this letter and provide your federal employer identification number (FEIN). The signed letter should be scanned and returned via email to educationfundboard@gmail.com. Receipt of this letter, executed by a duly authorized agent, is required prior to disbursement of any grant funds.

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach **Date:** May 28, 2026

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G27-05-SBS

By: _____ **Date:** _____



**Steamboat Springs
Education Fund**

35 5th Street, Unit 310
Steamboat Springs, CO 80477

May 28, 2026

Steamboat Springs School District
325 7th Street
Steamboat Springs, CO

Dear Board of Education:

The board of directors of the Steamboat Springs Education Fund (SSEF) has voted to grant Steamboat Springs School District (RE-2) the following:

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$1,118,800 to be used to fund technology.

Grant identification number: G27-06-SBS

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2026 and June 30, 2027, and staff contracted for the remainder of the fiscal year.

The payments schedule for the 2026-27 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2027. Templates for these reports will be provided.

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To accept this grant, print and sign this letter and provide your federal employer identification number (FEIN). The signed letter should be scanned and returned via email to educationfundboard@gmail.com. Receipt of this letter, executed by a duly authorized agent, is required prior to disbursement of any grant funds.

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach **Date:** May 28, 2026

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G27-06-SBS

By: _____ **Date:** _____



**Steamboat Springs
Education Fund**

35 5th Street, Unit 310
Steamboat Springs, CO 80477

May 28, 2026

Steamboat Springs School District
325 7th Street
Steamboat Springs, CO

Dear Board of Education:

The board of directors of the Steamboat Springs Education Fund (SSEF) has voted to grant Steamboat Springs School District (RE-2) the following:

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$212,800 to be used to fund collaborative grant writers.

Grant identification number: G27-20-SBS/H/SR

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2026 and June 30, 2027, and staff contracted for the remainder of the fiscal year.

The payments schedule for 2026-27 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2027. Templates for these reports will be provided.

Although no receipts for funds spent will be required prior to grant payments, the SSEF reserves the right to ask for such receipts or other documentation showing how funds were spent at any time.

Because SSEF grants are based on a projected sales tax revenue model rather than on funds currently in the bank, SSEF grants are **contingent upon the availability of funds.**

To accept this grant, print and sign this letter and provide your federal employer identification number (FEIN). The signed letter should be scanned and returned via email to educationfundboard@gmail.com. Receipt of this letter, executed by a duly authorized agent, is required prior to disbursement of any grant funds.

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach **Date:** May 28, 2026

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G27-20-SBS/H/SR

By: _____ **Date:** _____

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
ACCEPTANCE OF THE BUELL FOUNDATION EARLY LITERACY GRANT 2026-27**

Background Information:

Grants from the Buell Foundation Board must be accepted by the Board each year as gifted. The grant is for \$25,000 for early childhood education.

Recommended Action:

Resolved, that the Board of Education accept the grant from the Temple Hoyne Buell Foundation for early childhood education, as presented.



950 S. Cherry St., Suite 1500
Denver, CO 80246
(303) 744-1688
www.buellfoundation.org

April 27, 2026

Celine Wicks, Superintendent
Steamboat Springs School District
325 7th Street
Steamboat Springs, Colorado 80487

Re: Grant # 8789

Dear Dr. Wicks:

The Trustees of the Temple Hoyne Buell Foundation are pleased to inform Steamboat Springs School District that a grant has been approved in the amount of \$25,000 for early childhood education. Please reference the grant number in any correspondence related to this grant.

This grant has been approved based upon the following terms and conditions:

- 1. Tax Exempt Status:** The organization is a nonprofit recognized by the Internal Revenue Service as a public charity as described in Sections 501(c)(3) and 509(a)(1), 509(a)(2), or 509(a)(3) – Type I, Type II or functionally integrated Type III of the IRS Code of 1986 as amended (the “Code”), or a governmental agency organized under the laws of the State of Colorado.
- 2. Expenditure of Funds:** This grant, and any income earned upon investment of grant funds, is made for the charitable purposes outlined above and may not be expended for any other purpose without this Foundation’s prior written approval. The grant period is May 1, 2026 through April 30, 2027. Any unexpended funds, or funds used for purposes other than those allowed by this agreement, must be returned to the Foundation upon written notice. No Buell Foundation funds may be used for lobbying purposes.
- 3. Records and Reports:** You are required to keep financial records with respect to this grant and to provide this Foundation with a written report summarizing the use of all grant funds after funds have been expended, due no later than May 31, 2027, and other reports as we may reasonably require. *No new requests will be funded until a satisfactory report has been received.* All records shall be retained for at least four years following the year in which all grant funds are fully expended.
- 4. Required Notification:** You are required to provide this Foundation with *immediate written notification* of (a) any change in your organization’s tax-exempt status, (b) any inquiry or audit by the Internal Revenue Service, (c) your inability to expend the grant for the purposes described in this letter, or (d) any expenditure from this grant made for any purposes other than those for which the grant was intended. Additionally, you must submit a written request to us *in advance* if the funds cannot be expended within the stated grant period.
- 5. Reasonable Access:** You will permit this Foundation and its representatives reasonable access to your files, records, accounts, and personnel for purposes of making such financial audits, verifications, or program evaluations as this Foundation deems necessary or appropriate concerning this grant award.

Steamboat Springs School District

Grant #8789

Page 2

6. Condition of Grant: This grant is conditioned upon your acceptance of the terms set forth above, and this Foundation reserves the right to discontinue, modify, or withhold any payment under this grant award, or to request a refund of any grant funds, if it reasonably determines that your organization has not fully complied with the terms and conditions of this grant.

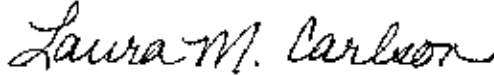
7. Publicity: This Foundation may include information concerning this grant, including the amount and purpose of the grant and any related materials (including your logo and trademark and other information about your organization and its activities) in the Foundation’s periodic public reports, newspapers, and news releases. You will obtain the Foundation’s approval, which shall not be unreasonably withheld, concerning the text of any proposed publicity concerning this grant prior to its release.

8. Representations: Your representations contained in this letter are true and may be relied upon by the Foundation. You will immediately notify the Foundation in writing if you fail to comply with any provision of this letter or if any of your representations are no longer true.

If the conditions of this grant meet with your approval, please sign and return this letter **with electronic authorized signatures** within 14 days after its receipt. Payment will be issued within three weeks of our receipt of the signed agreement and following the schedule of conditions (if any) outlined above.

Congratulations on this recognition of your important efforts. We look forward to working with you during the coming year.

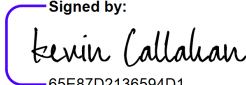
Sincerely,



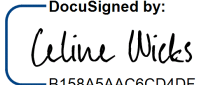
Laura Carlson

Vice President of Programs

AGREED AND ACCEPTED BY THE UNDERSIGNED AUTHORIZED SIGNATORIES
(all signatures below are required):

x Signed by:

65F87D2138694D1

Signature, Officer of the Board
Steamboat Springs School District
Printed Name: Kevin Callahan
Title: School Board President
Date: 6/1/2026 | 8:14 PM MDT

x DocuSigned by:

B158A5AAC6CD4DE

Signature, Superintendent
Steamboat Springs School District
Printed Name: Celine Wicks
Title: Superintendent
Date: 4/28/2026 | 10:28 AM MDT

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

Meeting Date:	June 8, 2026
Agenda Item:	Approval of the minutes for the Board of Education May 18, 2026 Business Meeting
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 May 18, 2026, as presented.



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

Minutes
May 18, 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 Teaching & Learning Dr. Tim Ridder, Director of Finance and Operations Stephanie Juneau

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

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

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

5.1 Employment

5.2 Resignations

5.3 Renewal of Special Service Providers' Contracts for the 2026-27 School Year

5.4 Nonrenewal of Classified Staff Resolution 2026-05-02

5.5 Nonrenewal of Grant Funded One Year Contracts 2026-27

Kim Lemmer made a motion and Jane Toothaker seconded to approve consent agenda items 5.1, 5.2, 5.3, 5.4, and 5.5 as presented. The motion passed unanimously.

6. Approval of Minutes- May 4, 2026 Business Meeting

Background information is provided in Boardbook under item 6.

Lara Craig made a motion and Jane Toothaker seconded to approve the minutes for the May 4, 2026 business meeting, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

Outdoor Classroom Presentation - SSMS Mrs. Kling's 6th Grade Students

- Presentation included in Boardbook for review
- Students presenting at the meeting: Kenzie Kormer, Conor Whelan, Dylan Pierce, Piper Lemmer, Henry Kasdan, Peri O'Winter, Fiona Gebauer, Caleb Fisher, and Meybeline Licon Flores
- Presented idea to construct an intentional, functional, outdoor classroom at SSMS
- SSMS Leadership Club has spent the past 2 years revamping the school's memorial garden
- In Civic studies in Humanities class, we learned that an essential responsibility of being an American citizen is finding ways to actively give back to our community
- We decided that our "Call to Action" would be to take this memorial garden revitalizing effort and expand its scope by creating a permanent, collaborative, outdoor learning space
- American Psychological Association notes that just being outside boosts mood and improves overall mental health, which is so important right now with increase in screen time, and more studies proving the benefits of getting off screens

- An outdoor classroom offers the space and medium for deeper, more collaborative, active projects
- If we build this together, every student, staff member, and community volunteer will feel connected to SSMS
- Our plan includes having a direct, immediate radio connection to the school nurse and emergency services
- No student will ever be outside when it is hailing, snowing, or during extreme cold
- We are already partnering with our PIC and community members to create and finance this project
- This year, we are focused on attaining essential outdoor classroom furniture - designing structured, durable, flexible seating for lessons
- Kevin Callahan - Thank you for your presentation and presenting your process and solution
- Kim Lemmer - What other teaching materials are you considering that can be used outside? Students - Chalkboard, rocks, and science materials
- Kim Lemmer - What are the minimum necessary furnishings? Students - 24 seats with something to write on
- Lara Craig - Amazing job presenting
- Jane Toothaker - Thank you for the presentation and talking about the challenges you are facing
- Leah Helme - Thank you for presenting; Where is the space that you are considering? Students - the memorial garden outside the 6th grade wing

Educator Pathway Update - SSSH students Makayla Slamal, Macee Wettlaufer, Summer Johnson, and Ella DeWolfe

- Makayla - spent 1.5 hours on Tuesday and Thursday each week at SPE with Ms. Hamric's 4th grade class; worked with students in small groups with math; diagnostics showed student growth and 70% proficient by the end of the year; Ms. Hamric teaches as her authentic self and I want to be like her; I would recommend that SSSH keeps this Introduction to Education class offering for students
- Macee - We worked with students twice a week and the time spent with them made a difference in their math scores; We went to watch their Colorado History Play and spelling bee because of the connections made in the classroom; I plan to study elementary education at the University of Arizona after taking this class
- Ella DeWolfe - I worked with Ms. Wiedel and Ms. Whitbeck; working with students in small groups helps to build confidence, responsibility, and leadership skills; learn to be flexible with all learning types
- Summer Johnson - worked with Ms. Barclay at Soda Creek; great way to foster relationships with students; students attended my lacrosse game; worked one day a week in speech pathology; this was a great experience
- Dr. Wicks - Education is a noble profession
- Lara Craig - This is a great program; thank you to Ms. Rodis and the students presenting tonight; the students and teachers benefited from this program
- Jane Toothaker - You are an inspiring group; hope that you go into education; this program offered personal growth and student growth
- Leah Helme - Great to see students being passionate about what they are learning; Career and tech education are important programs
- Kevin Callahan - I love that we are able to offer pathway programs; when you work joyously it translates well to kids
- Summer - There were a lot of spanish speaking students in the first grade class and it was amazing how much english they learned during the year; being able to provide the help that they need
- Macee - It was great being hands on and it was fun helping students
- Makayla - Finding ways to communicate with kids using things they know best to make the math connections

District Accountability Committee Update - Superintendent Dr. Celine Wicks

- DAC final meeting of the year focused on year-end celebrations, staffing and budget projections, enrollment trends, and SAC priorities across the District
- SAC representatives shared celebrations connected to student achievement, instructional improvement, arts programming, parent engagement, and school culture
- At the elementary level, schools highlighted continued growth in literacy and math, stronger PLC and data practices, increased family engagement opportunities, and creative student experiences ranging from performances and project - based learning to math clubs, career days, and community events
- Several schools also emphasized the importance of maintaining intervention and mental health supports as enrollment patterns shift
- SSMS celebrated receiving the John Irwin Award, continued growth reflected in TLCC results and strong participation in music, outdoor education, and student activities
- SSSH shared updates related to substance abuse prevention efforts, multilingual programming, mental health and wellness initiatives, and increased parent involvement in school decision-making processes

- YVHS highlighted continued progress in project-based learning, strong student engagement in health and wellness programming, improved visibility within the community, and highly positive student feedback regarding school climate and culture
- Enrollment trends remain a significant consideration which will continue to impact staffing and budget decisions in future years
- Education Fund Board funding is currently trending down approximately five percent per month and it is important that we continue to monitor those trends carefully as we plan for future budgets
- Several SACs also raised concerns about maintaining current class sizes and preserving student programming as staffing adjustments occur
- Schools expressed appreciation for the collaborative work taking place to protect core programming, intervention supports, counseling services, and student opportunities despite tighter financial realities
- DAC recognized the tremendous work happening throughout the district and celebrated staff accomplishments, including multiple educator recognition, student achievements, and the strong partnerships between schools and families
- This was Carol Sehnert's final meeting as DAC chair; she made a point to express that this is the most high functioning DAC she has ever been a part of in all her years as an educator; a huge amount of appreciation goes out to Carol for her leadership and service to the district over the years

Housing Update - Superintendent Dr. Celine Wicks

- Housing Committee met and decided to move forward with a Request for Proposal for an Owner's Rep to help us with this project
- We are also reaching out to the other companies that submitted proposals for the project last year
- Kevin Callahan - I appreciate moving forward with finding an owner's rep and maintaining the pathway on this project
- Kim Lemmer - Did we get all the work that Rural Homes completed? Dr. Wicks - yes

2027-28 and 2028-29 School Year Calendar Drafts - Director of Teaching & Learning Dr. Tim Ridder

- Presentation is included in Boardbook for review
- Calendar drafts are included in Boardbook for review
- The calendars were developed through a collaborative committee process that included feedback from School Accountability Committees, building leadership teams, administrators, and district leadership
- Feedback on the district's current calendar structure has generally been positive, particularly regarding teacher collaboration and professional development time, transition days for kindergarten, sixth grade, and ninth grade students, and longer holiday breaks
- The committee also discussed ongoing challenges related to high school semester balance, the timing of holiday breaks, and the impact of teacher work and professional development days on families
- The proposed draft calendars largely maintain the structure used in recent years in order to provide consistency for students, staff, families, and the broader community
- Committee would like for future calendars to provide high school semesters that have similar amount of student contact days; Mid Winter Break (Blues Break) consider not tying to President's Day; increase student contact days
- Dr. Wicks - I recommend that the Board adopt 2 school calendar years
- Kim Lemmer - I would agree with adopting 2 calendars; will take longer for District to be able to make big changes to the calendars; appreciate the background on the process
- Lara Craig - I agree that adopting 2 calendars is the best; How do we balance instruction if we have a different number of days per semester? Dr. Ridder - most classes are year long classes; to end the semester in January would be a new discussion
- Kevin Callahan - I support adopting 2 calendar years
- Kim Waldschmidt - SSEA President - I want to make the Board aware that May 1, 2028 is Workers' Rights Day across the United States and other districts are planning for this to be a day off for staff to attend events; Dr. Ridder - this was part of our discussion and will be part of the committee work next year
- Jane Toothaker - Thank you for the calendar committee work and I would agree with a 2 year plan
- Kim Lemmer - It would be a good idea to explain what professional development days are used for in the future
- Calendars will need to be posted for 30 days for public review and comment; Board will plan to adopt the calendars on June 22

FY27 Budget Draft - Director of Finance and Operations Stephanie Juneau

- Draft budget is included in Boardbook for review
- Proposed budget will be posted on the District website on the Financial Transparency page
- June 8 will be the public hearing for the proposed budget
- June 22 will be Board adoption of the FY27 budget
- General Fund revenue decrease of \$1.1M
- Comprehensive Early Literacy Grant was \$417K this year and we were just notified that we were awarded \$71K as sustained funding for next year
- Several grants are expiring and one that won't be renewed is the School Core Counselor grant
- Title I funding was \$168K and next year will be \$80K; this funds people and we are not suggesting reducing those positions but the federal funding is no longer provided; we haven't seen the estimate for IDEA or Perkins or other larger federal funding sources yet
- Education Fund Board (EFB) is \$1.1M less than this year and they are creating their budget based on 2% fewer per month sales tax projection
- State Finance formula is \$12,610.98 PPF and estimated enrollment is 2389; state has reduced funding formula from 4 year average to 3 year average of pupil count
- Expenditures show a decrease of \$1,650,891 with 15 positions being absorbed into salary
- Negotiations are proposing adding \$500 to the base of each licensed group along with a 2.4% step increase; classified staff would increase base by .50/hour with returning staff earning \$1 more per hour; extra duty schedule will increase by .84%
- Employer paid PERA is 21.4% and District is proposing to absorb \$1500 insurance increase per employee based on current proposed 14% premium increase
- This all represents \$2.7M use of fund balance which reduces fund balance to 19.4% of expenditures; I am uncomfortable with this amount of fund balance reduction; comfortable with 20% but not 19.4%
- District will continue with the Healthy School Meals program for lunches (not breakfast)
- Summer capital improvement projects include SSHS bathroom remodels and SPE library remodel
- Plan to review proposed budget with department heads to reduce expenditures - we need to reduce expenditures by \$250K to get to 20%
- Kim Lemmer - Do any of the mill levies expire? None of the mill levies sunset
- Kim Lemmer - Tech costs are going up, does the budget meet our tech needs? Tim Miles - we did a good job and bought some items before prices increased - subsequent years could be a problem
- Dr. Wicks - School Health Professionals Grant - Yampa Valley Community Foundation secured donations - working to get funding we need to continue our work
- Kevin Callahan - We have been warned about expenditures exceeding revenues; a one cent sales tax through EFB would fix these problems
- Lara Craig - Need to emphasize the importance of having reserves; Stephanie - reserves are needed to fund our average monthly spending of \$4.2M because we receive most of our property tax revenues in March and May. We also use reserves when we have unknowns like drop in EFB funding of \$1.1M
- Jane Toothaker - I would like reserves to stay at 20%; What impact will the state "smoothing factor" have on pupil funding? Stephanie - currently using 3 year averaging for enrollment; "smoothing" will be counting 50% of first year, 30% of previous year, and 20% of 3rd year (smaller count than averaging)
- Jane Toothaker - What is the projected insurance increase? Stephanie - information presented to the insurance committee is a projected increase of 14 to 20% but our plan doesn't renew till January 2027; negotiation proposal is that District would absorb most of the 14% increase but staff would have to pay anything over 14%; committee will meet again in September and October
- Leah Helme - "Smoothing Factor" would be for 27-28 school year; COLA has decreased; Stephanie - phase in hits at 45%; Steamboat is well above COLA so we are not impacted by COLA decrease
- Kevin Callahan - We need to pay attention to budget and be prepared for future years

Jane Toothaker made a motion and Kim Lemmer seconded to acknowledge receipt of reports and communications as presented by the superintendent. The motion passed unanimously.

8. Public Comment - 6:15 pm

Tara Carver - PAUSE- Parents Against Unnecessary Screentime in Education - request that the District adopt policies on regulated screen time and limits by grade level



Kelly Latterman - PAUSE - Screens have an appropriate place and they are not teachers; Los Angeles Unified eliminated screen time through 3rd grade; asking that this be a board topic before the 26-27 school year; review testing and curriculum

Chloe Whitlock - 6th grade student - students spend countless hours on screen; use it too much during school; change needs to happen

Heidi W - parent - What tech education are we investing in? Ask that the District provide transparency in tech costs and how it is used

Kevin Callahan - Thank you for speaking at this meeting; We will let you know when this is on a Board agenda for discussion

9. Action Item

9.1 Consideration of Adoption of Resolution 2026-05-03 to Approve the Superintendent's Contract with Kristin Drury

- Resolution is included in Boardbook for review
- Privileged and Confidential copy of the proposed contract was shared with the Board members
- Contract was negotiated with Kristin Drury by Board President Kevin Callahan

Kevin Callahan made a motion and Jane Toothaker seconded to adopt Resolution 2026-05-03 to ratify the contract for Kristin Drury, as negotiated and presented at the meeting. The motion passed unanimously.

10. Board Discussion - BOE 26-27 Meeting Calendar

- Draft meeting calendar is included in Boardbook for review
- Board needs to adopt a meeting calendar for the 26-27 school year by June 30
- Leah Helme - I would like to add work sessions to the calendar
- Kevin Callahan - I would like for the Board subcommittee work to continue
- Jane Toothaker - We could consider adding a few meetings to increase productivity; encourage Board members presence at parent teacher conferences
- Lara Craig - Kevin and I are working on Coffee with the Board and other ways to be in the schools
- Deb Ginesta - encourage the Board to consider an option of one business meeting and one work session a month; consider time spent by district staff prepping for, tearing down, and participating in board meetings
- Board will consider adoption of meeting calendar on June 22 and then will discuss possible amendments to meetings and work sessions at the June 24 Board retreat with Superintendent Drury

11. Board Member Updates/Comments/Debrief

Lara Craig

- Attended Housing Committee meeting
- Attended GEAC Meeting - creating community engagement committees
- Attended Mental Health summit at SSHA
- Listened to EFB
- Working with Leah on resolution for state initiative

Jane Toothaker

- Attended SGS SAC meeting
- Attended SPE SAC meeting and PIC meeting and Art show
- Attended NRCCS Board meeting - met the new head of school Bill Gallagher; 26-27 budget for 60 FTE and 10 part time students; dealing with staff cuts and how to grow student population; will use all of their reserves next year
- Attended CASB Legislative meetings
- Attended DAC meeting
- Listened to Staff Negotiations meeting

Kim Lemmer

- Policy Monitoring - Plan to have a draft of assessment and schedule to share at a work session in June
- Volunteered at the SCE book fair and attended the art show
- Visited Kirsten Brendtro microbiology class
- Attended SSHA capstone projects
- Attended DAC meeting

Leah Helme

- Attended SSMS PIC
- Attended SPE Art show
- Attended Talk More/Tech Less presentation
- Chairing the CASB Legislative meetings

- Participated in the District Educator of the Year interviews
- Will attend the CASB Legislative Wrap-up

Kevin Callahan

- Attended last Staff Negotiations meeting and will attend this week's meeting
- Attended Housing Committee meeting
- Attended the SGS Drama Club presentation- kids were amazing
- Negotiated the contract with Kristin Drury
- Thank you for all the board work and other work from all the board members

12. Plan for future meetings

- Jane Toother - Will we have an Owner's Rep RFP update on June 22? Stephanie - I will start working on creating the RFP after the FY27 budget is complete; there won't be anything to update on June 22
- Leah Helme - I would like for the Board to consider adopting a Resolution to support Initiative 195 - will be ready to discuss on June 8
- Lara Craig - Do we need to have an executive session to discuss staff negotiations?
- Leah Helme - Do we need to complete Celine's evaluation? Kevin Callahan - I will review and try to work it into the time that we have in the current board calendar

13. Adjourn

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 6:47 pm.

Board of Education Business Meeting minutes for May 18, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on June 8, 2026.

Kevin Callahan, President

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

**AGENDA ITEM
REPORTS & COMMUNICATIONS**

Reports & Communications

- Celebrations SSSD - Superintendent Dr. Celine Wicks
- Strategic Communications Update - Director of Communications Laura Milius
- SSSD 25-26 End of Year District Data Snapshot - School Improvement Coordinator Anne Barbier
- Staff Negotiations Update - Superintendent Dr. Celine Wicks
- FY27 Budget - Public Hearing - Director of Finance and Operations Stephanie Juneau
- Initiative 195 - Graduated Income Tax Ballot Measure - Leah Helme

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



Strategic Communications Update

Laura Milius, Director of Communications
June 8, 2026



Communications: Proactive and Reactive

Proactive Communications

- District priorities and strategic initiatives (superintendent search, housing, bargaining updates)
- Student, staff, and school achievements (awards, student accomplishments, celebrations)
- Family and community engagement (newsletters, community meetings, social media)
- Compliance and required communications (CMAS results, annual notices, public meetings)

Reactive Communications

- Emergency and safety communication (weather closures, safety incidents, emergency notifications)
- Media relations (reporter inquiries, interviews, statements)
- Operational updates and disruptions (transportation changes, schedule adjustments, facility issues)
- Sensitive and high-interest issues (personnel matters, investigations, community concerns)



Communication by the Numbers

August 2025-May 2026

- **Website views:** 300,000 views
- **Social Media:**
 - Facebook
 - 468,179 views on posts
 - 6,207 interactions
 - 222 new followers (11.1% increase)
 - Instagram
 - 1.3M views on posts
 - 79,800 interactions
 - 733 new followers (851.9% increase)
- **Website news stories: 75+**
- **Email Communication:**
 - 101 district wide emails sent
 - 68.9% average email open rate
 - 4.3% average click-through rate



Communications Supported Key District Initiatives This Year

Communications supported districtwide efforts ranging from strategic initiatives and community engagement to compliance, operations, and student recognition.

- Superintendent Search
- Student Enrollment
- Affordable Housing Initiatives
- Bargaining & Compensation
- Assessment Reporting
- Accessibility Compliance
- Emergency Communications
- Student & Staff Recognition
- Community Partnership Engagement
- Community Events and Information



Supporting a Transparent Superintendent Search Process

Audience	Communication Goal
Staff	Gather input on desired leadership qualities and ensure employee voices were included in the search process
Families	Provide updates on the search process and opportunities for engagement
Community	Share timelines, candidate information, and opportunities for public feedback
Media	Serve as a point of contact for questions and provide accurate information about the search timeline, process, and candidate selection



What Impact Did This Have?

- Supported **transparency** during major district initiatives and decisions
- **Connected families and community members** with important resources and opportunities
- **Ensured access** to district information through multiple communication channels
- Highlighted **community partnerships** and district accomplishments
- Provided **timely communication** during emergencies, operational changes, and sensitive issues



Thank you! What questions do you have?

SSSD 2025-2026 EOY District Data Snapshot



STEAMBOAT SPRINGS
SCHOOL DISTRICT

Instructions



1. Sharing Historical and Current Data to tell the whole story. Definition slides are included for reference.
2. Board Presentation
 - a. Board reviews slides for grounding before presentation
 - b. Slides with current data will be emphasized and discussed at board presentation.

ELEMENTARY: ELG Initiative K-3 Goal 1: *Students in the well below benchmark category make above average progress or well above average progress achieving grade-level reading proficiency (HISTORICAL)*




DIBELS DATA	2022-23 BOY to EOY Progress Well Below Benchmark - All Grades			2023-24 BOY to EOY Progress Well Below Benchmark - All Grades			2024-25 BOY to EOY Progress Well Below Benchmark - All Grades		
	BOY %	EOY %	Early Literacy Grant Ranking	BOY %	EOY %	Early Literacy Grant Ranking	BOY %	EOY %	Early Literacy Grant Ranking
SCE Grades K-3	31%	15%	Well Above Average Progress	29%	9%	Well Above Average Progress	31%	12%	Well Above Average Progress
SGS Grades K-3	27%	20%	Average Progress	40%	15%	Well Above Average Progress	30%	9%	Well Above Average Progress
SPE Grades K-3	28%	23%	Below Average Progress	34%	11%	Well Above Average Progress	29%	11%	Well Above Average Progress

ELEMENTARY: ELG Initiative K-3 Goal 1: *Students in the well below benchmark category make above average progress or well above average progress in reading each year. (CURRENT)*



DIBELS DATA	2025-26 BOY to EOY Progress Well Below Benchmark - All Grades		
	BOY %	EOY %	Early Literacy Grant Ranking
SCE Grades K-3	28%	11%	Well Above Average Progress
SGS Grades K-3	26%	14%	Above Average Progress
SPE Grades K-3	24%	11%	Above Average Progress


GOAL ATTAINED
 All schools met the goal

ELEMENTARY: K-5 Reading Well Below Benchmark (baseline) Data

(ELG Goal 1: Students in the well below benchmark category make **above average progress** or well above average progress achieving grade-level reading proficiency)



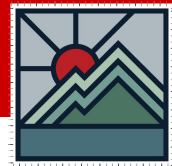
DIBELS DATA	2024-25 BOY to EOY Progress Well Below Benchmark - All Grades		2025-26 BOY to EOY Progress Well Below Benchmark - All Grades	
	BOY %	EOY %	BOY %	EOY %
Grades K-5	27%	14%	23%	14%

ELEMENTARY: ELG Initiative K-3 Goal 2: *Students make above average progress or well above average progress achieving grade-level reading proficiency (HISTORICAL)*



DIBELS DATA	2022-23 BOY to EOY Progress <i>AT/Above Benchmark</i> - All Grades			2023-24 BOY to EOY Progress <i>AT/Above Benchmark</i> - All Grades			2024-25 BOY to EOY Progress <i>AT/Above Benchmark</i> - All Grades		
	BOY %	EOY %	Early Literacy Grant Ranking	BOY %	EOY %	Early Literacy Grant Ranking	BOY %	EOY %	Early Literacy Grant Ranking
SCE Grades K-3	69%	78%	Above Average Progress	51%	77%	Well Above Average Progress	49%	77%	Well Above Average Progress
SGS Grades K-3	58%	65%	Average Progress	34%	69%	Well Above Average Progress	50%	74%	Well Above Average Progress
SPE Grades K-3	59%	65%	Average Progress	44%	71%	Well Above Average Progress	53%	84%	Well Above Average Progress

ELEMENTARY: ELG Initiative K-3 Goal 2: *Students make above-average progress, achieving grade-level reading proficiency. (CURRENT)*



DIBELS DATA	2025-26 BOY to EOY Progress AT/Above Benchmark - All Grades		
	BOY %	EOY %	Early Literacy Grant Ranking
SCE Grades K-3	49%	77%	Well Above Average Progress
SGS Grades K-3	52%	73%	Above Average Progress
SPE Grades K-3	61%	80%	Above Average Progress



GOAL ATTAINED
All schools met the goal

ELEMENTARY: K-5 Reading AT/Above Benchmark Data

(ELG Goal 2: Students make **above average progress** or well above average progress achieving grade-level reading proficiency)



DIBELS DATA	2024-25 BOY to EOY Progress AT/Above Benchmark - All Grades		2025-26 BOY to EOY Progress AT/Above Benchmark - All Grades	
	BOY %	EOY %	BOY %	EOY %
Grades K-5	55%	74%	59%	72%

ELEMENTARY: ELG Initiative K-3 Goal 3: *50% of students scoring below benchmark move up at least one performance category. (CURRENT)*



DIBELS DATA	2024-25 BOY to EOY Movement	2025-26 BOY to EOY Movement
	TIER 2 or TIER 3 Movement up at least one level (%)	TIER 2 or TIER 3 Movement up at least one level (%)
SCE Grades K-3	68% Met	63% Met
SGS Grades K-3	71% Met	62% Met
SPE Grades K-3	71% Met	67% Met



GOAL ATTAINED

All schools met the 50% movement target

KEY INSIGHTS

- All schools exceeded the 50% target in both cycles
- Consistent tier movement across all elementary sites

ELEMENTARY: DIBELS Overall Results (HISTORICAL)



Grade	Reference Data (Compare these results against a wider population)
Grade K	<p>24-25 BOY: 64(49%) Well Below Benchmark, 24(18%) Below Benchmark, 25(19%) At Benchmark, 18(14%) Above Benchmark. Total: 131</p> <p>24-25 EOY: 13(10%) Well Below Benchmark, 5(4%) Below Benchmark, 38(30%) At Benchmark, 72(56%) Above Benchmark. Total: 128</p>
Grade 1	<p>24-25 BOY: 44(33%) Well Below Benchmark, 31(23%) Below Benchmark, 45(34%) At Benchmark, 14(10%) Above Benchmark. Total: 134</p> <p>24-25 EOY: 12(9%) Well Below Benchmark, 11(9%) Below Benchmark, 53(41%) At Benchmark, 52(41%) Above Benchmark. Total: 128</p>
Grade 2	<p>24-25 BOY: 57(31%) Well Below Benchmark, 24(14%) Below Benchmark, 56(32%) At Benchmark, 40(23%) Above Benchmark. Total: 177</p> <p>24-25 EOY: 27(16%) Well Below Benchmark, 19(11%) Below Benchmark, 62(36%) At Benchmark, 64(37%) Above Benchmark. Total: 172</p>
Grade 3	<p>24-25 BOY: 32(17%) Well Below Benchmark, 41(22%) Below Benchmark, 57(32%) At Benchmark, 54(29%) Above Benchmark. Total: 184</p> <p>24-25 EOY: 14(8%) Well Below Benchmark, 29(16%) Below Benchmark, 49(27%) At Benchmark, 90(49%) Above Benchmark. Total: 182</p>
Grade 4	<p>24-25 BOY: 26(16%) Well Below Benchmark, 29(18%) Below Benchmark, 69(43%) At Benchmark, 37(23%) Above Benchmark. Total: 161</p> <p>24-25 EOY: 27(17%) Well Below Benchmark, 35(22%) Below Benchmark, 40(25%) At Benchmark, 56(36%) Above Benchmark. Total: 158</p>
Grade 5	<p>24-25 BOY: 34(19%) Well Below Benchmark, 24(14%) Below Benchmark, 58(33%) At Benchmark, 60(34%) Above Benchmark. Total: 176</p> <p>24-25 EOY: 37(21%) Well Below Benchmark, 14(8%) Below Benchmark, 33(19%) At Benchmark, 91(52%) Above Benchmark. Total: 175</p>

Well Below Benchmark

Below Benchmark

At Benchmark

Above Benchmark



Benchmark Growth

Significant growth in all grades within the At and Above Benchmark categories.



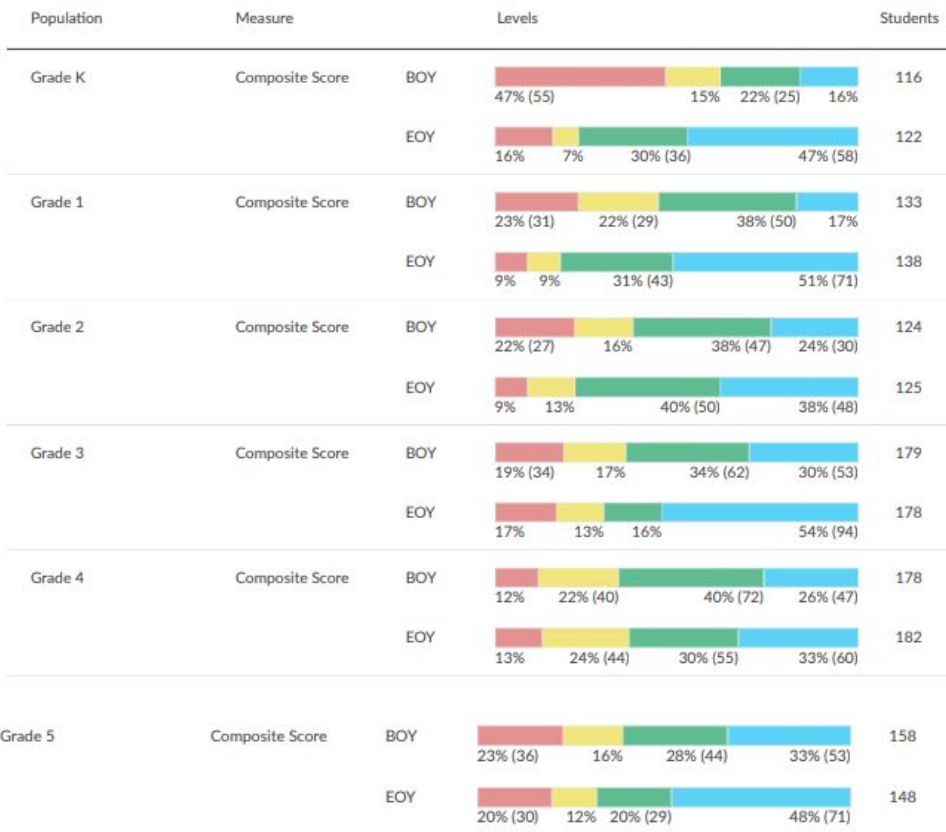
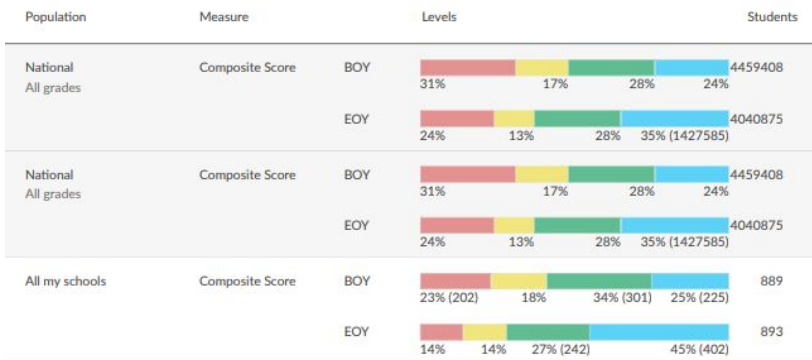
Risk Reduction

Significant decrease in all grades for students in the Well Below Benchmark tier.



ELEMENTARY: K-5 Reading Proficiency DIBELS Overall Results

Well Below Benchmark Below Benchmark At Benchmark Above Benchmark



Benchmark Growth: Significant growth across all grades in "At" and "Above" benchmarks.

Risk Reduction: Dramatic decrease in students scoring "Well Below Benchmark" in all grade levels.

National Performance: SSSD started with a stronger baseline and significantly outperformed national EOY trends.

The "Blue Wave": A distinct pattern of rapid expansion in the "Above Benchmark" category by year-end.

All schools MET all 3 goals



Who is Included in the Benchmark Data?

***i-Ready* National Norms Spring 22-23 (Natl. Norm)**

The *i-Ready* national norms are based on a nationally representative sample that reflects the makeup of the US student population along key demographic characteristics.

National Year-to-Date Spring 25-26 (Natl. YTD)

This population includes all students who completed a Diagnostic from March 2 to May 16. This data may not be representative of the student population.

Colorado Year-to-Date Spring 25-26 (CO YTD)

This population includes all students who completed a Diagnostic from March 2 to May 16. This data may not be representative of the student population.



Historical District **TYPICAL GROWTH** EOY Trends I-Ready **OVERALL % STUDENTS MET/EXCEEDED GROWTH PROJECTION** *(National Aim for Typical Growth is 50%)*

Typical Growth: The average growth of students at each grade and placement level. Typical Growth allows you to see how a student is growing compared to average student growth at the same grade and baseline placement level.

Elementary: % Met Typical Growth	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
ELA	70%	74%	73%	72%	74%
Math	69%	65%	69%	70%	70%

Key Insight: District performance remains consistently 20%+ above national typical growth targets.



Historical District **STRETCH GROWTH** Trends I-Ready EOY **OVERALL % STUDENTS MET/EXCEEDED GROWTH PROJECTION** (National Aim for Stretch growth is 30%)

Stretch Growth: The growth recommended to put students who placed below grade level on a path toward proficiency and students who placed on grade level on a path to advanced proficiency levels. Students who are further behind have larger growth benchmarks to help them catch up, and it will take many students more than one year to achieve proficiency. Students who are already proficient have aspirational Stretch Growth benchmarks to advance to or maintain above-grade level proficiency.

Elementary: % Met Stretch Growth	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
ELA	47%	50%	51%	46%	45%
Math	42%	39%	40%	44%	43%

Key Insight: District continues to exceed the 30% National Aim for Stretch Growth in both subjects.

ELEMENTARY: I-Ready Criterion (Definitions for Reference only)



Understanding *i-Ready's* Criterion Referenced Relative Placement Levels

i-Ready's placement levels are criterion-referenced, reflecting what students are expected to know at each grade level and in each content area. In the following analyses, student performance is described using the following five relative placement levels:

Mid or Above Grade Level	Students at this level have met or surpassed the minimum requirements for the expectations of college- and career-ready standards in their grade level. Students will benefit from instruction in late on-grade level topics, or above-grade level instruction.
Early On Grade Level	Students at this level have only partially met grade-level expectations. They will benefit from continued grade-level instruction.
1 Grade Level Below	Students placing one level below are approaching grade level expectations and can be ready for grade-level instruction with targeted support.
2 Grade Levels Below	Students placing two or more grades below level will likely need additional support with key skills below their chronological grade level to be ready for grade-level instruction.
3+ Grade Levels Below	

Who is Included in the Analysis?



Cross-Sectional Analysis

A comparison of different students across years. For example, current Grade 3 students compared to last year's Grade 3 students. Students are included if they completed a Diagnostic in **any** of the testing windows examined.



Longitudinal Cohort Analysis

A view of the same students over time. For example, current students who participated in *i-Ready* from Grade 1 to Grade 2 and are now Grade 3. Students are included if they completed a Diagnostic in **all** testing windows examined across years.

MATH



Fall Performance

24-25

872 students

25-26

831 students

Spring Performance

881 students

848 students



Growth

861 students

831 students

Reading



Fall Performance

630 students

547 students

Spring Performance

646 students

561 students



Growth

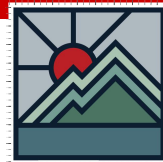
626 students

547 students

To Be Calculated in Growth:






- Student completed a baseline Diagnostic AND a Diagnostic in the Spring (most recent).
- There were ≥ 25 weeks between the baseline Diagnostic and most recent in Spring (this rule is specific to this data set; it is not required in *i-Ready*).

ELEMENTARY: I-Ready Criterion (Definitions for Reference only)

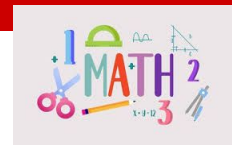


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 Early On Grade Level	Students at this level have only partially met grade-level expectations. They will benefit from continued grade-level instruction.
 1 Grade Level Below	Students placing one level below are approaching grade level expectations and can be ready for grade-level instruction with targeted support.
 2 Grade Levels Below  3+ Grade Levels Below	Students placing two or more grades below level will likely need additional support with key skills below their chronological grade level to be ready for grade-level instruction.

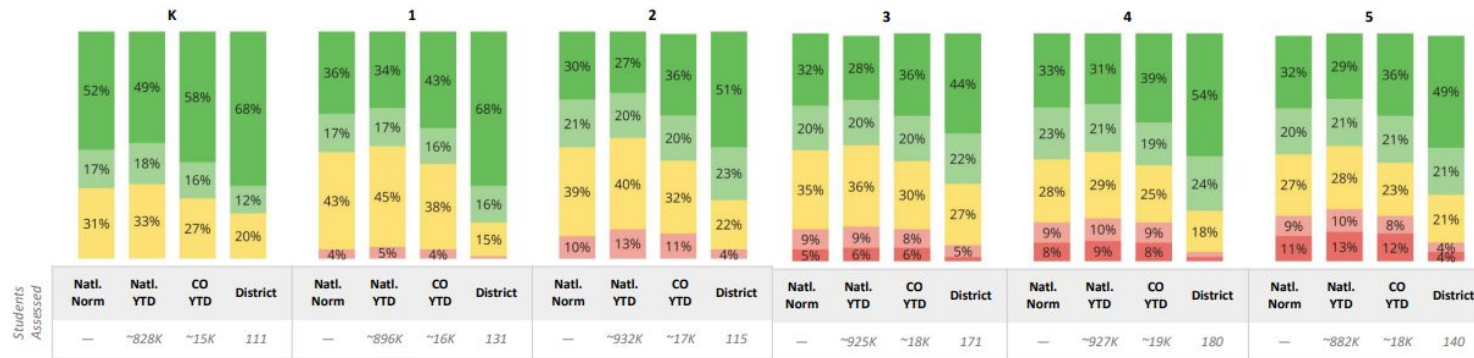
ELEMENTARY: I-Ready District Mathematics



Mathematics

How Do the District's Placements Compare to the Benchmarks?

Spring Placement Distribution for District and Benchmarks



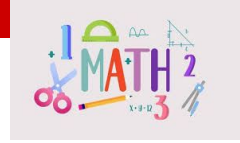
■ Mid or Above Grade Level
 ■ Early On Grade Level
 ■ 1 Grade Level Below
 ■ 2 Grade Levels Below
 ■ 3+ Grade Levels Below

Natl. Norm: *i-Ready* National Norms Spring 22-23

Natl. YTD: National Year-to-Date Spring 25-26

CO YTD: CO Year-to-Date Spring 25-26

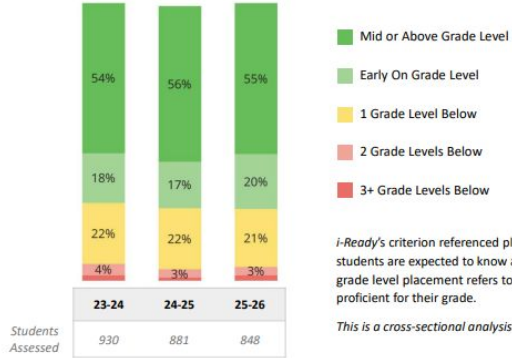
ELEMENTARY: I-Ready Mathematics



Mathematics

How Have Relative Placements Changed From Spring to Spring?

Placement Distribution, Spring 23-24 to Spring 25-26



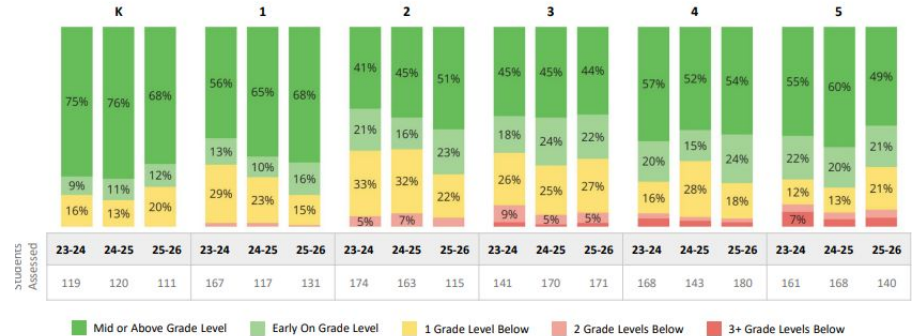
i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

This is a cross-sectional analysis.

Mathematics

How Have Relative Placements Changed From Spring to Spring?

Placement Distribution, Spring 23-24 to Spring 25-26



This is a cross-sectional analysis.

ELEMENTARY: I-Ready Mathematics



Mathematics

How Does Spring Domain-Level Performance Compare Year over Year?

Percent of Students Placing **Mid or Above Grade Level**, Spring 24-25 to Spring 25-26

	K		1		2		3		4		5	
	Prior	Current	Prior	Current	Prior	Current	Prior	Current	Prior	Current	Prior	Current
Number and Operations	62%	55%	64%	67%	50%	48%	48%	51%	63%	64%	67%	56%
Algebra and Algebraic Thinking	69%	58%	72%	73%	42%	52%	60%	54%	58%	62%	58%	42%
Measurement and Data	63%	63%	57%	62%	52%	61%	61%	58%	60%	60%	71%	61%
Geometry	77%	77%	63%	76%	50%	68%	42%	47%	44%	52%	52%	44%
Students Assessed	120	111	117	131	163	115	170	171	143	180	168	140

■ **Increased** >5% pts Year over Year
 ■ **Increased** 0-5% pts Year over Year
 ■ **Decreased** 1-5% pts Year over Year
 ■ **Decreased** >5% pts Year over Year

Core Alignment & Growth

- All domains increased more than national average statistics.
- Solid alignment found across core standards in elementary.
- Balanced growth observed in Algebraic Thinking and Geometry.

Mathematics

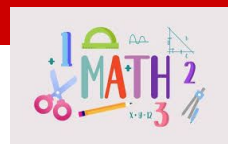
How Does Domain-Level Performance Compare to National?

Percent of Students Placing **Mid or Above Grade Level**, District Spring 25-26 compared to 22-23 National Norms

	K		1		2		3		4		5	
	Natl.	Dist.	Natl.	Dist.	Natl.	Dist.	Natl.	Dist.	Natl.	Dist.	Natl.	Dist.
Number and Operations	42%	55%	40%	67%	37%	48%	41%	51%	50%	64%	39%	56%
Algebra and Algebraic Thinking	47%	58%	50%	73%	32%	52%	42%	54%	40%	62%	28%	42%
Measurement and Data	53%	63%	41%	62%	40%	61%	43%	58%	41%	60%	44%	61%
Geometry	61%	77%	47%	76%	39%	68%	29%	47%	27%	52%	31%	44%
Students Assessed	111		131		115		171		180		140	

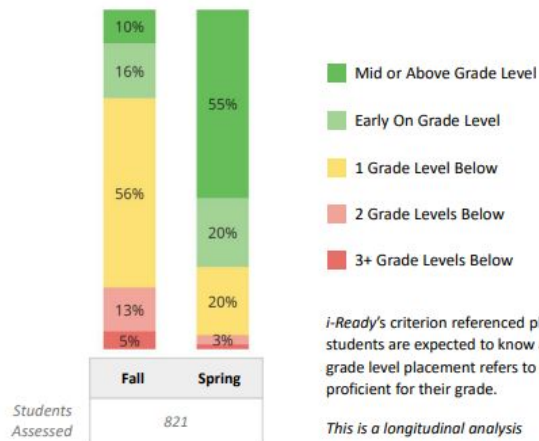
■ **Above National** >5% pts
 ■ **Above National** 0-5% pts
 ■ **Below National** 1-5% pts
 ■ **Below National** >5% pts

ELEMENTARY: I-Ready Mathematics



How Have Relative Placements Changed From Fall to Spring?

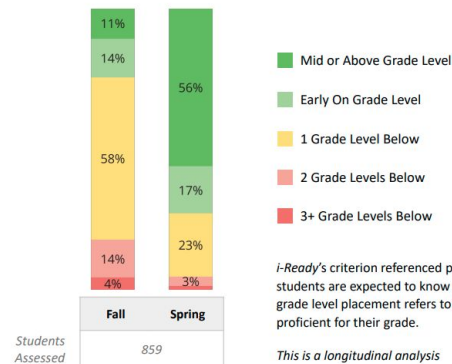
Placement Distribution, Fall 25-26 to Spring 25-26



i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

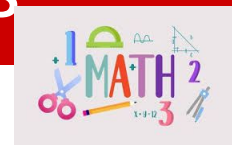
How Have Relative Placements Changed From Fall to Spring?

Placement Distribution, Fall 24-25 to Spring 24-25



i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

ELEMENTARY: I-Ready Mathematics



Mathematics

How Does Domain-Level Performance Compare to Fall?

Percent of Students Placing **Mid or Above Grade Level**, from Fall 25-26 to Spring 25-26

	K		1		2		3		4		5	
	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
Number and Operations	4%	58%	8%	68%	12%	48%	11%	52%	18%	64%	22%	57%
Algebra and Algebraic Thinking	5%	60%	14%	74%	14%	53%	16%	54%	23%	62%	21%	42%
Measurement and Data	11%	65%	9%	63%	16%	61%	24%	59%	28%	60%	37%	62%
Geometry	16%	79%	18%	78%	21%	68%	19%	48%	11%	51%	25%	45%

Students Assessed: K (104), 1 (125), 2 (111), 3 (169), 4 (173), 5 (139)

■ Increased **More** than National Fall to Spring >5% pts
■ Increased **More** than National Fall to Spring 0-5% pts
■ Increased **Less** than National Fall to Spring 1-5% pts
■ Increased **Less** than National Fall to Spring >5% pts

Percent of Students Placing **Mid or Above Grade Level**, from Fall 24-25 to Spring 24-25

	K		1		2		3		4		5	
	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
Number and Operations	3%	63%	8%	65%	9%	51%	9%	47%	22%	64%	23%	66%
Algebra and Algebraic Thinking	4%	70%	20%	72%	9%	42%	13%	60%	26%	58%	23%	58%
Measurement and Data	20%	62%	10%	57%	14%	52%	16%	61%	32%	60%	37%	71%
Geometry	28%	77%	15%	64%	15%	51%	15%	43%	14%	45%	21%	52%

Students Assessed: K (116), 1 (115), 2 (158), 3 (167), 4 (139), 5 (164)

Percent of Students Placing **Mid or Above Grade Level**, from Fall 23-24 to Spring 23-24

	K		1		2		3		4		5	
	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
Number and Operations	5%	63%	6%	54%	4%	43%	10%	52%	21%	70%	26%	65%
Algebra and Algebraic Thinking	5%	66%	16%	70%	14%	45%	16%	51%	22%	59%	23%	50%
Measurement and Data	18%	71%	12%	55%	14%	46%	28%	62%	28%	64%	34%	66%
Geometry	24%	70%	15%	57%	15%	50%	21%	36%	18%	54%	23%	56%

Students Assessed: K (111), 1 (163), 2 (168), 3 (134), 4 (160), 5 (158)

ELEMENTARY: I-Ready Math



2025-2026

Mathematics



How Did Students Across the District Grow From Fall to Spring?

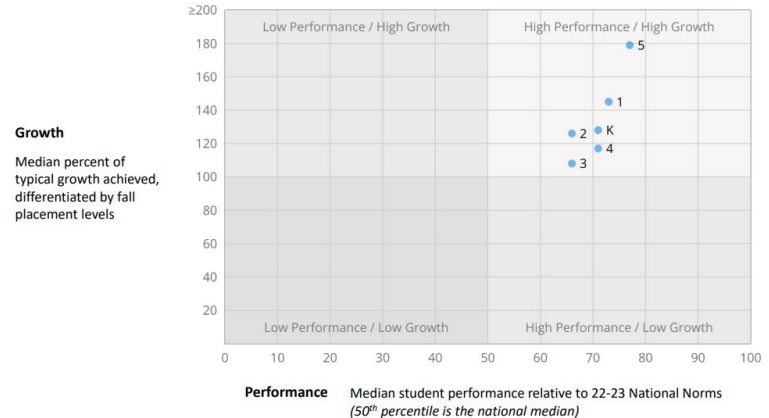
Comparison of Median Student Performance and Median Percent of Typical Growth



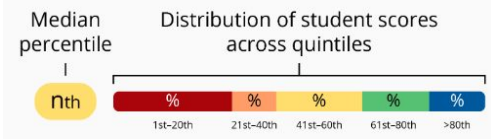
2024-2025

How Did Students Across the District Grow From Fall to Spring?

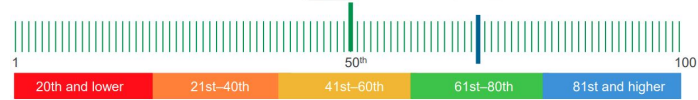
Comparison of Median Student Performance and Median Percent of Typical Growth



MIDDLE SCHOOL: NWEA/MAPS Data

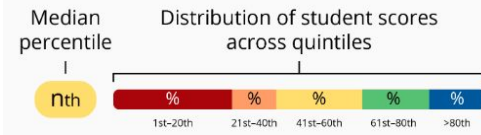


6-8 MATH Fall to Spring

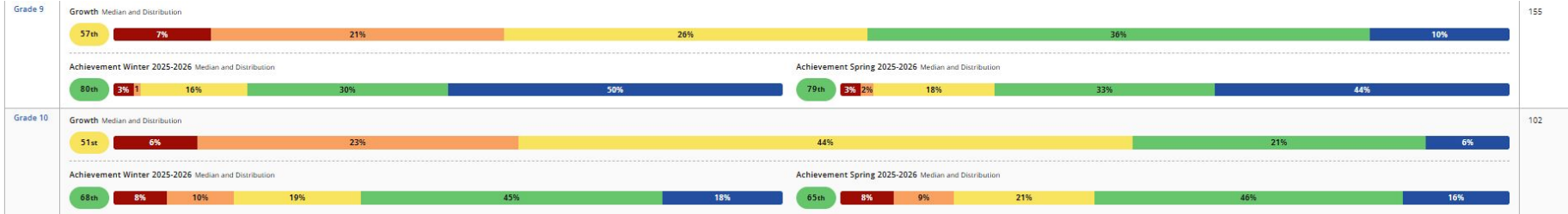
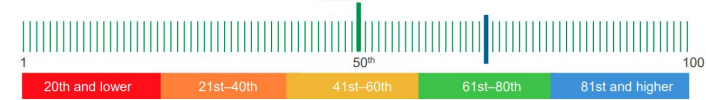
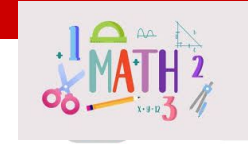


Grade	Measure	Median	1st-20th	21st-40th	41st-60th	61st-80th	>80th
Grade 6	Growth Median and Distribution	60th	12%	11%	28%	25%	24%
	Achievement Fall 2025-2026 Median and Distribution	69th	10%	17%	14%	26%	33%
	Achievement Spring 2025-2026 Median and Distribution	70th	11%	9%	14%	29%	37%
	Count						175
Grade 7	Growth Median and Distribution	67th	7%	14%	23%	25%	31%
	Achievement Fall 2025-2026 Median and Distribution	71st	11%	10%	13%	26%	40%
	Achievement Spring 2025-2026 Median and Distribution	77th	10%	7%	13%	24%	46%
	Count						182
Grade 8	Growth Median and Distribution	67th	7%	18%	17%	30%	28%
	Achievement Fall 2025-2026 Median and Distribution	71st	7%	9%	17%	33%	34%
	Achievement Spring 2025-2026 Median and Distribution	77th	7%	8%	18%	23%	44%
	Count						199

HIGH SCHOOL: NWEA/MAPS Data



9-10 MATH Winter to Spring



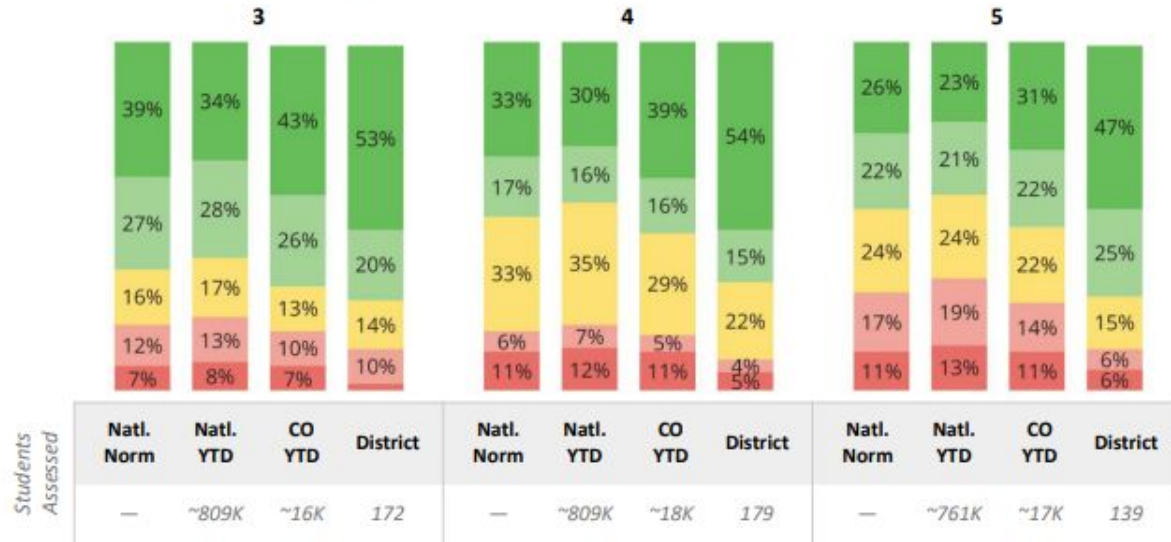
ELEMENTARY: I-Ready District Reading



Reading

How Do the District's Placements Compare to the Benchmarks?

Spring Placement Distribution for District and Benchmarks



■ Mid or Above Grade Level
 ■ Early On Grade Level
 ■ 1 Grade Level Below
 ■ 2 Grade Levels Below
 ■ 3+ Grade Levels Below

Natl. Norm: *i-Ready* National Norms Spring 22-23

Natl. YTD: National Year-to-Date Spring 25-26

CO YTD: CO Year-to-Date Spring 25-26

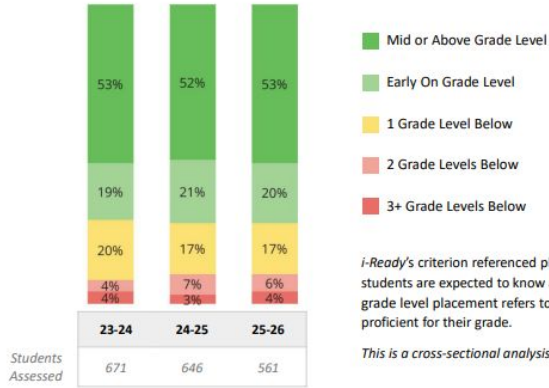
ELEMENTARY: I-Ready District Reading



Reading

How Have Relative Placements Changed From Spring to Spring?

Placement Distribution, Spring 23-24 to Spring 25-26



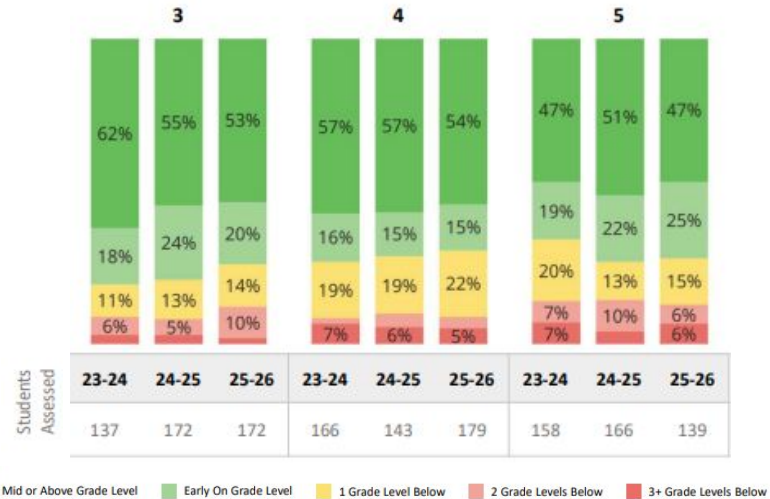
i-Ready's criterion referenced placements are an indication of what students are expected to know at each grade level. The mid or above grade level placement refers to students who may be considered proficient for their grade.

This is a cross-sectional analysis.

How Have Relative Placements Changed From Spring to Spring?

Reading

Placement Distribution, Spring 23-24 to Spring 25-26



Mid or Above Grade Level Early On Grade Level 1 Grade Level Below 2 Grade Levels Below 3+ Grade Levels Below

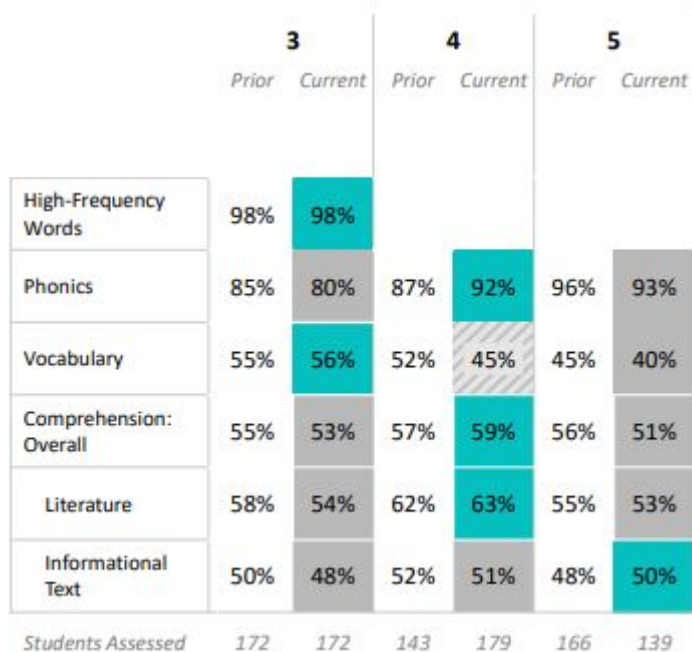
This is a cross-sectional analysis.

ELEMENTARY: I-Ready Reading



How Does Spring Domain-Level Performance Compare Year over Year?

Percent of Students Placing **Mid or Above Grade Level**, Spring 24-25 to Spring 25-26

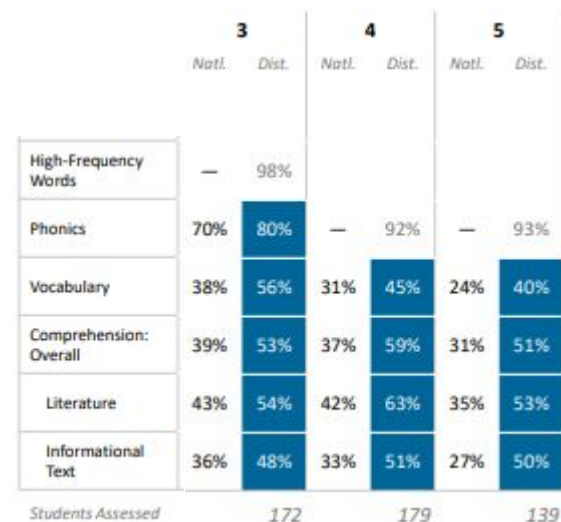


■ **Increased** >5% pts Year over Year
 ■ **Increased** 0-5% pts Year over Year
 ■ **Decreased** 1-5% pts Year over Year
 ▨ **Decreased** >5% pts Year over Year

How Does Domain-Level Performance Compare to National?

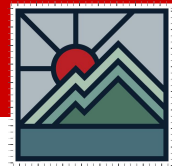
Percent of Students Placing **Mid or Above Grade Level**, District Spring 25-26 compared to 22-23 National Norms

Reading



■ **Above National** >5% pts
 ■ **Above National** 0-5% pts
 ■ **Below National** 1-5% pts
 ▨ **Below National** >5% pts
 xx% National Comparison Not Available

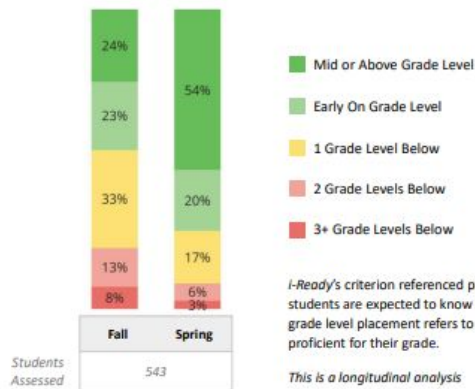
ELEMENTARY: I-Ready Reading



Reading

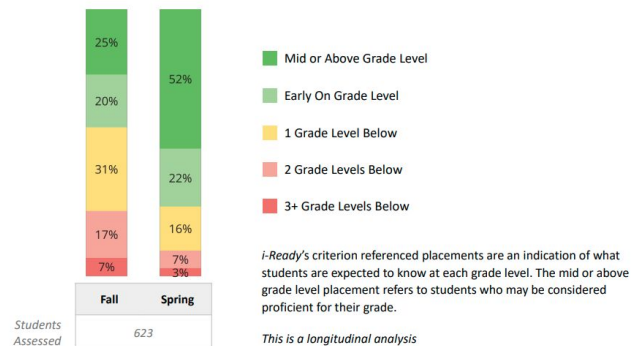
How Have Relative Placements Changed From Fall to Spring?

Placement Distribution, Fall 25-26 to Spring 25-26



How Have Relative Placements Changed From Fall to Spring?

Placement Distribution, Fall 24-25 to Spring 24-25

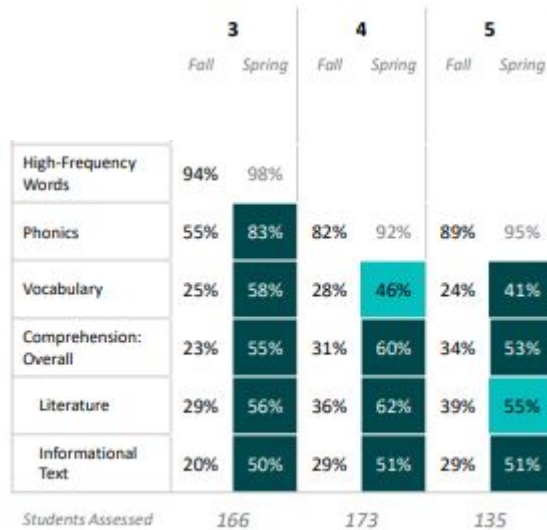


ELEMENTARY: I-Ready Reading



How Does Domain-Level Performance Compare to Fall?

Percent of Students Placing **Mid or Above Grade Level**, from Fall 25-26 to Spring 25-26

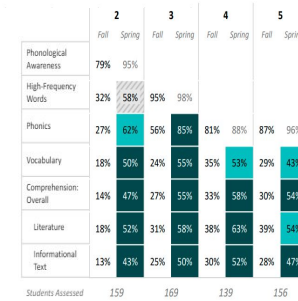


■ Increased **More** than National Fall to Spring >5% pts
 ■ Increased **More** than National Fall to Spring 0-5% pts
 ■ Increased **Less** than National Fall to Spring 1-5% pts
 ■ Increased **Less** than National Fall to Spring >5% pts
 xx% National Comparison Not Available

Reading

How Does Domain-Level Performance Compare to Fall?

Percent of Students Placing **Mid or Above Grade Level**, from Fall 24-25 to Spring 24-25



■ Increased **More** than National Fall to Spring >5% pts
 ■ Increased **More** than National Fall to Spring 0-5% pts
 ■ Increased **Less** than National Fall to Spring 1-5% pts
 ■ Increased **Less** than National Fall to Spring >5% pts
 xx% National Comparison Not Available

How Does Domain-Level Performance Compare to Fall?

Percent of Students Placing **Mid or Above Grade Level**, from Fall 23-24 to Spring 23-24



■ Increased **More** than National Fall to Spring >5% pts
 ■ Increased **More** than National Fall to Spring 0-5% pts
 ■ Increased **Less** than National Fall to Spring 1-5% pts
 ■ Increased **Less** than National Fall to Spring >5% pts
 xx% National Comparison Not Available

ELEMENTARY: I-Ready Reading

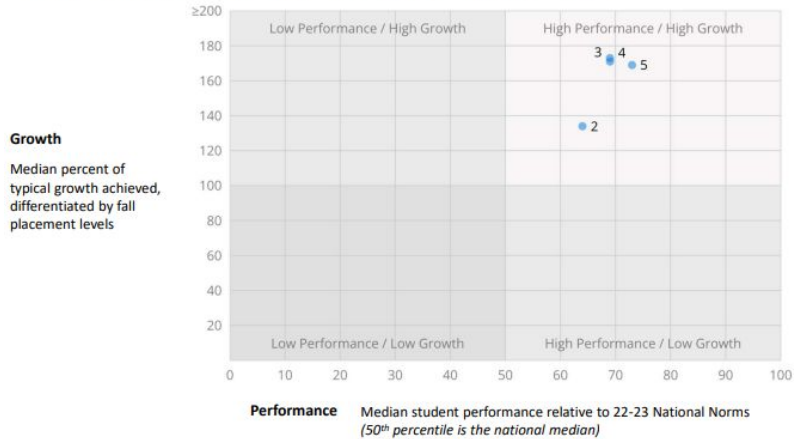


2025-2026

Reading

How Did Students Across the District Grow From Fall to Spring?

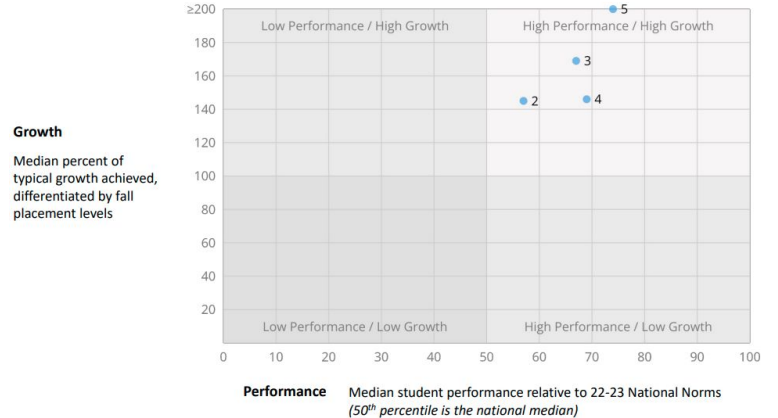
Comparison of Median Student Performance and Median Percent of Typical Growth



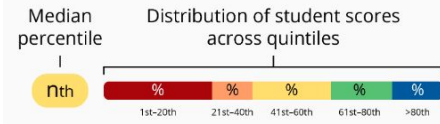
2024-2025

How Did Students Across the District Grow From Fall to Spring?

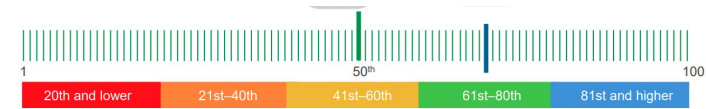
Comparison of Median Student Performance and Median Percent of Typical Growth



MIDDLE SCHOOL: NWEA/MAPS Data



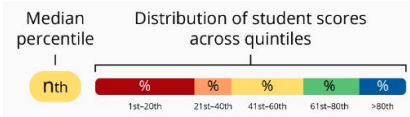
READING Fall to Spring



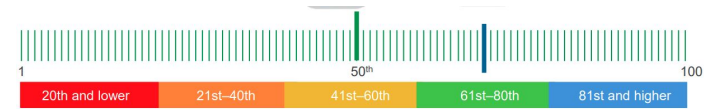
District Profile		Growth and Achievement Overview		Number of Students			
Steamboat Springs School District Reading				594			
Grade							
All Grades	Growth Median and Distribution	66th	6%	12%	22%	32%	28%
	Achievement Fall 2025-2026 Median and Distribution	73rd	11%	11%	15%	26%	37%
	Achievement Spring 2025-2026 Median and Distribution	77th	7%	8%	13%	30%	42%
Percentiles Key		● 1st - 20th	● 21st - 40th	● 41st - 60th	● 61st - 80th	● >80th	

Rossered Spring 2025-2026
Tested Fall 2025-2026 - Spring 2025-2026

MIDDLE SCHOOL: NWEA/MAPS Data

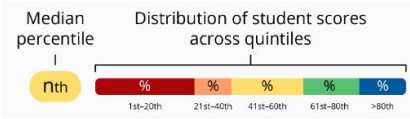


READING Fall to Spring

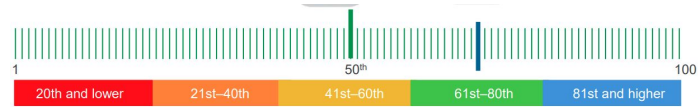


Grade	Measure	Median Percentile	1st-20th	21st-40th	41st-60th	61st-80th	>80th	Total Students
Grade 6	Growth Median and Distribution	67 th	9%	11%	19%	32%	29%	174
	Achievement Fall 2025-2026 Median and Distribution	72 nd	13%	8%	15%	30%	34%	
Grade 7	Growth Median and Distribution	69 th	3%	12%	22%	32%	31%	184
	Achievement Fall 2025-2026 Median and Distribution	74 th	11%	10%	15%	28%	36%	
Grade 8	Growth Median and Distribution	63 rd	5%	14%	26%	32%	23%	200
	Achievement Fall 2025-2026 Median and Distribution	78 th	8%	10%	12%	25%	45%	
Grade 6	Growth Median and Distribution	75 th	10%	7%	14%	28%	41%	174
	Achievement Spring 2025-2026 Median and Distribution	75 th	10%	7%	14%	28%	41%	
Grade 7	Growth Median and Distribution	79 th	8%	6%	12%	28%	46%	184
	Achievement Spring 2025-2026 Median and Distribution	79 th	8%	6%	12%	28%	46%	
Grade 8	Growth Median and Distribution	79 th	5%	9%	10%	31%	45%	200
	Achievement Spring 2025-2026 Median and Distribution	79 th	5%	9%	10%	31%	45%	

High SCHOOL: NWEA/MAPS Baseline Data



Language Usage Fall to Winter



District Profile		Growth and Achievement Overview	
Steamboat Springs School District Language Usage			
Grade			Number of Students
All Grades	<p>Growth Median and Distribution</p> <p>62nd 9% 15% 25% 30% 25%</p> <p>Achievement Fall 2025-2026 Median and Distribution</p> <p>83rd 1 4% 12% 20% 54%</p> <p>Achievement Winter 2025-2026 Median and Distribution</p> <p>81st 2% 5% 10% 30% 53%</p>		329
<p>Percentiles Key: 1st-20th (red), 21st-40th (orange), 41st-60th (yellow), 61st-80th (green), >80th (blue)</p> <p>Registered Fall 2025-2026 Tessed Fall 2025-2026 - Winter 2025-2026</p>			

Grade 9	<p>Growth Median and Distribution</p> <p>61st 8% 14% 25% 35% 18%</p> <p>Achievement Fall 2025-2026 Median and Distribution</p> <p>83rd 1 2% 15% 27% 55%</p> <p>Achievement Winter 2025-2026 Median and Distribution</p> <p>81st 1 2% 12% 32% 53%</p>		150
Grade 10	<p>Growth Median and Distribution</p> <p>64th 4% 16% 25% 25% 30%</p> <p>Achievement Fall 2025-2026 Median and Distribution</p> <p>83rd 2% 6% 9% 29% 54%</p> <p>Achievement Winter 2025-2026 Median and Distribution</p> <p>83rd 2% 7% 8% 29% 54%</p>		178

DISTRICT Next Steps



- **Release of 25-26 Benchmark and State Assessment Data in August**
 - PSAT/SAT + CMAS
 - Disaggregated Demographic Data (including special populations)
 - DIBELS, I-Ready, NWEA, PSAT/SAT, CMAS
- **Data Driven Action Plan**
 - Roll-out of site specific goals and plans
- **Curricular Resource Adoptions**
 - ELA 4-5 Curricular Implementation Year 1
 - ELA 6-8 Curricular Implementation Year 2
- **K-5 Writing Focus**
 - Continued Work with STRIVE

SSEA



Tentative Compensation & Policy Package Summary May 2026

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Policy Proposal

NP-2 Changes to Negotiated Policies

- Clarified bargaining procedures, timeline, proposal expectations, and processes related to negotiated policy updates and Memorandums of Understanding.

NP-6/39 Salary Placement

- **A maximum of ten (10) years of experience will be considered (NP-6 and NP-39)**

NP-7 Licensed Salary for Non-College Experience

- Updated to clarify how licensed staff can earn salary credit for non-college experiences, including CTE and industry-related training, while streamlining the approval process.

NP-7 Licensed Salary for Non-College Experience

- Changed approval to be granted by the Director of Teaching and Learning
- Updated the number of hours that will be counted towards upgrade in a five year period
- Updated appeals process if request is denied

NP-11 EXTRA DUTY PLAN PAY

- Updated to revise the Extra-Duty Pay Plan, including updates to coaching and sponsor compensation schedules, postseason pay, meal reimbursement procedures, mentor stipends, staffing guidelines, and recognition of prior coaching and sponsor experience.
- Added Speech and Debate and Flag Football to post-season play pay
- Updated allowances for meals to Standard Rate for Colorado per the U.S. General Services Administration

NP-10 Compensation for Extra Days of Work

- Increased compensation for licensed staff performing curriculum and instruction work outside of contract hours from \$40 to \$50 per hour.

NP-32 Reduction in Licensed Work Force

- Updated reduction in licensed work force language to align with current district practices and Colorado law; SB 191

NP-X Displacement Policy

- Established and clarified district procedures related to teacher displacement priority hiring pools, mutual consent placement, limited-term assignments and involuntary unpaid leave processes in alignment with Colorado Law.

NP-Y Teacher Work Days

- Establish a new policy to protect planning time for certified staff.

NP-Y Teacher Work

- The adopted school calendar shall include a minimum of two (2) full work days, free from meetings or directed activities, for staff prior to the first student contact day in August; at the District's discretion, these days may be structured as four (4) half days to allow for professional development flexibility. Additionally, the calendar shall include one (1) work day free from meetings or directed activities immediately following the return from winter break and one (1) work day free from meetings or directed activities following the last student contact day of the school year.

After student contact days begin, all reasonable efforts shall be made on all full-day professional development (PD) and professional learning community (PLC) days to provide licensed staff no less than ninety (90) minutes of protected, uninterrupted plan time during the workday, free from meetings, trainings, or other directed activities.

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Compensation Proposal

NP:37 Classified Staff Compensation

- New hire placement increases to 10 years maximum
- Returning staff receive a 2.6% wage increase
- Minimum and Maximums on schedule remain the same

NP-5 Licensed Staff Compensation

- Max placement of new staff for all lanes increases to Step 10
- Step and Lane movement for all licensed staff
 - Step = 2.4%
- Schedule range remains \$55,000-\$125,346
- \$3,500 Stipend for Special Services SpEd Program Teacher (Autism)

NP-5 SSP Salary Schedule

- Max placement of new staff for all lanes increases to Step 10
- Step and Lane movement for all SSPs
 - Step = 2.4%
- Schedule range remains
\$57,000-\$129,134

NP-13/42: Fringe Benefits Insurance

- District contribution to Employee medical premium increase to \$1,210 per month
- Employee increase will not begin until January.

Insurance

	2026 - Current			2027 Possible Range for Renewal					District Contribution Impact	Employee Impact at 14.4%	Employee Impact at 20.0%
	Total Rate	Employee Contribution	Employer Contribution	Possible Rate at 14.4% increase	Possible Rate at 20% increase	Employee Contribution at 14.4%	Employee Contribution at 20%	New District Contribution			
PPO	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
EE Only	\$1,074.26	\$49.26	\$1,025.00	\$1,228.95	\$1,289.11	\$18.95	\$79.11	\$1,210.00	\$185.00	(\$30.31)	\$29.85
EE + Spouse/Partner	\$1,880.71	\$855.71	\$1,025.00	\$2,151.53	\$2,256.85	\$941.53	\$1,046.85	\$1,210.00	\$185.00	\$85.82	\$191.14
EE + Child(ren)	\$1,666.27	\$641.27	\$1,025.00	\$1,906.21	\$1,999.52	\$696.21	\$789.52	\$1,210.00	\$185.00	\$54.94	\$148.25
Family	\$2,400.53	\$1,375.53	\$1,025.00	\$2,746.21	\$2,880.64	\$1,536.21	\$1,670.64	\$1,210.00	\$185.00	\$160.68	\$295.11
EE + EE	\$2,148.53	\$98.53	\$2,050.00	\$2,457.92	\$2,578.24	\$37.92	\$158.24	\$2,420.00	\$370.00	(\$60.61)	\$59.71
EE + EE + Family	\$2,400.53	\$100.53	\$2,300.00	\$2,746.21	\$2,880.64	\$326.21	\$460.64	\$2,420.00	\$120.00	\$225.68	\$360.11
HDHP											
EE Only	\$1,045.11	\$20.11	\$1,025.00	\$1,195.61	\$1,254.13	\$0.00	\$44.13	\$1,210.00	\$185.00	(\$20.11)	\$24.02
EE + Spouse/Partner	\$1,822.82	\$797.82	\$1,025.00	\$2,085.31	\$2,187.38	\$875.31	\$977.38	\$1,210.00	\$185.00	\$77.49	\$179.56
EE + Child(ren)	\$1,627.68	\$602.68	\$1,025.00	\$1,862.07	\$1,953.22	\$652.07	\$743.22	\$1,210.00	\$185.00	\$49.39	\$140.54
Family	\$2,350.00	\$1,325.00	\$1,025.00	\$2,688.40	\$2,820.00	\$1,478.40	\$1,610.00	\$1,210.00	\$185.00	\$153.40	\$285.00
EE + EE	\$2,090.22	\$40.22	\$2,050.00	\$2,391.21	\$2,508.26	\$0.00	\$88.26	\$2,420.00	\$370.00	(\$40.22)	\$48.04
EE + EE + Family	\$2,350.00	\$50.00	\$2,300.00	\$2,688.40	\$2,820.00	\$268.40	\$400.00	\$2,420.00	\$120.00	\$218.40	\$350.00

Vote

- Voting will open on Monday, June 1st, at 8 am and close on Tuesday, June 2nd, at 1:00 pm.
- Google Form will be sent from Katie Jacobs.

The tentative
agreement still
requires approval
from the school
board.

Board Meeting:
Monday, June 8 at
4:30 PM

STEAMBOAT SPRINGS SCHOOL DISTRICT 2026-2027 BUDGET



**Where all students will become global thinkers, engaged community members,
and self-aware learners through academically rigorous, community-based,
career-connected learning.**

**June 8, 2026
Proposed Fiscal Year 2027 Budget**

Steamboat Springs SCHOOL DISTRICT

PRINCIPAL OFFICIALS

Board of Education

Kevin Callahan.....President
Lara Craig Vice President
Leah Helme..... Secretary
Jane Toothaker Treasurer
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District Administration

Dr. Celine Wicks..... Superintendent
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Stephanie Juneau..... Director of Finance and Operations
Katie JacobsDirector of Human Resources
Kristen Atwood.....Director of Exceptional Student Services
Tim Miles.....Director of Technology
Laura Milius.....Director of Communications
Max Huppert.....Director of Nutritional Services
Pascal Ginesta.....Facilities Manager
Casey Ungs.....Transportation Manager



STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2

Phone: 970-871-3199
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Stephanie Juneau
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Director of Finance and Operations

325 7th Street
Steamboat Springs, CO 80487

Dear Board of Education

Please find the FY26-27 proposed budget for the Steamboat Springs School District. The information presented is the culmination of a year-long effort working with the District's Administrative Team to identify district-wide priorities and staffing needs, hearing from the District Accountability Committee regarding recommended spending priorities, and following information regarding the State of Colorado's financial status and projections.

Senate Bill 26-23 passed on the last day of the 2026 legislative session, increasing base per pupil funding by the 2025 inflation rate of 2.4% to \$8,900.40. The new funding formula created under House Bill 1448 moves to 30% implementation in 2026-27, with funded pupil count now calculated by determining the greater of the school district's pupil enrollment for the applicable budget year or the average of the district's pupil enrollment for the applicable budget year and the immediately preceding two budget years.

Despite the negative impact to funding during a period of declining student enrollment, the District's priorities in creating this budget were to maintain small class sizes and maintain student programming. To accomplish these priorities, the proposed budget reduces staffing without increasing class sizes, and matches shrinking state grants with a reduction in related positions and expenses. The FY26-27 proposed budget includes a \$2,714,145 use of accumulated fund balance to cover the deficit between expenses and declining revenues. The use of fund balance cannot be an ongoing revenue source.

The Steamboat Springs School District is committed to remaining true to its mission and vision in order to achieve the goals outlined in the Strategic Plan.

Respectfully,

Stephanie Juneau

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STEAMBOAT SPRINGS SCHOOL DISTRICT

2026-2027 Budget



Where all students will become global thinkers, engaged community members, and self-aware learners through academically rigorous, community-based, career-connected learning.

EXECUTIVE SUMMARY

June 8, 2026

Proposed Fiscal Year 2027 Budget

General Fund

Revenue

Budgeted General Fund revenue is expected to decrease by \$677,906 from the FY26 Budgeted amount of \$48,941,921.

	FY26 Budget	FY27 Budget	Variance	Comment
Property taxes	\$17,849,839	17,884,148	34,309	CPI on 2019 MLO
Specific ownership taxes	\$1,850,000	1,850,000	0	No change
State revenue	\$22,081,983	21,845,880	(236,103)	Grant reductions
Federal revenue	\$1,500,536	1,040,390	(460,146)	Grant reductions
County revenue	\$4,761	4,761	0	No change
Interest income	\$600,000	400,000	(200,000)	Declining interest rates
Other revenue	\$5,820,801	5,238,836	(581,965)	½ sales tax decrease
Transfers to other Funds	(\$766,000)	0	766,000	No transfers
	\$48,941,921	48,264,015	(677,906)	1.4% decrease

Total Program State Funding Formula

The largest revenue source for SSSD is the State finance formula, which is based primarily on Funded Pupil Count (FPC) and Per Pupil Funding (PPF). The FY27 proposed budget estimates FPC at 2,389.3 and utilizes the Public School Finance Formula's PPF for SSSD of \$12,610.98. The finance formula was funded using a 2025 inflation rate of 2.4%, provides for a 30% phase-in of the new funding formula approved under HB24-1448, and reduces the funded pupil count averaging from four years to three. The net effect of these changes is demonstrated in the chart below, comparing FY27 PPF and FPC to FY26.

	FY26	FY27	Variance	Comment
State Per Pupil Funding	\$11,983.64	\$12,610.98	627.34	5.23% increase
Funded Pupil Count	2,487.0	2,389.3	(97.7)	Declining enrollment
Total Program	\$29,803,302	\$30,131,835	\$328,533	1.1% increase

Assessed Value, Local Property Taxes, and Specific Ownership Taxes

- The District passed a cost of living mill levy in November 2001 which generates \$773,000 in revenue per year.
- The District passed a mill levy override in November 2006. The override started at \$600,000 and increased by \$25,000 each year until it topped out at \$800,000 in 2015.
- The District passed a \$1,200,000 mill levy in November 2019 for staff wage and benefits that grows every year by CPI, and is budgeted to be \$1,533,974 in FY27.
- The District passed a \$2,800,000 mill levy in November 2019 for operations, that was levied for the first time in FY22.
- Specific ownership tax is tax collected from the licensing of vehicles in Routt County. The tax is expected to be \$1,850,000 in FY27.

Other State Revenues excluding State Equalization

Other State revenues include Vocational Education, Special Education (ECEA), English Language Proficiency (ELPA), Gifted Education (GE), Universal Preschool (UPK), READ Act, Transportation, and other competitive grants. The \$90,000 School Core Counselor Grant will not be awarded in FY27. The District has been awarded a renewal of the School Health Professional Grant in the amount of \$420,592 each year for the next three years, as well as one year of sustained funding from the Comprehensive Early Literacy Grant in the amount of \$71,089 and \$53,040 in professional development funding from the Early Literacy Grant for FY27. Most recurring state revenue amounts for FY27 are still unknown, including ECEA, ELPA, GE, UPK and READ.

The total impact to the Steamboat Springs School District is a \$236,103 reduction of state revenue in FY27 as compared to FY26.

County and Local Revenues

Local revenues include income from the half-cent sales tax, district sports revenue, local grants, and other miscellaneous sources. FY27 local revenue is budgeted to decrease by \$581,965 compared to FY26 due to a \$1,124,038 reduction in funding from the Education Fund Board being offset by a budgeted increase in preschool tuition as well as local grants and private donations.

Federal Revenues

Federal revenues include funding for Individuals with Disabilities (IDEA), Every Student Succeeds Act (ESSA including Title I, Title II and Title III), and Carl D. Perkins Career and Technical Education funding. Information regarding federal funding for the coming fiscal year is still very preliminary, and is currently budgeted to decrease by \$460,146 year over year. The largest decrease is in the Secure Rural Schools program funding, which is expected to return to a normal level in FY27. Additionally, Title I funding is decreasing by more than 50%, from \$168,723 in FY26 to \$80,798 in FY27.

Transfers

Transfers are a movement of money from one fund to another. No transfers are budgeted at this time.

NRCCS Allocation

The North Routt Charter School Allocation of \$932,400 in FY27 is based on per pupil funding as well as an allocation of the mill levy override revenue on a per pupil basis. Rather than a transfer, this allocation is reflected in the budget as a reduction of revenue in the State revenue category. The allocation to the NRCCS is a reduction of \$262,629 year over year because of an expected decline in student enrollment at the school.

Expenditures

General Fund expenditures are budgeted to decrease by \$1,179,151 from the FY26 budgeted amount of \$52,157,311. The majority of the reduction is due to the \$1,585,181 C.O.P payoff in FY26 that is not repeated in FY27.

	FY26 Budget	FY27 Budget	Variance	Comment
Salaries	\$29,714,524	29,623,886	(90,638)	Fewer positions offset by wage increases
Benefits	\$11,695,774	12,499,984	804,210	Increased medical insurance contribution
Purchased Services	\$5,311,147	5,583,821	272,674	Contracts replacing FTE per grant
Supplies	\$3,850,685	3,270,469	(580,216)	Reduced grant expenses
C.O.P.	\$1,585,181	0	(1,585,181)	Paid off debt in FY26
	\$52,157,311	\$50,978,160	(1,179,151)	2.3% decrease

Salaries and Benefits

Payroll expenses are based on the tentative agreement between the District and the Steamboat Springs Education Association, and are included herein as 82.6% of general fund expenses in FY27. Offsetting the negotiated wage increases are the following reductions in personnel related to projected student enrollment:

- 3.75 fewer Special Education Paraprofessional throughout the District
- 5 fewer preschool staff
 - 1 at SCE, 2 at SPE, and 2 at SGS
- 5 fewer teachers
 - 1 at SCE, 2 at SPE, and 2 at SGS

Additionally, the budget includes the following reductions in personnel related to state grants that were reduced in FY27:

- 0.5 Social Workers
- 3 Literacy Coaches

Below reflects minor expansions of FTE based on programming needs:

- 0.05 Gifted Teacher
- 0.50 Career Technical Education (CTE) Teacher at the High School
- 0.17 CTE Coordinator at the High School

Finally, the return of FTE that were downsized due to a previous inability to fill:

- 0.50 Multilingual Teacher at SGS
- 0.62 Mechanic in the Transportation Department

The tentative compensation agreement includes a step increase of 2.4% and horizontal movement for those that qualify on the licensed and special services provider schedules, and a 2.6% hourly wage increase for each returning classified employee. Included in budgeted benefits is the required 21.4% employer contribution to P.E.R.A., along with a \$2,220 per year increase to the District paid medical premium, increasing the District's contribution for each full-time employee's health benefits to \$15,189 per year.

Purchased Services and Supplies

Purchased services in FY27 are budgeted to increase by \$272,674 to match state and local funding of behavioral health supports via contracted services rather than FTE.

Supplies are budgeted to decrease by \$580,216 due to a reduction in available grants supporting these expenses in FY27.

Fund Balance

The proposed FY27 budget has General Fund expenditures exceeding revenues by \$2,714,145, causing General Fund balance to reduce to \$9,857,227 at FYE27, equivalent to 19.3% of budgeted expenditures. This is a decrease from the forecasted 24.5% fund balance to expenditures at June 30, 2026, and down from a 30.7% fund balance to expenditures at June 30, 2025.

Food Service Fund

The Food Service Fund is used to account for all activity of the food service program. SSSD will once again opt-into the Colorado Healthy School Meals for All program, and continue offering only the Federal National School Lunch program to students again next year. The FY27 food service fund is budgeted to staff 8 employees plus the Director. Applying proposed wage and benefit increases generates an additional \$77,900 in expenses for FY27.

The FY27 revenues from student meals are budgeted at \$0, with \$28,000 in sales budgeted from meals sold to staff. Revenues from federal reimbursements are expected to remain constant, and revenues from state reimbursements via the Health School Meals for All program are expected to remain constant as well. New revenue in FY27 includes two state grants funded via the Colorado Healthy School Meals for All program. Expenditures to support food and milk purchases are budgeted to increase by \$50,000 next year. The net effect is that expenditures are budgeted to exceed revenues by \$169,298 in FY27, supported by a use of fund balance. Budgeted ending fund balance at June 30, 2027 is \$301,122, which is 22% of expenditures.

Bond Redemption Fund

The Bond Redemption Fund provides revenues based on a property tax mill set by the school board to satisfy the district's bonded indebtedness on an annual basis. The district has a tax levy for indebtedness; therefore, this fund is required by Colorado Revised Statute 22-45-103(b).

The Bond Redemption Fund is budgeted with a beginning fund balance of \$6,800,000 for FY27 in order to meet the December 2026 debt service payment. Total expenditures for FY27 are \$8,139,600 for the repayment of principal and interest on outstanding current bonds. FY27 local property taxes are budgeted to be \$7,850,000, and are based on an estimated mill levy of 3.485 mills on an estimated property valuation of \$2,073,423,610. The actual mill levy will be presented to the Board of Education for consideration according to state statute later in the year.

Capital Reserve Fund

The Capital Reserve Fund may be used to account for the acquisition of land, construction of new facilities, alterations and improvements to existing structures, and the acquisition of school buses and/or other equipment. Because General Fund expenditures are already budgeted to exceed revenues by over \$2.7MM in FY27, no transfer to the Capital Reserve Fund is recommended this year. The FY27 Capital Reserve Fund is budgeted with a beginning and ending fund balance of \$428.

Capital Projects Fund

The Capital Projects Fund is used to account for the capital construction, new instructional technology, existing technology upgrades, and maintenance needs. The proceeds to this fund are the result of the successful November 2017 election, which generates property taxes from 1.146 mills annually, and therefore the fund is required by Colorado Revised Statute 22-54-108.7.

An Assessed Valuation of \$2,073,423,610 is expected to generate property tax revenue of \$2,380,000 in FY27. This fund addresses current needs and sets aside money for future projects. \$1,193,260 of the Capital Projects Fund expenditures in FY27 are being allocated to

- Steamboat Springs High School bathroom renovations
- Strawberry Park Elementary School library renovation
- Entry flooring replacement at four school campuses
- Repaint and carpet lower conference room at the District Office

An estimated \$66,624 will be transferred to the NRCCS to support their ongoing capital maintenance needs. Additionally, grant revenues of \$364,845 are budgeted to cover the remaining cost of acquiring an electric vehicle. Revenues exceeding expenditures in the amount of \$1,165,116 will be added to fund balance so to accumulate sufficient balance to handle major future projects. The Capital Projects Fund is budgeted to have an ending fund balance of \$4,988,200 for capital needs beyond FY27.

Health Benefits Fund

The Health Benefits Fund accounts for self-insurance funding of employee health and dental insurance. This plan is administered by a third-party administrator and has a “stop loss” of \$150,000. The Health Benefits Fund is budgeted with a beginning fund balance for FY27 of \$0. This fund is budgeted to collect \$7,150,000 in revenue and expend \$7,150,000 in claims and fees, leaving \$0 in Ending Fund Balance at June 30, 2027.

Student Activity Fund

The Student Activity Fund accounts for assets held for students participating in organized clubs. The Fund is expected to have a beginning fund balance for 2026-27 of \$471,490, and is budgeted with funds available and appropriations of \$1,971,490.

STEAMBOAT SPRINGS SCHOOL DISTRICT 2026-2027 BUDGET



**Where all students will become global thinkers, engaged community members,
and self-aware learners through academically rigorous, community-based,
career-connected learning.**

FINANCIAL SECTION **June 8, 2026** **Proposed Fiscal Year 2027 Budget**

**STEAMBOAT SPRINGS SCHOOL DISTRICT
SUMMARY ALL FUNDS
PROPOSED FISCAL YEAR 2027 BUDGET**

	General Fund (10)	Food Service Fund (21)	Bond Fund (31)	Capital Reserve Fund (43)	Capital Projects Fund (46)	Health Fund (64)	Student Activity Fund (23)	All funds 2026-2027 Proposed Budget	All funds 2025-2026 Final Budget
Revenue:									
Property taxes	\$17,884,148		\$7,850,000		\$2,380,000			\$28,114,148	\$27,451,863
Specific ownership taxes	\$1,850,000							\$1,850,000	\$1,850,000
State	\$21,845,880	\$790,955						\$22,636,835	\$24,584,969
Federal	\$1,040,390	\$350,000						\$1,390,390	\$1,850,536
County	\$4,761							\$4,761	\$4,761
Interest income	\$400,000	\$15,000	\$150,000		\$50,000			\$615,000	\$869,905
Other local revenue	\$5,238,836	\$28,000			\$364,845	\$7,150,000	\$1,500,000	\$14,281,681	\$20,003,801
Transfer in (out)								\$0	\$0
Total Revenue	\$48,264,015	\$1,183,955	\$8,000,000	\$0	\$2,794,845	\$7,150,000	\$1,500,000	\$68,892,815	\$76,615,835
Expenditures:									
Salaries	\$29,623,886	\$503,908						\$30,127,794	\$30,177,443
Benefits	\$12,499,984	\$237,445						\$12,737,429	\$11,902,708
Purchased services	\$5,583,821	\$500	\$1,450		\$5,000	\$7,150,000		\$12,740,771	\$13,984,622
Supplies and equipment	\$3,270,469	\$611,400					\$1,500,000	\$5,381,869	\$5,955,685
Debt service			\$8,138,150					\$8,138,150	\$9,729,906
Capital outlay					\$1,624,729			\$1,624,729	\$8,803,979
Total Expenditures	\$50,978,160	\$1,353,253	\$8,139,600	\$0	\$1,629,729	\$7,150,000	\$1,500,000	\$70,750,742	\$80,554,343
Net Income (Loss)	(\$2,714,145)	(\$169,298)	(\$139,600)	\$0	\$1,165,116	\$0	\$0	(\$1,857,927)	(\$3,938,507)
Beginning Fund Balance	\$12,571,372	\$470,420	\$6,800,000	\$428	\$3,823,083	\$0	\$471,490	\$24,136,793	\$27,131,429
Ending Fund Balance	\$9,857,227	\$301,122	\$6,660,400	\$428	\$4,988,199	\$0	\$471,490	\$22,278,866	\$23,192,922
Appropriation	\$60,835,387	\$1,654,375	\$14,800,000	\$428	\$6,617,928	\$7,150,000	\$1,971,490	\$93,029,608	\$103,747,264
Estimated Mill Levy	8.578		3.485		1.146			13.209	13.209
Est. Assessed Valuation	2,073,423,610		2,073,423,610		2,073,423,610				

STEAMBOAT SPRINGS SCHOOL DISTRICT

GENERAL FUND SUMMARY OF REVENUE AND EXPENDITURES

	FY24-25 <u>Actual</u>	FY25-26 <u>Final Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	FY27 Budget vs FY26 Final Budget	Percent Variance
Beginning Fund Balance	\$13,449,733	\$14,689,327	\$14,689,327	\$12,571,372	(\$2,117,955)	-14.4%
Revenue:						
Property taxes	\$17,889,972	\$17,849,839	\$17,849,839	\$17,884,148	\$34,309	0.2%
Specific ownership taxes	\$1,858,178	\$1,850,000	\$1,850,000	\$1,850,000	\$0	0.0%
State revenue	\$21,902,600	\$22,081,983	\$22,081,983	\$21,845,880	(\$236,103)	-1.1%
Federal revenue	\$1,009,353	\$1,500,536	\$1,500,536	\$1,040,390	(\$460,146)	-30.7%
County revenue	\$5,899	\$4,761	\$4,761	\$4,761	\$0	0.0%
Interest income	\$656,689	\$600,000	\$600,000	\$400,000	(\$200,000)	-33.3%
Other revenue	\$5,687,893	\$5,820,801	\$5,820,801	\$5,238,836	(\$581,965)	-10.0%
Transfer (out)	\$0	(\$766,000)	(\$516,000)	\$0	\$766,000	N/A
Total Revenue	\$49,010,584	\$48,941,921	\$49,191,921	\$48,264,015	(\$677,906)	-1.4%
Funds Available	\$62,460,317	\$63,631,248	\$63,881,248	\$60,835,387	(\$2,795,861)	-4.4%
K-12 Funded Student Count	2,540	2,487	2,487	2,389.3	(97.6)	-3.9%
Revenue per Student	\$19,296	\$19,680	\$19,780	\$20,200	\$520	2.6%
Expenditures:						
Salaries	\$28,655,870	\$29,714,524	\$29,540,047	\$29,623,886	(\$90,638)	-0.3%
Benefits	\$10,989,030	\$11,695,774	\$11,629,949	\$12,499,984	\$804,210	6.9%
Purchased Services	\$4,474,597	\$5,311,147	\$4,855,435	\$5,583,821	\$272,674	5.1%
Supplies	\$3,447,955	\$3,850,685	\$3,714,653	\$3,270,469	(\$580,216)	-15.1%
C.O.P.	\$203,538	\$1,585,181	\$1,569,792	\$0	(\$1,585,181)	-100.0%
Total expenditures	\$47,770,990	\$52,157,311	\$51,309,876	\$50,978,160	(\$1,179,151)	-2.3%
K-12 Funded Student Count	\$2,540	2,487	2,487	2,389.3	(97.6)	-3.9%
Expense per Student	\$18,807	\$20,973	\$20,632	\$21,336	\$363	1.7%
Surplus/(Deficit)	\$1,239,594	(\$3,215,390)	(\$2,117,955)	(\$2,714,145)	\$501,245	-15.6%
Appropriated Reserve	\$14,689,327	\$11,473,937	\$12,571,372	\$9,857,227	(\$1,616,710)	-14.1%
Appropriation		\$63,631,248		\$60,835,387		
Mill Levy	10.329	8.578	8.578	8.578	0.000	0.0%
Assessed Valuation	\$1,728,505,790	\$2,073,423,610	\$2,073,423,610	\$2,073,423,610	\$0	0.0%
Fund Balance % of Exp.	30.7%	22.0%	24.5%	19.3%		

STEAMBOAT SPRINGS SCHOOL DISTRICT

FOOD SERVICE FUND

	2024-25 <u>Actual</u>	FY25-26 <u>Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	<u>FY27 Budget vs FY26 Budget</u>	<u>Percent Variance</u>
Beginning Net Assets	\$568,045	\$618,434	\$618,434	\$470,420	(\$148,014)	-23.9%
Revenue:						
Interest	\$24,488	\$16,000	\$19,000	\$15,000	(\$1,000)	-6.3%
Food sales	\$28,208	\$28,000	\$28,000	\$28,000	\$0	0.0%
Federal reimbursement	\$293,002	\$250,000	\$250,000	\$250,000	\$0	0.0%
USDA donated commodities	\$75,764	\$100,000	\$100,000	\$100,000	\$0	0.0%
State reimbursement	\$770,041	\$709,986	\$709,986	\$709,986	\$0	0.0%
State grants	\$0	\$0	\$0	\$80,969	\$80,969	#DIV/0!
Total Revenue	\$1,191,503	\$1,103,986	\$1,106,986	\$1,183,955	\$79,969	7.2%
Funds Available	\$1,759,548	\$1,722,420	\$1,725,420	\$1,654,375	(\$68,045)	-4.0%
Expenditures:						
Salaries	\$398,730	\$462,919	\$450,000	\$503,908	\$40,988	8.9%
Benefits	\$183,470	\$206,934	\$200,000	\$237,445	\$30,512	14.7%
Purchased services	\$4,438	\$500	\$0	\$500	\$0	0.0%
Food and milk	\$494,456	\$520,000	\$520,000	\$570,000	\$50,000	9.6%
Supplies	\$33,289	\$40,000	\$40,000	\$41,400	\$1,400	3.5%
Equipment	\$26,731	\$45,000	\$45,000	\$0	(\$45,000)	-100.0%
Total Expenditures	\$1,141,114	\$1,275,353	\$1,255,000	\$1,353,253	\$77,900	6.1%
Surplus/(Deficit)	\$50,389	(\$171,368)	(\$148,014)	(\$169,298)	\$2,069	N/A
Appropriated Reserve	\$618,434	\$447,066	\$470,420	\$301,122	(\$145,945)	-32.6%
Appropriation		\$1,722,420		\$1,654,375	(\$68,045)	-4.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

BOND REDEMPTION FUND

	2024-25 <u>Actual</u>	FY25-26 <u>Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	FY27 Budget vs FY26 Budget	Percent Variance
Beginning Fund Balance	\$7,646,640	\$7,518,700	\$7,518,700	\$6,800,000	(\$718,700)	-9.6%
Revenue:						
Property taxes	\$8,877,924	\$7,225,881	\$7,225,881	\$7,850,000	\$624,119	8.6%
Interest	\$243,611	\$200,144	\$200,144	\$150,000	(\$50,144)	-25.1%
Total Revenue	\$9,121,535	\$7,426,025	\$7,426,025	\$8,000,000	\$573,975	7.7%
Funds Available	\$16,768,175	\$14,944,725	\$14,944,725	\$14,800,000	(\$144,725)	-1.0%
Expenditures:						
Principal	\$4,925,000	\$4,015,000	\$4,015,000	\$4,185,000	\$170,000	4.2%
Interest	\$4,323,025	\$4,128,275	\$4,128,275	\$3,953,150	(\$175,125)	-4.2%
Paying agent fees	\$1,450	\$1,450	\$1,450	\$1,450	\$0	N/A
Total Expenditures	\$9,249,475	\$8,144,725	\$8,144,725	\$8,139,600	(\$5,125)	-0.1%
Surplus/(Deficit)	(\$127,940)	(\$718,700)	(\$718,700)	(\$139,600)	\$579,100	-80.6%
Appropriated Reserve	\$7,518,700	\$6,800,000	\$6,800,000	\$6,660,400	(\$139,600)	-2.1%
Appropriation		\$14,944,725		\$14,800,000	(\$144,725)	-1.0%
Mill Levy	5.119	3.485	3.485	3.485	0.000	0.0%
Assessed Valuation	1,728,505,790	2,073,423,610	2,073,423,610	2,073,423,610	0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

CAPITAL RESERVE FUND

	2024-25 <u>Actual</u>	FY25-26 <u>Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	FY27 Budget vs FY26 Budget	Percent Variance
Beginning Fund Balance	\$525,097	\$38,992	\$38,992	\$428	(\$38,564)	-98.9%
Revenue:						
Transfers in	\$0	\$16,000	\$16,000	\$0	(\$16,000)	-100.0%
Other income	\$15,366	\$500	\$500	\$0	(\$500)	-100.0%
Total Revenue	\$15,366	\$16,500	\$16,500	\$0	(\$16,500)	-100.0%
Funds Available	\$540,463	\$55,492	\$55,492	\$428	(\$55,064)	-99.2%
Expenditures:						
Vehicles	\$487,616	\$0	\$0	\$0	\$0	#DIV/0!
Facility projects	\$0	\$0	\$0	\$0	\$0	#DIV/0!
Equipment	\$13,855	\$55,064	\$55,064	\$0	(\$55,064)	-100.0%
Total Expenditures	\$501,471	\$55,064	\$55,064	\$0	(\$55,064)	-100.0%
Surplus/(Deficit)	(\$486,105)	(\$38,564)	(\$38,564)	\$0	\$38,564	N/A
Appropriated Reserve	\$38,992	\$428	\$428	\$428	\$0	0.0%
Appropriation		\$55,492		\$428	(\$55,064)	N/A

STEAMBOAT SPRINGS SCHOOL DISTRICT

CAPITAL PROJECTS FUND

Revenue generated from the November 2017 election. Proceeds will be spent on capital construction,
new instructional technology, existing technology upgrades, and deferred maintenance needs

	2024-25 <u>Actual</u>	FY25-26 <u>Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	FY27 Budget vs FY26 Budget	Percent Variance
Beginning Fund Balance	\$1,843,290	\$3,529,772	\$3,529,772	\$3,823,083	\$293,311	8.3%
Revenue:						
Property Tax	\$1,985,247	\$2,376,143	\$2,376,143	\$2,380,000	\$3,857	0.2%
Other income	\$824,594	\$1,843,000	\$1,237,929	\$414,845	(\$1,428,155)	-77.5%
Total Revenue	\$2,809,841	\$4,219,143	\$3,614,072	\$2,794,845	(\$1,424,298)	-33.8%
Funds Available	\$4,653,131	\$7,748,915	\$7,143,844	\$6,617,928	(\$1,130,987)	-14.6%
Expenditures:						
Treasurer Fees	\$4,964	\$5,000	\$5,000	\$5,000	\$0	0.0%
Facility projects	\$1,049,826	\$1,643,915	\$1,574,641	\$1,259,884	(\$384,031)	-23.4%
Vehicles	\$68,569	\$2,100,000	\$1,741,120	\$364,845	(\$1,735,155)	-82.6%
Total Expenditures	\$1,123,359	\$3,748,915	\$3,320,761	\$1,629,729	(\$2,119,186)	-56.5%
Surplus/(Deficit)	\$1,686,482	\$470,228	\$293,311	\$1,165,116	\$694,888	147.8%
Appropriated Reserve	\$3,529,772	\$4,000,000	\$3,823,083	\$4,988,199	\$988,199	24.7%
Appropriation		\$7,748,915		\$6,617,928	(\$1,130,987)	-14.6%
Mill Levy	1.146	1.146	1.146	1.146	0.000	0.0%
Assessed Valuation	1,716,839,876	2,073,423,610	2,073,423,610	2,073,423,610	0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

HEALTH FUND

	2024-25 <u>Actual</u>	FY25-26 <u>Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	FY27 Budget vs FY26 Budget	Percent Variance
Beginning Net Assets	\$970,296	\$264,714	\$264,714	\$0	(\$264,714)	-100.0%
Revenue:						
Contributions	\$5,540,877	\$6,020,000	\$6,020,000	\$6,500,000	\$480,000	8.0%
Stop loss reimbursements	\$1,843,428	\$1,500,000	\$1,500,000	\$500,000	(\$1,000,000)	-66.7%
Other	\$368,371	\$138,261	\$163,261	\$150,000	\$11,739	8.5%
Transfer from General Fund	\$0	\$500,000	\$500,000	\$0	(\$500,000)	-100.0%
Total Revenue	\$7,752,676	\$8,158,261	\$8,183,261	\$7,150,000	(\$1,008,261)	-12.4%
Funds Available	\$8,722,972	\$8,422,975	\$8,447,975	\$7,150,000	(\$1,272,975)	-15.1%
Expenditures:						
Medical & Rx Paid	\$7,390,363	\$7,212,975	\$7,237,975	\$5,745,000	(\$1,467,975)	-20.4%
Fees	\$1,067,895	\$1,210,000	\$1,210,000	\$1,405,000	\$195,000	16.1%
Total Expenditures	\$8,458,258	\$8,422,975	\$8,447,975	\$7,150,000	(\$1,272,975)	-15.1%
Surplus/(Deficit)	(\$705,582)	(\$264,714)	(\$264,714)	\$0	\$264,714	N/A
Appropriated Reserve	\$264,714	\$0	\$0	\$0	\$0	#DIV/0!
Appropriation		\$8,422,975		\$7,150,000	(\$1,272,975)	-15.1%

STEAMBOAT SPRINGS SCHOOL DISTRICT

STUDENT ACTIVITY FUND

	2024-25 <u>Actual</u>	FY25-26 <u>Budget</u>	FY25-26 <u>Forecast</u>	FY26-27 <u>Proposed Budget</u>	FY27 Budget vs <u>FY26 Budget</u>	Percent <u>Variance</u>
Beginning Net Assets	\$660,897	\$471,490	\$471,490	\$471,490	\$0	0.0%
Revenue:						
Student programs	\$799,580	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Total Revenue	\$799,580	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Funds Available	\$1,460,477	\$1,971,490	\$1,971,490	\$1,971,490	\$0	0.0%
Expenditures:						
Student programs	\$988,987	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Total Expenditures	\$988,987	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Appropriated Reserve	\$471,490	\$471,490	\$471,490	\$471,490	\$0	0.0%
Appropriation		\$1,971,490		\$1,971,490	\$0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT 2026-2027 BUDGET



**Where all students will become global thinkers, engaged community members,
and self-aware learners through academically rigorous, community-based,
career-connected learning.**

Staffing FTEs by School/Department June 8, 2026 Proposed Fiscal Year 2027 Budget

June FY27 Budget FTEs													Maintenance	Tech	Bus Drivers	Nurse &	Building	Total	Student	
	PreK-12	Teachers	Specials	Staff	Counselors	Teachers	Paras	EB	Gifted Ed	Intervention	Office Staff	Admin	Custodian	Support	& Nutrition	Health Tech	Sub	Staffing	by	
	Enrollment	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Soda Creek	340.00	17.00	6.00		2.50	4.00	7.00	2.00	0.50	3.00	2.00	2.00	2.00				1.00	49.00	6.94	
Strawberry Park	293.00	15.00	6.00		2.50	4.00	4.00	2.00	0.50	3.00	2.00	2.00	2.00				1.00	44.00	6.66	
SSMS	431.00	18.00	10.00		2.50	6.00	9.00	2.00	1.30	2.00	2.50	2.00	2.00				1.00	58.30	7.39	
SGS	325.00	17.00	5.60		2.50	5.00	4.50	2.00	0.75	3.00	2.00	2.00	2.00				1.00	47.35	6.86	
SSHS	841.00	25.62	18.09		5.00	7.84	6.00	2.00	1.00	0.00	6.00	4.00	2.00				2.00	79.55	10.57	
YVHS	27.00	2.00			1.00	1.00						1.00						5.00	5.40	
Preschool	65.00			10.00		1.00	3.00					1.00						15.00	4.33	
Support Services			9.50		1.00			3.00			7.00	11.00				10.00		41.50		
Technology												2.00		9.00				11.00		
Maintenance												1.00	6.50					7.50		
Transportation							0.88					1.00	2.00		8.59			12.47		
Food Service												1.00			8.00			9.00		
Total	2,322.00	94.62	55.19	10.00	17.00	28.84	34.38	13.00	4.05	11.00	21.50	30.00	18.50	9.00	16.59	10.00	6.00	379.67	6.12	
Final FY26 Budget FTEs																				
	PreK-12	Teachers	Specials	Staff	Counselors	Teachers	Paras	EB	Gifted Ed	Intervention	Office Staff	Admin	Maintenance	Tech	Bus Drivers	Nurse &	Building	Total	Student	
	Enrollment	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	Custodian	Support	& Nutrition	Health Tech	Sub	Staffing	by	
Soda Creek	331.00	18.00	6.00		2.50	4.00	8.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	52.00	6.37	
Strawberry Park	314.00	17.00	6.00		2.00	4.00	7.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	49.50	6.34	
SSMS	458.00	18.00	10.00		2.50	6.00	7.20	2.00	1.50	2.00	2.50	2.00	2.00				1.00	56.70	8.08	
SGS	317.00	18.00	6.60		2.50	5.00	6.00	1.50	0.50	4.00	2.00	2.00	2.00				1.00	51.10	6.20	
SSHS	853.00	25.12	16.92		6.00	8.00	6.00	2.00	1.00	1.00	6.00	4.00	3.00				2.00	81.04	10.53	
YVHS	26.00	2.00			1.00	1.00						1.00						5.00	5.20	
Preschool	63.00			15.00		1.00	3.00					1.00						20.00	3.15	
Support Services			8.50		1.00			3.00			7.00	11.00				10.00		40.50		
Technology												1.00		10.00				11.00		
Maintenance												1.00	6.50					7.50		
Transportation							1.25					1.00	1.00		9.00			12.25		
Food Service												1.00			7.50			8.50		
Total	2,362.00	98.12	54.02	15.00	17.50	29.00	38.45	12.50	4.00	15.00	21.50	29.00	18.50	10.00	16.50	10.00	6.00	395.09	5.98	
FY27 Staffing v FY26 Staffing																				
	PreK-12	Teachers	Specials	Staff	Counselors	Teachers	Paras	EB	Gifted Ed	Intervention	Office Staff	Admin	Maintenance	Tech	Bus Drivers	Nurse &	Building	Total	Student	
	Enrollment	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	Custodian	Support	& Nutrition	Health Tech	Sub	Staffing	by	
Soda Creek	9.00	-1.00	0.00	0.00	0.00	0.00	-1.00	0.00	0.00	-1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3.00	0.57	
Strawberry Park	-21.00	-2.00	0.00	0.00	0.50	0.00	-3.00	0.00	0.00	-1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-5.50	0.32	
SSMS	-27.00	0.00	0.00	0.00	0.00	0.00	1.80	0.00	-0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.60	-0.68	
SGS	8.00	-1.00	-1.00	0.00	0.00	0.00	-1.50	0.50	0.25	-1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3.75	0.66	
SSHS	-12.00	0.50	1.17	0.00	-1.00	-0.16	0.00	0.00	0.00	-1.00	0.00	0.00	-1.00	0.00	0.00	0.00	0.00	-1.49	0.05	
YVHS	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.20	
Preschool	2.00	0.00	0.00	-5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-5.00	1.18	
Support Services		0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	
Technology		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-1.00	0.00	-1.00	0.00	0.00	0.00	0.00	0.00	
Maintenance		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Transportation		0.00	0.00	0.00	0.00	0.00	-0.38	0.00	0.00	0.00	0.00	0.00	1.00	0.00	-0.41	0.00	0.00	0.22	0.00	
Food Service		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00	0.50	0.00	
Total	-40.00	(3.50)	1.17	(5.00)	(0.50)	(0.16)	(4.08)	0.50	0.05	(4.00)	0.00	1.00	0.00	(1.00)	0.09	0.00	0.00	(15.42)	0.14	

STEAMBOAT SPRINGS SCHOOL DISTRICT 2026-2027 BUDGET



**Where all students will become global thinkers, engaged community members,
and self-aware learners through academically rigorous, community-based,
career-connected learning.**

Salary Schedules June 8, 2026 Proposed Fiscal Year 2027 Budget

Steamboat Springs School District

Classified Staff Wage Schedule

Fiscal Year 2026-2027

	Min	Max
Accountant	30.85	47.82
Assistant to Superintendent	36.22	56.14
Bus Driver	29.23	45.31
Bus Lead Mechanic	34.09	52.84
Bus Mechanic	29.92	46.38
Campus Supervisor	26.32	40.80
Career and College Coordinator	29.40	45.57
Credit Recovery Coordinator	29.40	45.57
Custodian	25.50	39.53
Custodian - Lead	27.85	43.17
Daily Building Substitute	26.11	40.47
ESS & Medicaid Student Data Specialist	42.33	65.61
Groundskeeper	28.32	43.90
HR Generalist	32.09	49.74
Maintenance	30.07	46.61
Lead Maintenance Technician	34.09	52.84
Network Support Specialist	33.68	52.20
Nutritional Services Sous Chef	26.20	40.61
Nutritional Services Asst to Director	27.20	42.16
Office Manager	29.98	46.47
Paraprofessional	26.11	40.47
Payroll Manager	32.09	49.74
Pre-school Instructor	29.28	45.38
Registrar - High School	29.40	45.57
Registrar - Middle School	28.77	44.59
Secretary	27.21	42.18
Senior Network Support Engineer	42.33	65.61
Student Data Tech Specialist	42.33	65.61
Registered Behavioral Tech	27.34	42.38
Family Liaison/Translator	30.41	47.14

Comment: Returning staff receive a 2.6% wage increase

New hire placement is 1.4% per year up to 10 years maximum

Steamboat Springs School District

Licensed Salary Schedule - 185 Days

Fiscal Year 2026-2027

Semester Hrs	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+40	MA+60	EDD
0	55,000	56,005	57,012	58,018	59,024	60,031	62,044	64,056	66,068
1	56,320	57,349	58,380	59,410	60,441	61,472	63,533	65,593	67,654
2	57,672	58,725	59,781	60,836	61,891	62,947	65,058	67,168	69,277
3	59,056	60,135	61,216	62,296	63,377	64,458	66,619	68,780	70,940
4	60,473	61,578	62,685	63,791	64,898	66,005	68,218	70,430	72,643
5	61,924	63,056	64,190	65,322	66,455	67,589	69,855	72,121	74,386
6	63,411	64,569	65,730	66,890	68,050	69,211	71,532	73,852	76,171
7	64,933	66,119	67,308	68,496	69,683	70,872	73,249	75,624	77,999
8	66,491	67,706	68,923	70,139	71,356	72,573	75,007	77,439	79,871
9	68,087	69,331	70,577	71,823	73,068	74,315	76,807	79,297	81,788
10	69,721	70,995	72,271	73,547	74,822	76,098	78,650	81,201	83,751
11	71,394	72,699	74,006	75,312	76,618	77,925	80,538	83,149	85,761
12	73,108	74,443	75,782	77,119	78,456	79,795	82,471	85,145	87,819
13	74,862	76,230	77,601	78,970	80,339	81,710	84,450	87,189	89,927
14	76,659	78,060	79,463	80,865	82,267	83,671	86,477	89,281	92,085
15	78,499	79,933	81,370	82,806	84,242	85,679	88,552	91,424	94,295
16			83,323	84,793	86,264	87,735	90,677	93,618	96,558
17			85,323	86,828	88,334	89,841	92,854	95,865	98,876
18			87,371	88,912	90,454	91,997	95,082	98,166	101,249
19			89,468	91,046	92,625	94,205	97,364	100,522	103,679
20			91,615	93,231	94,848	96,466	99,701	102,934	106,167
21						98,781	102,094	105,404	108,715
22						101,152	104,544	107,934	111,324
23						103,580	107,053	110,525	113,996
24						106,066	109,622	113,177	116,732
25						108,611	112,253	115,893	119,534
26						111,218	114,947	118,675	122,402
27						113,887	117,706	121,523	125,340

Comment: Steps and Lanes negotiated for FY27
 Maximum placement of new staff for all lanes is Step 10
 Special Services SpEd Program Teacher Stipend \$3,500 (annually)

Steamboat Springs School District

Speech Language Pathologist, Occupational Therapist, School Psych SSP Schedule - 185 Days

Fiscal Year 2026-2027

Semester Hrs	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+40	MA+60	EDD
0	57,000	58,005	59,012	60,018	61,024	62,031	64,044	66,056	68,068
1	58,368	59,397	60,428	61,458	62,489	63,520	65,581	67,641	69,702
2	59,769	60,823	61,879	62,933	63,988	65,044	67,155	69,265	71,374
3	61,203	62,282	63,364	64,444	65,524	66,605	68,767	70,927	73,087
4	62,672	63,777	64,884	65,990	67,097	68,204	70,417	72,629	74,842
5	64,176	65,308	66,442	67,574	68,707	69,841	72,107	74,372	76,638
6	65,717	66,875	68,036	69,196	70,356	71,517	73,838	76,157	78,477
7	67,294	68,480	69,669	70,857	72,044	73,233	75,610	77,985	80,361
8	68,909	70,124	71,341	72,557	73,773	74,991	77,424	79,857	82,289
9	70,563	71,807	73,053	74,299	75,544	76,791	79,283	81,773	84,264
10	72,256	73,530	74,807	76,082	77,357	78,634	81,185	83,736	86,286
11	73,990	75,295	76,602	77,908	79,214	80,521	83,134	85,746	88,357
12	75,766	77,102	78,440	79,778	81,115	82,453	85,129	87,803	90,478
13	77,584	78,952	80,323	81,692	83,062	84,432	87,172	89,911	92,649
14	79,446	80,847	82,251	83,653	85,055	86,459	89,264	92,069	94,873
15	81,353	82,788	84,225	85,661	87,096	88,534	91,407	94,278	97,150
16			86,246	87,716	89,187	90,658	93,600	96,541	99,481
17			88,316	89,822	91,327	92,834	95,847	98,858	101,869
18			90,436	91,977	93,519	95,062	98,147	101,231	104,314
19			92,606	94,185	95,763	97,344	100,503	103,660	106,817
20			94,829	96,445	98,062	99,680	102,915	106,148	109,381
21						102,072	105,385	108,695	112,006
22						104,522	107,914	111,304	114,694
23						107,031	110,504	113,975	117,447
24						109,599	113,156	116,711	120,266
25						112,230	115,872	119,512	123,152
26						114,923	118,653	122,380	126,108
27						117,681	121,500	125,317	129,134

Comment: Step and Lanes negotiated for FY27
 Maximum placement of new staff for all lanes is Step 10

Steamboat Springs School District

Extra Duty Payment Schedule - per NP11

Fiscal Year 2026-2027

Yrs Exp	Level 1	Level 2	Level 3	level 3A	Level 4	Level 5	Level 6
1	5,208	3,880	2,506	2,098	1,970	1,313	919
2-3	5,625	4,190	2,707	2,266	2,128	1,419	993
4-5	6,075	4,526	2,923	2,448	2,298	1,532	1,072
6-7	6,561	4,888	3,157	2,643	2,482	1,655	1,158
8-9	7,086	5,279	3,410	2,855	2,680	1,787	1,251
10-11	7,653	5,701	3,682	3,083	2,895	1,930	1,351
12-13	8,265	6,157	3,977	3,330	3,126	2,084	1,459
14-15	8,926	6,650	4,295	3,596	3,377	2,251	1,576
16-17	9,641	7,181	4,639	3,884	3,647	2,431	1,702
18-19	10,412	7,756	5,010	4,195	3,938	2,626	1,838
20+	11,245	8,376	5,410	4,530	4,253	2,836	1,985

Comment: Each step down = 8%

Years of Experience granted for FY27. Maximum placement of new staff is 10 years

Steamboat Springs School District

Nurse Salary Schedule - 185 Days

Fiscal Year 2026-2027

STEP	Salary
0	60,600
1	63,024
2	65,545
3	68,167
4	70,894
5	73,730
6	76,679
7	79,746
8	82,936
9	86,253
10	89,703

Comment: Each step = 4%
Year of Experience granted for FY27
Maximum placement of new staff is Step 5

Steamboat Springs School District

Administration Salary Schedule

Fiscal Year 2026-2027

Days	Position	Min	Max
215	High School Principal	139,912	195,877
215	Middle School Principal	134,885	188,840
210	PK-8 Principal	131,749	184,449
210	Elementary Principal	122,636	171,690
210	High School Asst Principal	112,498	157,497
210	Middle School Asst Principal	107,516	150,522
210	PK-8 Assistant Principal	107,515	150,521
210	Elementary Asst Principal	103,048	144,267
205	YVHS Principal	100,594	140,831

Comment: Returning staff receive a 2.4% raise in FY27
Maximum of 5 years of experience considered for new hire placement

Steamboat Springs School District

Professional Salary Schedule

Fiscal Year 2026-2027

Days	Position	Min	Max
233	Director of Finance and Operations	146,178	204,649
233	Director of Teaching and Learning	146,178	204,649
233	Director of Human Resources	136,067	190,494
233	Technology Director	136,067	190,494
233	Director of Exceptional Students	131,303	183,824
233	Transportation Manager	111,475	156,065
233	Facilities Manager	111,475	156,065
233	Special Education Coordinator	103,048	144,267
233	Director of Communications	95,686	133,960
233	Accounting Supervisor	78,660	110,124
233	Technology Manager	91,124	127,574
220	Behavioral Health and Restorative Practices Manager	107,954	151,136
200	Food Service Director	95,686	133,960
200	Preschool Director	92,252	129,152
200	School Improvement Coordinator	98,140	137,396
200	Competitive Grants & Strategic Partnership Manager	78,218	109,506
185	BCBA	62,800	87,920

Comment: Returning staff receive a 2.4% raise in FY27
 Maximum of 5 years of experience considered for new hire placement

STEAMBOAT SPRINGS SCHOOL DISTRICT 2026-2027 BUDGET



**Where all students will become global thinkers, engaged community members,
and self-aware learners through academically rigorous, community-based,
career-connected learning.**

**2026-27 School Calendar
June 8, 2026
Proposed Fiscal Year 2027 Budget**

Steamboat Springs School District 2026-27 School Year Calendar

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

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

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

Student days = 10

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

Student days = 20 (30)

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

Student days = 19 (49)

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

Student days = 16 (65)

ET= 1st Trimester Elementary = 54

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

Student days = 14 (79)

E= End of First Semester - December 18

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

Student days = 18 (97)

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

Student days = 14 (111)

ET = 2nd Trimester Elementary = 57

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

Student days = 20 (131)

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

Student days = 17 (148)

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

Student days = 19(167)

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

Student days = 2 (169)

June 2 - Last day of school

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

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

Last Day of School = June 2

Staff Work Days (No Students): 4

Parent/Teacher Conference Days: 2

BOY Professional Development Days: 3 (1.5 Building & 1.5 District)

Student Release Days:

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

Government Holidays:

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

Initiative #195 and Its Potential Impact on Steamboat Springs RE-2 School District

Great Education Colorado



How Initiative 195 – the Graduated Income Tax Ballot Measure – Works

- Replaces Colorado's flat income tax (4.4%) with a graduated system
- Lowers taxes for Colorado Taxable Income under \$500,000
- Increases taxes only on the top 2–3% of earners
- Generates dedicated new revenue for public investments (at least \$2 billion per year statewide)



Ballot Language Summary

Shall state taxes be increased \$2.7 billion annually... to improve funding for:

- K-12 public education
- Health care
- Early childhood education

...by replacing the flat income tax with a graduated income tax system and allowing the state to retain and spend the additional revenue?



Impact by Income Level (Statewide)

The 2025 federal tax breaks mean that **people making \$550,000** got average cuts of **\$18,000**. For filers making **\$31,000** the cut was about **\$70**.

Initiative 195 Change in Income Taxes Owed by Income Category

Income Categories	Current Average Income Tax Owed	Proposed Average Income Tax Owed	Proposed Change in Average Income Tax Owed if Passed + or -
\$25,000 or less	\$59	\$50	-\$9
\$25,001 - \$50,000	\$751	\$632	-\$119
\$50,001 - \$100,000	\$1,877	\$1,666	-\$210
\$100,001 - \$200,000	\$4,126	\$3,828	-\$298
\$200,001 - \$500,000	\$9,344	\$9,019	-\$325
\$500,001 - \$1,000,000	\$19,288	\$18,963	-\$325
\$1,000,001 - \$2,000,000	\$29,432	\$34,196	+\$4,764
\$2,000,001 - \$5,000,000	\$41,196	\$55,110	+\$13,914

Income categories use adjusted gross income reported to the federal Internal Revenue Service.



Why This Matters for Colorado Public Ed

- Colorado schools face multi-billion-dollar funding gaps and budget pressures
- Districts continue to absorb impacts from staffing shortages, inflation, rising health care and programs costs.
- Education's share of the state General Fund has been shrinking



■ K-12 (41.2%) ■ Other (58.8%)



■ K-12 (28%) ■ Other (72%)

Initiative #195 provides a sustainable, voter-approved revenue stream to help close these gaps.



We estimate that Initiative 195 (the graduated income tax ballot measure, led by the Protect Colorado's Future coalition) would deliver at least **\$700 Million*** in added funding to public education starting July 1, 2027.

* For purposes of modeling, projected new revenue is based on a conservative assumption that 35% of new revenue is allocated to the K-12 School Finance Act (SFA). These are additional dollars above and beyond the SFA. The dollars represent the District's percentage of the statewide student population.

**What it would mean for
Steamboat Springs RE-2 School District**



We estimate that Initiative 195 (the graduated income tax ballot measure, led by the Protect Colorado's Future coalition) would deliver at least **\$2,060,000*** in added funding to Steamboat Springs RE-2 School District in the first year.

* This estimate of projected added revenue is based on a conservative assumption that 35% of new revenue is allocated to the K-12 School Finance Act. Pending passage of the 2026-27 School Finance Act, the calculation is based on the average per pupil increase, multiplied by the 2025-26 student count.



Steamboat Springs RE-2 Financial Snapshot

Projected Additional Revenue Starting July 1, 2027	\$2,060,000
Current % of budget funded through State vs Local (in Total Program Funding)	State: 63% Local: 37%
Total state funding shortfall (measured through Budget Stabilization Factor)	-\$29,912,684 <i>(Cumulative loss over 2009 - 2024)</i>



Community Economic Context Routt County

Median income in Routt County \$104,803

% of Tax Filers Below \$500K: 98.6%

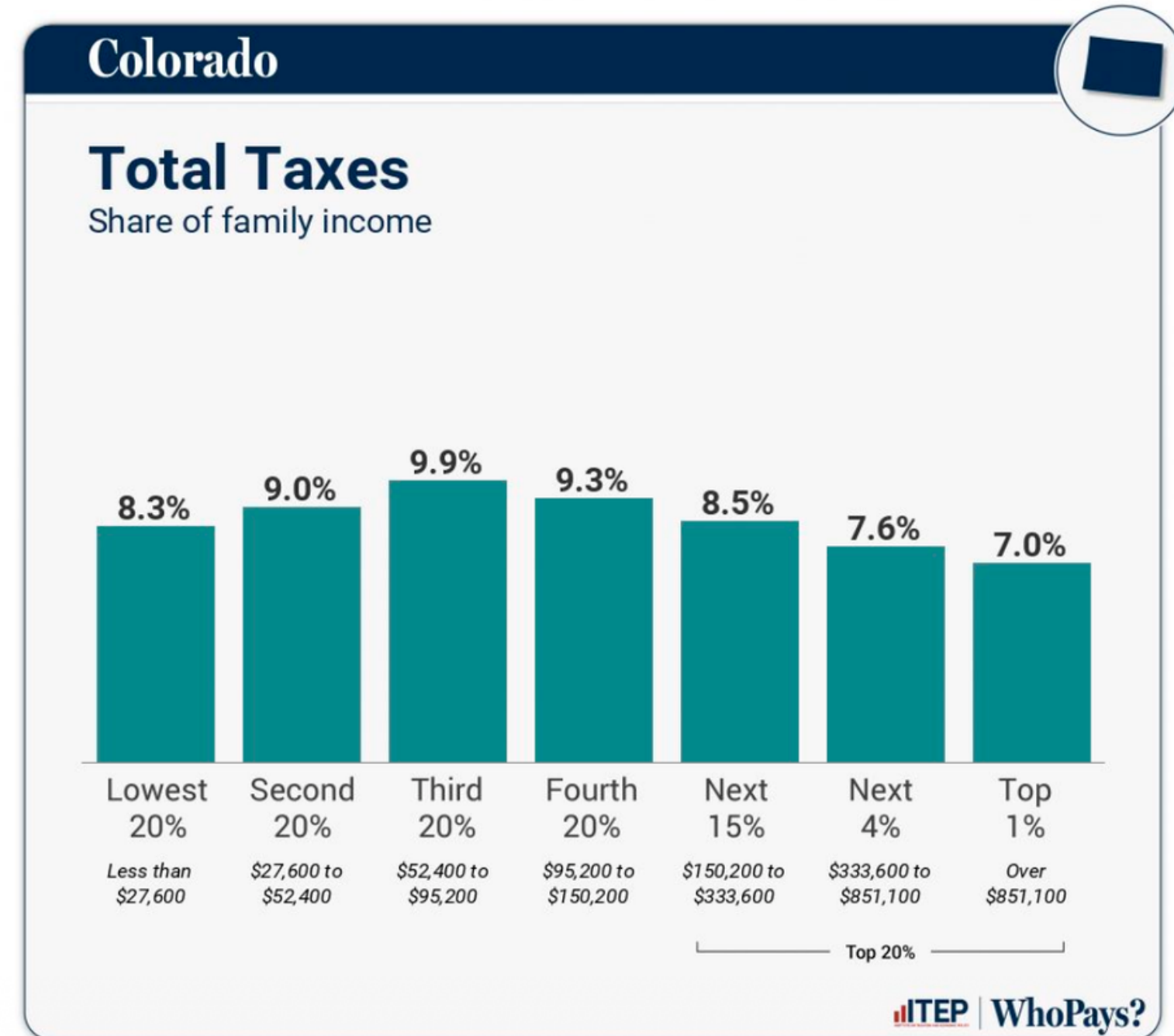
Approximately 98.6% of taxpayers earn under \$500,000 in Routt County and would receive a tax cut under Initiative #195.

Based on the most recent data published by the Colorado Department of Revenue. Routt is part of the Western Slope Region, which includes: Archuleta, Delta, Dolores, Eagle, Garfield, Grand, Gunnison, Hinsdale, Jackson, La Plata, Mesa, Moffat, Montezuma, Montrose, Ouray, Pitkin, Rio Blanco, Routt, San Juan, San Miguel, and Summit counties.

Frequently Asked Questions

Why change Colorado's tax system?

Colorado's current tax system is upside-down: families with lower and middle incomes pay a higher share of what they earn in taxes than the wealthiest Coloradans. By moving to a graduated income tax, Initiative 195 would make the system fairer while generating sustainable funding for public education and essential services.



How is this different than the last times we tried this?

Persistence matters: Re-engaging signals continued need; stopping sends the opposite message.

Stronger infrastructure: Existing petition systems and experience make this effort more efficient.

Improved voter support: Polling starts higher (55% yes / 38% no), about 10 points above last effort.

Proven grassroots impact: Community ambassadors helped maintain support through past elections.

New communication advantage: Data visuals (charts) and tested messaging resonate more strongly with voters.

How do we overcome the "SHALL TAXES BE RAISED BY . . ." language required by TABOR that starts the ballot question?

- **Lead with clarity:** Use a clear, simple chart to explain the impact.
- **Provide local context:** Share district-specific fact sheets.
- **Build understanding:** Equip stakeholders with strong, consistent Q&A messaging.

How do we know that K-12 will get its fair share and where will it go?

Dedicated funding areas: Revenue is directed to three key priorities, including K–12.

Grow the pie first: Increasing total funding is essential before allocating shares.

Active advocacy required: Securing K–12's share depends on continued engagement.

Strong public support: K–12 education polls well with voters.

Local voice matters: Districts and communities can advocate for how funds are used.

Whole-child impact: Investments in early childhood and health care also benefit students.

Does 195 conflict with SB26-135 (Prop NN)?

- Not at all
 - **SB26-135 (Prop NN)** would raise Colorado's revenue cap and allow the state to invest the revenue it already collects in K–12 public education, without raising taxes
 - **Initiative 195** would remove the part of the constitution that requires all income to be taxed at the same rate, generating new dollars to the Colorado budget

This November, voters have the chance to build a Colorado where today's elementary students will graduate from fully funded high schools.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2026-06-02**

A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
to Endorse Initiative 195

WHEREAS, public education is the bedrock of our democracy, fundamental to individual opportunity, the foundation of thriving communities, and essential to Colorado’s long-term economic prosperity; and

WHEREAS, Initiative 195 is projected to provide meaningful new annual funding to Steamboat Springs RE-2 School District, estimated at approximately \$2,060,000, supporting local priorities such as student and staff safety and security, staffing, class size, and student services; and

WHEREAS, sustained and adequate investment in Colorado’s public schools is critical to maintaining the state’s economic competitiveness and has been shown to yield strong returns, including higher graduation rates, increased lifetime earnings, and reduced long-term public costs; and

WHEREAS, Colorado educators and support staff make invaluable contributions to students and communities despite one of the largest teacher wage gaps in the nation, and research demonstrates that improved compensation is directly linked to better student outcomes; and

WHEREAS, Colorado’s school funding has not kept pace with modern educational demands, with inflation-adjusted per-pupil funding near 1989 levels, significant cumulative reductions through the Budget Stabilization Factor, and increasing cost pressures related to staffing, health care, technology, and student needs; and

WHEREAS, Colorado school districts face additional challenges, including higher student-to-teacher ratios and increased needs among at-risk students, English language learners, and students with disabilities, requiring greater resources to ensure equitable outcomes; and

WHEREAS, school districts face increasing expectations and costs to ensure safe and secure learning environments, including investments in facility security, mental health supports, emergency preparedness, and coordination with local law enforcement, all of which are essential to student well-being and the ability to learn; and

WHEREAS, recent adequacy studies by the American Institutes for Research (AIR) and Augenblick, Palaich and Associates (APA) found that Colorado’s school funding is inequitable and insufficient, estimating a need for approximately \$3.5 billion in additional funding and recommending increased base funding, expanded support for at-risk students, and adjustments for regional cost differences; and

WHEREAS, Initiative 195 would create a sustainable, voter-approved revenue stream by establishing a graduated income tax system that is projected to reduce taxes for approximately 98.6% of tax filers in Routt while asking the highest-income earners to contribute more; and

WHEREAS, Initiative 195 is projected to generate at least \$2 billion annually in new revenue, including significant new funding for K–12 public education, as well as investments in health care and early childhood education that support the whole-child needs of students; and

WHEREAS, these investments would support improved teacher compensation, smaller class sizes, expanded student support services, and more equitable educational opportunities for all Colorado students;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of Steamboat Springs RE-2 School District formally endorses Initiative 195, the “Protect Colorado’s Future” measure; and

BE IT FURTHER RESOLVED that the Board encourages community members to learn about and consider the benefits of Initiative 195; and

BE IT FURTHER RESOLVED that the Board directs the Superintendent to share this resolution with stakeholders and the broader community to raise awareness of the importance of sustainable and adequate funding for public education.

ADOPTED this ___ day of _____, 2026.

Steamboat Springs School District RE-2

By: _____
President, Board of Education

Attest:

Secretary to the Board of Education

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
AGENDA ITEM
SUMMARY**

Meeting Date:	June 8, 2026
Agenda Item:	Consideration of Approval of the Proposed Staff Compensation Package for 2026-27
Presented by:	Superintendent Dr. CelineWicks
Core Issues:	The proposed staff compensation package has been voted on by all certified and classified staff. The tally of votes is included for reference.
Background Info:	The staff compensation proposal presented to staff is included for review under Reports and Communications.
Policy Implications:	EL-4: Communication and Counsel to the Board; NP-3: Bargaining Agent; NNP- 31: Collaborative Bargaining Team Voting Procedures; EL-13: Staff Compensation; EL-15: Budgeting; EL-16: Financial Management; EL-17: Asset Protection
Fiscal Implications:	
Options:	<ol style="list-style-type: none"> 1. approve the staff compensation package for 2026-27 that was approved by a majority of staff that voted on June 2, 2026 2. not approve the staff compensation package and provide further direction to District Administration for next steps
Backup Memoranda Provided?	The staff compensation proposal presented to staff is included for review under Reports and Communications.
Recommended Action:	Resolved, that the Board of Education approve the Staff Compensation package for 2026-27, as presented, that was approved by a majority of staff that voted on June 2, 2026.

Bargaining vote for 2026/2027 school year				
06.02.2026				
Overall total votes	169	146 YES	21 NO	2 Abstain
		~87%	~12.5%	
Licensed staff	Total votes	Yes	No	Abstain
	132	118	12	2
Classified staff	Total Votes	Yes	No	Abstain
	37	28	9	0

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

Meeting Date:	June 8, 2026
Agenda Item:	Consideration of Adoption of a Resolution to Endorse Initiative 195
Presented by:	Leah Helme
Core Issues:	Initiative 195 is projected to provide meaningful new annual funding to SSSD, estimated at approximately \$2,060,000, supporting local priorities such as student and staff safety and security, staffing, class size, and student services.
Background Info:	Initiative 195 - "Protect Colorado's Future and Graduated Tax Ballot Measure" - would create a sustainable, voter-approved revenue stream by establishing a graduated income tax system that is projected to reduce taxes for approximately 98.6% of tax filers in Routt County while asking the highest-income earners to contribute more.
Policy Implications:	EL-4: Communication and Counsel to the Board; EL-15: Budgeting; EL-16: Financial Management; EL-17: Asset Protection
Fiscal Implications:	Could provide new annual funding estimated at approximately \$2,060,000
Options:	<ol style="list-style-type: none"> 1. adopt Resolution 2026-06-02 to Endorse Initiative 195 2. not adopt Resolution 2026-06-02 to Endorse Initiative 195
Backup Memoranda Provided?	Presentation on Initiative 195 is included in Boardbook under Reports and Communications. A copy of the resolution is also included for review under this action item.
Recommended Action:	Resolved, that the Board of Education adopt Resolution 2026-06-02 to endorse Initiative 195, as presented.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2026-06-02**

A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
to Endorse Initiative 195

WHEREAS, public education is the bedrock of our democracy, fundamental to individual opportunity, the foundation of thriving communities, and essential to Colorado's long-term economic prosperity; and

WHEREAS, Initiative 195 is projected to provide meaningful new annual funding to Steamboat Springs RE-2 School District, estimated at approximately \$2,060,000, supporting local priorities such as student and staff safety and security, staffing, class size, and student services; and

WHEREAS, sustained and adequate investment in Colorado's public schools is critical to maintaining the state's economic competitiveness and has been shown to yield strong returns, including higher graduation rates, increased lifetime earnings, and reduced long-term public costs; and

WHEREAS, Colorado educators and support staff make invaluable contributions to students and communities despite one of the largest teacher wage gaps in the nation, and research demonstrates that improved compensation is directly linked to better student outcomes; and

WHEREAS, Colorado's school funding has not kept pace with modern educational demands, with inflation-adjusted per-pupil funding near 1989 levels, significant cumulative reductions through the Budget Stabilization Factor, and increasing cost pressures related to staffing, health care, technology, and student needs; and

WHEREAS, Colorado school districts face additional challenges, including higher student-to-teacher ratios and increased needs among at-risk students, English language learners, and students with disabilities, requiring greater resources to ensure equitable outcomes; and

WHEREAS, school districts face increasing expectations and costs to ensure safe and secure learning environments, including investments in facility security, mental health supports, emergency preparedness, and coordination with local law enforcement, all of which are essential to student well-being and the ability to learn; and

WHEREAS, recent adequacy studies by the American Institutes for Research (AIR) and Augenblick, Palaich and Associates (APA) found that Colorado's school funding is inequitable and insufficient, estimating a need for approximately \$3.5 billion in additional funding and recommending increased base funding, expanded support for at-risk students, and adjustments for regional cost differences; and

WHEREAS, Initiative 195 would create a sustainable, voter-approved revenue stream by establishing a graduated income tax system that is projected to reduce taxes for approximately 98.6% of tax filers in Routt while asking the highest-income earners to contribute more; and

WHEREAS, Initiative 195 is projected to generate at least \$2 billion annually in new revenue, including significant new funding for K–12 public education, as well as investments in health care and early childhood education that support the whole-child needs of students; and

WHEREAS, these investments would support improved teacher compensation, smaller class sizes, expanded student support services, and more equitable educational opportunities for all Colorado students;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of Steamboat Springs RE-2 School District formally endorses Initiative 195, the “Protect Colorado’s Future” measure; and

BE IT FURTHER RESOLVED that the Board encourages community members to learn about and consider the benefits of Initiative 195; and

BE IT FURTHER RESOLVED that the Board directs the Superintendent to share this resolution with stakeholders and the broader community to raise awareness of the importance of sustainable and adequate funding for public education.

ADOPTED this ___ day of _____, 2026.

Steamboat Springs School District RE-2

By: _____
President, Board of Education

Attest:

Secretary to the Board of Education

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

Meeting Date:	June 8, 2026
Agenda Item:	Approve and Adopt a Board Meeting Schedule for the Board of Education for the 2026-27 School Year
Presented by:	Board President Kevin Callahan
Core Issues:	Meetings of the Board shall be held on Mondays as established by the Board of Education Meeting Calendar set by the Board each year. The Board's current schedule is through June 30, 2026.
Background Info:	The Board must adopt a calendar to establish meeting dates for the upcoming school year by June 30, 2026.
Policy Implications:	GP-19: School Board Meetings; GP-8: Agenda Planning
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. Approve and adopt the meeting schedule for the Board of Education for 2026-2027 as presented 2. Approve and adopt the meeting schedule for the Board of Education for 2026-27 as revised 3. not approve the meeting schedule for the Board of Education as proposed for 2026-2027 and provide direction to the secretary to the Board for scheduling future board meetings
Backup Memoranda Provided?	Proposed calendar is included for review
Recommended Action:	Resolved, that the Board of Education approve and adopt the Board meeting schedule for 2026-2027, as presented.

2026-2027 Board Meeting CALENDAR DRAFT
STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2

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

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

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

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

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

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

Business Meetings - October 12 & 26

Business Meeting - November 9

CASB - Dec 3-5

Business Meeting - December 14

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

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

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

Business Meetings - January 11 & 25

Business Meeting - February 8

Business Meeting - March 1 & 15

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

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

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

Business Meeting - April 5

Business Meetings - May 3 & 17
SSHS Class of 2027 Graduation - May 22

Business Meetings - June 7 & 21
June 2 - Last day of school

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

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026**

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

Background Information:

- Board Member Updates
- Meeting Review

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 8, 2026

AGENDA ITEM
PLAN FOR FUTURE MEETINGS

Plan for future meetings

- FY27 Budget Adoption - June 22
- 2027-28 and 2028-29 School Year Calendars Adoption - June 22
- Transportation Update - June 22

Board Work Sessions

- Board Work Session - June 22
- Board 2026-27 Retreat - June 24

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