Business Meeting and Work Session

Monday, June 22, 2026 4:30 PM
Steamboat Springs Middle School, 39610 Amethyst Dr, Steamboat Springs, CO 80487

1. **<u>Business Meeting - Call to Order</u> 4:30 pm**

2. **Pledge of Allegiance**

3. **Roll Call**

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

5. **<u>Potential Executive Session</u>**
   Pursuant to policy: EL-4: Communication and Counsel to the Board

6. **<u>Return to Business Meeting</u> 4:45-5:00 pm estimated**

7. **<u>Consent Agenda Items -</u>**
   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; GP-3

7.1. Employment

7.2. Resignation

8. **<u>Approval of Minutes</u>**
   Pursuant to Policies: EL-9; GP-1: Governance Commitment; GP-3

9. **<u>Reports and Communications</u>**
   Pursuant to Policies: EL-4; GP-1;GP-3 and SSSD Strategic Plan

10. **<u>Community Comments</u>**
    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. **<u>Action Items</u>**
    Pursuant to Policies: GP-1; GP-3; EL-4; EL-9; EL-15: Budgeting; EL-16: Financial Administration; EL-17: Asset Protection; EL-8: School Year Calendar

11.1. Approval of the 2026-27 Budget and Adoption of the Appropriation Resolution
Purpose: To consider approval of the 2026-27 budget and adoption of the appropriation resolution

11.2. Consideration of Adoption of Resolution 2026-06-03 Authorizing Beginning Fund Balance Expenditures
Purpose: To authorize the use of a portion of the beginning fund balance for expenditures as authorized by Colorado statutes

11.3. Consideration of Adoption and Implementation of the 2027-28 School Year Calendar
Purpose: To consider adoption and implementation of the 2027-28 school year calendar

11.4. Consideration of Adoption and Implementation of the 2028-29 School Year Calendar
Purpose: To consider adoption and implementation of the 2028-29 school year calendar

12. **Board Member Updates/ Comments/Debrief** -
Pursuant to Policies: GP-1; GP-3; EL-4

13. **Plan for Future Meetings**

14. **Adjourn Business Meeting - End of Livestream recording**

15. **Work Session - Call to Order**

16. **Work Session Topics**

17. **Adjourn Work Session**

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 22, 2026

AGENDA ITEM
EMPLOYMENT OF PERSONNEL

The administration is recommending the following candidates for the 2026-27 school year:

Background Information:

- Katelyn Ayala - 2026 Read Act tutor
- Elissa Chapman - 2026 Read Act tutor
- Julie Cullen - SCE Instructional paraprofessional - change of status from special education
- Jacqui Hahn - 2026 Read Act tutor
- Kelly Hohman - 2026 Read Act tutor
- Rebecca McNamara - 2026 Read Act tutor
- Mindy Mulliken - SSMS .3 FTE Gifted Education teacher - change of status from .5 FTE
- Mike Pelkey - Transportation 1 FTE Mechanic - change of status from .5 FTE
- Tyler Surowicz - 2026 Read Act Tutor
- Anna White - 2026 Read Act Tutor

Recommended Action:

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

District 2026 :

Opening created by:

READ Act Tutor

- Katelyn Ayala - tutor
- Elissa Chapman - tutor
- Jacqui Hahn - tutor
- Kelly Hohman - tutor
- Rebecca McNamara - tutor
- Tyler Surowicz - tutor
- Anna White - tutor

Soda Creek Elementary School :

Opening created by:

Nancy Hvambsal retire

- Julie Cullen - instructional paraprofessional - change of status from special education

Steamboat Springs Middle School :

Opening created by:

Change of status request

- Mindy Mulliken - .3 FTE Gifted Education teacher - change of status from .5 FTE

Transportation Department :

Opening created by:

District need

- Mike Pelkey - 1 FTE Mechanic - change of status from .5 FTE

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 22, 2026

AGENDA ITEM
RESIGNATION

Background Information:
Stephanie Juneau has resigned her position as the Director of Finance and Operations effective August 7, 2026.

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

Stephanie Juneau

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

Meeting Date:	June 22, 2026
Agenda Item:	Approval of the minutes for the Board of Education June 8, 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:	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 June 8, 2026, as presented.

DRAFT

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

Minutes
June 8, 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 Communications Laura Milius, School Improvement Coordinator Anne Barbier, and Director of Finance and Operations Stephanie Juneau

1. Business Meeting - Call to Order

Kevin Callahan called the business meeting to order at 4:30 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

4. Approval of Agenda

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

5. Potential Executive Session

Kevin Callahan made a motion and Lara Craig seconded to move into executive session pursuant to C.R.S. 24-6-402(4)(b) for purposes of conferring with special counsel to the Steamboat Springs School District Re-2 to receive legal advice on specific questions regarding an evaluation of claims in the matter of Thompson etal., v. Steamboat Springs School District, Civil Action No. 1:25-cv-00315-CNS-SBP, claims in U.S. District Court of the District of Colorado, and pursuant to C.R.S. 24-6-402(4)(e)(III) for the purpose of discussing the strategy of the school district for negotiations related to bargaining or employment contracts.

Executive session motion was at 4:32 pm. The Executive Session was attended by Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, Jane Toothaker, Superintendent Dr. Celine Wicks, and special counsel Attorney Rob Baldwin. The Executive Session convened at 4:36 pm. The executive session was recorded as required by state statute. The Board met in executive session pursuant to CRS 24-6-402(4)(b) for purposes of conferring with special counsel to the Steamboat Springs School District Re-2 to receive legal advice on specific questions regarding an evaluation of claims in the matter of Thompson etal., v. Steamboat Springs School District, Civil Action No. 1:25-cv-00315-CNS-SBP, claims in U.S. District Court of the District of Colorado for 14 minutes. Special counsel Attorney Rob Baldwin left the executive session following the first discussion. The Board met in executive session pursuant to C.R.S. 24-6-402(4)(e)(III) for the purpose of discussing the strategy of the school district for negotiations related to bargaining or employment contracts for 13 minutes. The Board exited the executive session at 5:03 pm with no action taken.

6. Return to Business Meeting

Kevin Callahan - The Board of Education executive session concluded at 5:03 pm with no action taken in executive session. The Board of Education Business Meeting will reconvene at 5:06 pm with all members present.

7. Consent Agenda Items

Background information is provided in Boardbook under item 7.

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

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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

Leah Helme made a motion and Kim Lemmer seconded to approve consent agenda items 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10, and 7.11 as presented. The motion passed unanimously.

8. Approval of Minutes- May 18, 2026 Business Meeting
Background information is provided in Boardbook under item 8.

Jane Toothaker made a motion and Lara Craig seconded to approve the minutes for the May 18, 2026 business meeting, as presented. The motion passed unanimously.

9. Reports and Communication
Background information is provided in Boardbook under Item 9.

Celebrations - Superintendent Dr. Celine Wicks

- Emerging Bilingual students will be in the buildings and all around town as part of the elementary summer school program
- Integrated Community is helping us with their preschool program for bilingual children entering preschool and kindergarten
- Extended School Year program offered
- Read Act Tutoring offered
- Things will be very busy in the buildings over the summer

Strategic Communications Update Update - Director of Communications Laura Milius

- Presentation is included in Boardbook for review
- Board received an overview of district communications efforts during the 25-26 school year
- Communication efforts supported major district initiatives such as the superintendent search, student enrollment, affordable housing, bargaining updates, assessment reporting, and emergency communications
- The presentation highlighted the role of communications in keeping staff, families, and the community informed and engaged
- Kevin Callahan - Do you have any tools or desires that can help with the communication process? Laura - a better camera or video equipment - people like to see kids in action
- Lara Craig - Great job - appreciate the recap of the board meetings in your board summary communication; continue to highlight community partnerships, newsletters, and maintaining transparency; people are still concerned about the challenge to navigate the website; Laura - website is required to have a lot of information on it which can make it challenging to find what you are looking for; considering creating a focus group to help with how to make the website easier to navigate
- Jane Toothaker - I agree that we should look at the website more closely; I appreciate all the communications and summaries you provide
- Dr. Wicks - Laura is the person that navigated the website change and it is an amazing improvement over the previous website

SSSD 25-26 End of Year District Data Snapshot - School Improvement Coordinator Anne Barbier

- Presentation is included in Boardbook for review
- At the elementary level, all three schools met their Early Literacy Grant goals, with more students reading at or above benchmark by the end of the year and fewer students requiring intensive reading intervention
- District i-Ready results showed students continued to exceed national growth expectations in both reading and mathematics
- Middle school assessment results showed positive growth in reading and mathematics from fall to spring
- High school data included mathematics growth measures and baseline language usage data to support future instructional planning
- Dr. Wicks - This is the work that we should be focusing on every day; congratulations to the team and keep pushing higher and higher

DRAFT

- Jane Toothaker - Thanks for all the work and the data; District is coupling great teaching with diagnostics and the tools to keep students on track; love being able to diagnose throughout the year; Anne - Professional Learning Communities and Professional Development Days are important to provide staff opportunities to diagnose and discuss the tools needed
- Jane Toothaker - I look forward to the special populations data to be presented in August; skills loss over the summer - are there things that we do to mitigate? Anne - We are looking at special populations to see where they are and Panorama is an essential tool that will be used this fall
- Lara Craig - This is important work and I am excited for the fall reports
- Anne - Maggie Bruski will be the new District School Improvement Coordinator

Staff Negotiations Update - Superintendent Dr. Celine Wicks

- Presentation is included in Boardbook for review
- NP-2: Changes to Negotiated Policies - revised to clarify bargaining procedures, timeline, proposal expectations, and processes related to negotiated policy updates and memorandum of understanding
- NP-6/NP-39: Salary Placement - revised to provide a maximum of ten (10) years of experience to be considered for new staff salary placement - licensed and classified
- NP-7: Licensed Salary Placement for Non-College Experience - revised to clarify how licensed staff can earn salary credit for non-college experiences, including CTE and industry-related training and streamlining the approval process
- NP-11: Extra Duty Plan Pay - revised to update coaching and sponsor compensation schedules, postseason pay, meal reimbursement procedures, mentor stipends, staffing guidelines, and recognition of prior coaching and sponsor experience
- NP-10: Compensation for Extra Days of Work - revised to increase 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 the policy to align with current district practices and Colorado law
- NP-X: Displacement Policy - developed a new policy to establish and clarify 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 - developed a new policy to protect planning time for certified staff

Classified Staff Compensation proposal - NP-37

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

Licensed Staff Compensation proposal - NP-5

- Maximum placement of new staff for all lanes increases to Step 10
- Step and Lane movement for all returning licensed staff - Step = 2.4% increase
- Schedule range remains $55,000 - $125,346
- $3,500 stipend for Special Services Special Education Program teacher (Autism program)

Special Service Providers Salary Schedule - NP-5

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

Fringe Benefits - NP-13/42

- District contribution to Employee medical premium to increase to $1,210 per month
- Employee contribution increase (TBD) will not begin until January
- 2027 Possible Range for Renewal for Insurance premiums is included in Boardbook for review
- Range for renewal is 14% to 20% - employee estimated costs reflected in document

Bargaining Vote for 2026-27 school year

- 169 staff voted on the proposed package
- 146 voted yes; 21 voted no; 2 abstained
- Results document is included in Boardbook for review under Action Item 11.1

FY27 Budget - Public Hearing - Director of Finance and Operations Stephanie Juneau

- Draft budget is included in Boardbook for review

DRAFT

- The difference between the May 18th proposed budget and this version reflects the differences in the negotiated compensation package and a state grant awarded
- Negotiated compensation package reflects a decrease in proposed wage expense and an increase in the District's contribution to employee health benefits
- State Health Professional Grant awarded in the amount of $420K a year for 3 years; pays for 2 FTE social workers that will provide .5 FTE for 4 schools
- FY26-27 proposed budget includes $2.7M use of accumulated fund balance to cover the deficit between expenses and declining revenues
- Smoothing Factor uses 50% of the current year, 30% of the preceding year and 20% of the 2 year prior to determine funded pupil count or Districts can fall back on 97%
- If the Smoothing Factor were implemented in the 27-28 school year, we would have a projected 2,281 funded pupils in FY28 and with the 97% it would be 2,252
- As long as our projections stay inline with what we anticipate , we shouldn't need the 97% and we will be able to relay on the smoothing factor instead

Initiative 195 - Graduated Income Tax Ballot Measure - Leah Helme

- Presentation is included in Boardbook for review
- Draft resolution to endorse Initiative 195 is included in Boardbook for review
- Replaces Colorado's flat income tax (4.4%) with a graduated system; lowers taxes for Colorado Taxable Income under $500K; increases taxes only on the top 2-3% of earners; generates dedicated new revenue for public investments (at least $2 billion per year statewide); 98.6% taxpayers would receive a tax break
- Will create a dedicated fund to improve funding for: K-12 public education; Health care; and early childhood education
- Would like the Board to consider adopting a resolution to endorse Initiative 195 - draft resolution is included as an action item under Item 11.2
- Jane Toothaker - There are approximately 28 other states that have a graduated income tax

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.

10. Public Comment - 6:17 pm

Kelly Latterman - PAUSE - What are the tech expenses for each student which improve learning?

Laura Rust - PAUSE - We would like more transparency on student screen time

Erica Fox - PAUSE - Students deserve genuine learning with teacher

Kaylee Schnelle - PAUSE - Students need hands on learning and teacher led instruction

Andy Crompton - PAUSE - Advocating to raise the age for laptop distribution to students

Kevin Callahan - Please continue to reach out to the Board with information, questions, and comments

11. Action Item

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

- Presentation and vote results are included in Boardbook for review
- Presentation was reviewed by Dr. Wicks under Reports and Communications
- No questions or comments from the Board

Kevin Callahan made a motion and Lara Craig seconded to approve the Staff Compensation package for 2026-27, as negotiated and presented at the meeting. The motion passed unanimously.

11.2 Consideration of Adoption of Resolution to Endorse Initiative 195

- Presentation and Resolution are included in Boardbook for review
- Presentation was reviewed by Leah Helme under Reports and Communications
- Contract was negotiated with Kristin Drury by Board President Kevin Callahan

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Kevin Callahan made a motion and Jane Toothaker seconded to adopt Resolution 2026-06-02 to endorse Initiative 195, as presented. The motion passed unanimously.

11.3 Approve and Adopt a Board Meeting Schedule for the Board of Education for the 2026-27 School Year
- Draft meeting calendar is included in Boardbook for review
- Board reviewed and discussed the draft calendar at the May 18 Board meeting
- Lara Craig and Leah Helme would like to discuss the calendar at the retreat on June 24 to consider adding work sessions

Kevin Callahan made a motion and Kim Lemmer seconded to approve and adopt the Board meeting schedule for 2026-27, as presented. The motion passed unanimously.

12. Board Member Updates/Comments/Debrief

Jane Toothaker
- Attended SSHS and YVHS graduations
- Attended staff negotiations meetings
- Attended Legislative Roundup with Roberts and Lukens
- Attended District End of Year Celebration - amazing to witness the quality of our teachers and the celebratory atmosphere at this event
- Attended YVHS PIC
- Met with Dr. Wicks today
- Will be meeting with new superintendent Kristin Drury tomorrow
- Attended CASB Legislative Roundup
- Met with 2 GEAC parents

Kim Lemmer
- Working on Policy Monitoring with Leah
- Met with some GEAC parents
- Attended District graduations and end of year events at schools
- Attended 6th Grade band concert

Leah Helme
- Attended District graduations
- Attending CASB Advocacy Committee meetings
- Attended District end of year celebration
- SSHS Tom Valand - online gambling presentation

Lara Craig
- Meeting with Kevin to work on Coffee with the Board
- Send your priorities for the Board retreat to Kevin
- Attended Scholarship Award Night - It's amazing at how much our community supports our kids - amazing awards
- Met with Jane to talk about agenda planning
- Attended District graduations
- Met with Leah to refine resolution for Initiative 195
- Met with 2 GEAC parents

Kevin Callahan
- Attended District graduations; school picnic, and junior achievement
- Asked the Board to prioritize items for discussion for the Board retreat - send to Kevin

13. Plan for future meetings
- Work session added to June 22 Board meeting
- Board Retreat scheduled for June 24

14. Adjourn
The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 6:46 pm.

Board of Education Business Meeting minutes for June 8, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on June 22, 2026.

____
Kevin Callahan, President

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 22, 2026

AGENDA ITEM
REPORTS & COMMUNICATIONS

Reports & Communications

- Transportation Update - Transportation Manager Casey Ungs
- Staff Perception Survey (TLCC and District Panorama) Results - Director of Teaching & Learning Dr. Tim Ridder

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

End of Year - Staff Perception Survey Results

2025 - 2026

Presentation - Objective & Targets

Objective - Use the data from both our End of Year Panorama staff perception survey and our TLCC results to form conclusions on staff perception in Steamboat Springs School District and next steps that need to be taken to continue our focus on improvement of staff morale.

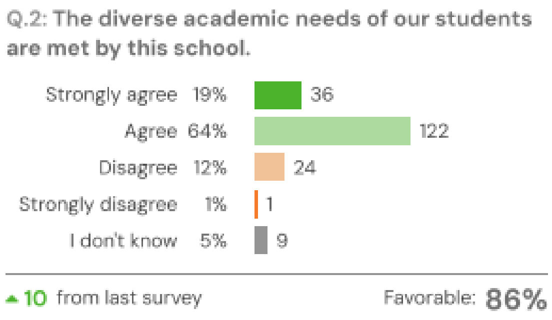
- **Target 1** - Share the strengths of staff perception based on the TLCC and Panorama results
- **Target 2** - Share some opportunities for improvement based on the TLCC and Panorama results
- **Target 3** - Share next steps regarding the perception data from the TLCC and Panorama results

Data Gathering

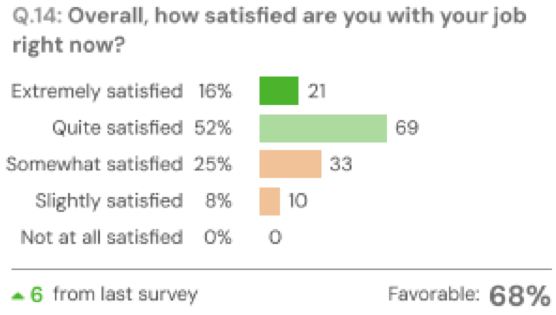
TLCC vs. Panorama

- How do each do the scoring?

TLCC - Agree = Green & Disagree = Pink - Answers either agree or disagree



Panorama - Most positive = Green & less positive = Pink - Most opportunities affirm the question



Strategic Plan Focus Area 3 Goal

FOCUS AREA THREE:

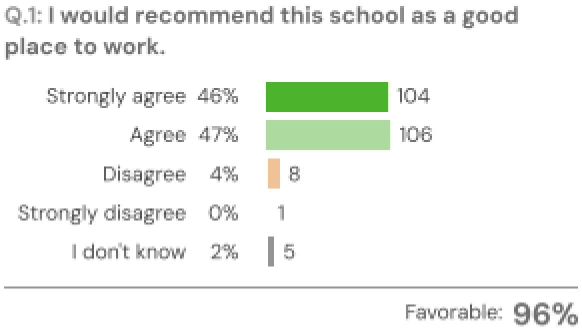
Thriving Educators and Community

PRIORITY ONE: ***Positive Culture of Teaching and Learning***

Steamboat Springs School District has a positive culture of trust and transparency for educators and staff.

By June 2026, 90% of SSSD teachers and staff will respond favorably to the question “I would recommend this school as a good place to work,” on the Teaching and Learning Conditions Colorado (TLCC) survey (83% responded positively in school year 2021-2022)

We met our Strategic Goal!



Strengths Based on Staff Perceptions

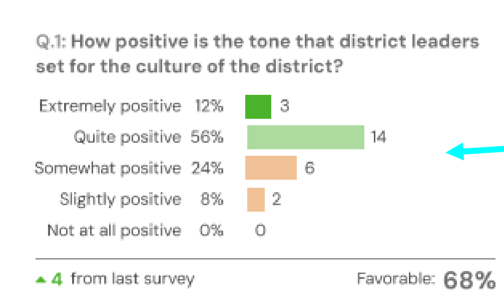
TLCC & Panorama Comparables

1. In 15 out of the 20 topics SSSD is at or above the state average
2. Belonging and Well Being have a high amount of affirmative responses
    a. Well Being (Panorama)
        i. Staff = 64%
        ii. Certified Staff = 61%
    b. Belonging (Panorama)
        i. Staff = 67%
        ii. Certified Staff = 72%
    c. Overall General Reflection (TLCC)
        i. 87% (State = 81%)
3. School Leadership has high amount of affirmative responses
    a. School Leadership (Panorama)
        i. Staff = 72%
        ii. Certified Staff = 67%
    b. Professional Climate (TLCC)
        i. 91%

Strengths Based on Staff Perceptions

1. Staff has increased positive perceptions of Supportive Conditions to support their instruction and their learning (compared to 2024)
    a. Instructional Practice - Supportive Conditions
        i. 91% (+13% compared to 2024 & 6% higher than the state)
    b. Professional Development (All Staff)
        i. 71% (+9% compared to 2024 and even with the Colorado State Average)
    c. Professional Development (Instructional Staff)
        i. 71% (10% higher than 2024 and 2% lower than state average)
2. Staff Evaluation has a higher percentage of staff who see the feedback as effective
    a. Staff Evaluation (All Staff)
        i. 86% (12% higher than 2024 and 3% higher than state average)
3. An increased number of staff believe they have sufficient time
    a. Time (All Staff)
        i. 63% (12% higher than 2024 & even with the Colorado State Average)
4. A higher percentage of school staff believe the district leaders set a positive tone compared the the Beginning of the Year

Additional Noticings from TLCC (or) Panorama

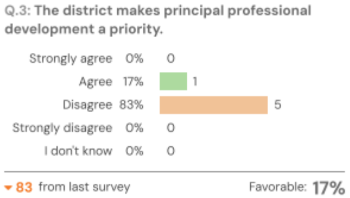


Opportunities for improvement from our staff perceptions

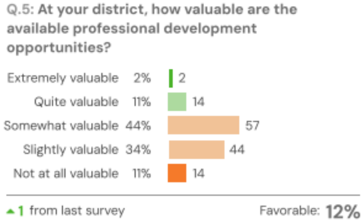
TLCC & Panorama Comparables

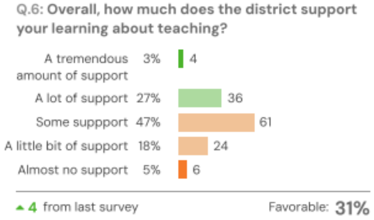
- Individual questions were analyzed when necessary

1. Perceptions of Support from District Leadership was low
    a. PD Principals (TLCC)

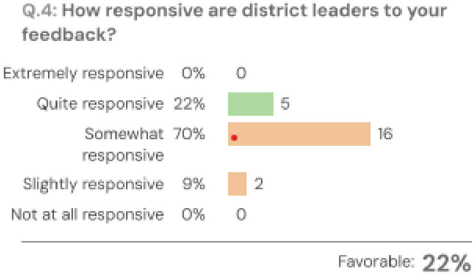


    a. Certified Staff (Panorama)





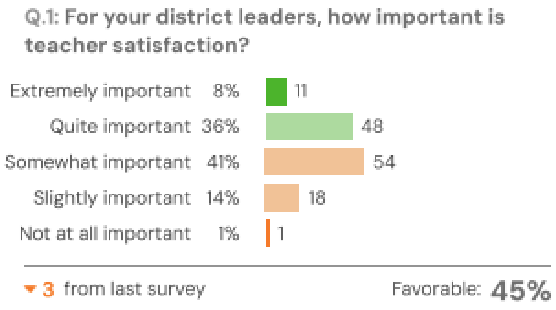
    a. School Staff (Panorama)



Opportunities for improvement from our staff perceptions

TLCC or Panorama

1. The ability to recruit and retain staff is seen less favorably than the state average (TLCC)
    a. Recruitment and Retention (Leaders)
        i. 60% (- 15% compared to the Colorado average)
2. Teacher satisfaction is seen as less important at the end of the year compared to the beginning (Panorama - Certified Staff)



Next Steps

1. Review results - Dr Ridder and Dr Wicks
2. Present celebrations at the District Admin Team Meeting
3. Building Administrators - Follow Processes they have utilized in the past
   a. Review results as Building Admin Team
   b. Review results as a Building Leadership Team/ Culture and Climate Team
4. Director of Teaching and Learning
   a. Use of teacher leaders to work on improving relevance of professional development opportunities
   b. Principals - Work on ILCs
5. Develop a plan with our new Superintendent

Questions?

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

Meeting Date:	June 22,2026
Agenda Item:	Approval of the 2026-27 Budget and Adoption of the Appropriation Resolution
Presented by:	Director of Finance and Operations Stephanie Juneau
Core Issues:	In accordance with state statutes, the preliminary budget was presented to the Board of Education on May 18, 2026 for discussion. The Board had a public hearing of the budget on June 8, 2026. The budget may be revised by the Board prior to January 31, 2027.
Background Info:	The budget as presented incorporates all financial information currently known about the next fiscal year.
Policy Implications:	EL-4: Communication and Counsel to the Board; EL-15: Budgeting; EL-16: Financial Administration
Fiscal Implications:	The final budget was prepared with input from the DAC, the administrative team, and the Board of Education
Options:	1. Approve the FY27 budget and adopt the attached Appropriation Resolution for the FY27 budget.
Backup Memoranda Provided?	Copy of the budget document is included in Boardbook for review
Recommended Action:	Resolved, that the Board of Education approve the FY27 budget and adopt the attached Appropriation Resolution for the FY27 budget.

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 22, 2026
Adopted 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

Kim Lemmer.. Director

District Administration

Dr. Celine Wicks.. Superintendent

Dr. Tim Ridder.. Director of Teaching & Learning

Stephanie Juneau..Director of Finance and Operations

Katie Jacobs ....Director 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

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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 22, 2026
Adopted Fiscal Year 2027 Budget

General Fund

Revenue

Budgeted General Fund revenue is expected to decrease by $651,234 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	21,863,591	(218,392)	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	5,247,796	(573,005)	½ sales tax decrease
Transfers to other Funds	($766,000)	0	766,000	No transfers
	$48,941,921	**48,290,687**	**(651,234)**	1.3% 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 $218,392 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 $573,005 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 $1,126,911 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	29,636,753	(77,771)	Fewer positions offset by wage increases
Benefits	$11,695,774	12,502,857	807,083	Increased medical insurance contribution
Purchased Services	$5,311,147	5,583,798	272,650	Contracts replacing FTE per grant
Supplies	$3,850,685	3,306,992	(543,693)	Reduced grant expenses
C.O.P.	$1,585,181	0	(1,585,181)	Paid off debt in FY26
	$52,157,311	**$51,030,400**	**(1,126,911)**	2.2% decrease

Salaries and Benefits

Payroll expenses are based on the agreement reached 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

Compensation changes include 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 $272,650 to match state and local funding of behavioral health supports via contracted services rather than FTE.

Supplies are budgeted to decrease by $543,693 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 $2,739,713, causing General Fund balance to reduce to $9,831,659 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 wage and benefit increases generates an additional $85,204 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 $176,602 in FY27, supported by a use of fund balance. Budgeted ending fund balance at June 30, 2027 is $293,818, which is 21.6% 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 statue 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 $4,988,199 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 22, 2026
Fiscal Year 2027 Budget

APPROPRIATION RESOLUTION

WHEREAS, the Board of Education of each school district shall adopt an appropriation resolution at the time it adopts the budget. The appropriation resolution shall specify the amount of money appropriated to each fund; except that the operating reserve authorized by section 22-44-106(2) shall not be subject to appropriation for the fiscal year covered by the budget, and except that the appropriation resolution may, by reference, incorporate the budget as adopted by a board of education for the current fiscal year.

WHEREAS, the amounts appropriated to a fund shall not exceed the amount thereof as specified in the adopted budget,

BE IT RESOLVED, by the Board of Education of Steamboat Springs School District No. RE-2 in Routt County, that the amounts shown in the following schedule be appropriated to each fund as specified in the "Adopted Budget" for the ensuing fiscal year beginning July 1, 2026, and ending June 30, 2027.

FUND	**APPROPRIATION**
General Fund	$ 60,862,059
Special Revenue Funds:	
Food Service Fund	1,654,375
Bond Redemption Fund	14,800,000
Capital Reserve Fund	428
Capital Projects Fund	6,617,928
Internal Service Fund	
Health Insurance Fund	7,150,000
Student Activity Fund	1,971,490
TOTAL APPROPRIATION	$ 93,056,280

____
President of the Board

____
Date

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2026-06-03
A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
Authorizing the Use of a Portion of
Beginning Fund Balance as Authorized by Colorado Statutes

WHEREAS, C.R.S. 22-44-105 states that a budget, duly adopted pursuant to this article, shall not provide for expenditures, inter-fund transfers, or reserves, in excess of available revenues and beginning fund balance.

WHEREAS, the Board of Education may authorize the use of a portion of the beginning fund balance in the budget, stating the amount to be used, the purpose for which the expenditure is needed, and the district's plan to ensure that the use of the beginning fund balance will not lead to an ongoing deficit.

WHEREAS, the Board of Education has determined the beginning fund balance in the General Fund, Charter School Fund, Food Service Fund, and Bond Fund are each sufficient to allow for one-time expenditures.

NOW, THEREFORE, BE IT RESOLVED:

In accordance with C.R.S. 22-44-105, the Board of Education authorizes the use of a portion of the fiscal year 2026-2027 Beginning Fund Balance for the following funds:

- **General Fund**, in the amount of **$2,739,713**, for the purpose of funding people and programming for one year
- **Charter School Fund,** in the amount of **$269,155,** for the purpose of funding people and programming for one year
- **Food Service Fund,** in the amount of **$176,602**, for the purpose of providing a Federal National School Lunch program during a year in which salary and benefit costs are increasing.
- **Bond Fund,** in the amount **$139,600,** for the purpose of repaying debt with surplus funds accrued in previous years.

BE IT FURTHER RESOLVED, the use of these portions of beginning fund balances for the purposes set forth above will not lead to an ongoing deficit.

____
President of the Board

____
Date

STEAMBOAT SPRINGS SCHOOL DISTRICT
SUMMARY ALL FUNDS
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 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	$21,863,591	$790,955						$22,654,546	$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	$5,247,796	$28,000			$364,845	$7,150,000	$1,500,000	$14,290,641	$20,003,801
Transfer in (out)								$0	$0
Total Revenue	**$48,290,687**	**$1,183,955**	**$8,000,000**	**$0**	**$2,794,845**	**$7,150,000**	**$1,500,000**	**$68,919,487**	**$76,615,835**
Expenditures:									
Salaries	$29,636,753	$504,581						$30,141,334	$30,177,443
Benefits	$12,502,857	$244,076						$12,746,933	$11,902,708
Purchased services	$5,583,798	$500	$1,450		$5,000	$7,150,000		$12,740,748	$13,984,622
Supplies and equipment	$3,306,992	$611,400					$1,500,000	$5,418,392	$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	**$51,030,400**	**$1,360,557**	**$8,139,600**	**$0**	**$1,629,729**	**$7,150,000**	**$1,500,000**	**$70,810,285**	**$80,554,343**
Net Income (Loss)	($2,739,713)	($176,602)	($139,600)	$0	$1,165,116	$0	$0	($1,890,799)	($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	$9,831,659	$293,818	$6,660,400	$428	$4,988,199	$0	$471,490	$22,245,994	$23,192,922
Appropriation	**$60,862,059**	**$1,654,375**	**$14,800,000**	**$428**	**$6,617,928**	**$7,150,000**	**$1,971,490**	**$93,056,280**	**$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 Actual	FY25-26 Final Budget	FY25-26 Forecast	FY26-27 Budget	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	$21,863,591	($218,392)	-1.0%
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	$5,247,796	($573,005)	-9.8%
Transfer (out)	$0	($766,000)	($516,000)	$0	$766,000	N/A
Total Revenue	$49,010,584	$48,941,921	$49,191,921	$48,290,687	($651,234)	-1.3%
Funds Available	$62,460,317	$63,631,248	$63,881,248	$60,862,059	($2,769,189)	-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	$20,211	$531	2.7%
Expenditures:						
Salaries	$28,655,870	$29,714,524	$29,540,047	$29,636,753	($77,771)	-0.3%
Benefits	$10,989,030	$11,695,774	$11,629,949	$12,502,857	$807,083	6.9%
Purchased Services	$4,474,597	$5,311,147	$4,855,435	$5,583,798	$272,650	5.1%
Supplies	$3,447,955	$3,850,685	$3,714,653	$3,306,992	($543,693)	-14.1%
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	$51,030,400	($1,126,911)	-2.2%
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	$21,358	$385	1.8%
Surplus/(Deficit)	$1,239,594	($3,215,390)	($2,117,955)	($2,739,713)	$475,677	-14.8%
Appropriated Reserve	$14,689,327	$11,473,937	$12,571,372	$9,831,659	($1,642,278)	-14.3%
Appropriation		$63,631,248		$60,862,059		
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 Actual	FY25-26 Budget	FY25-26 Forecast	FY26-27 Budget	FY27 Budget vs FY26 Budget	Percent Variance
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	$504,581	$41,662	9.0%
Benefits	$183,470	$206,934	$200,000	$244,076	$37,142	17.9%
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	$1,360,557	$85,204	6.7%
Surplus/(Deficit)	$50,389	($171,368)	($148,014)	($176,602)	($5,234)	N/A
Appropriated Reserve	$618,434	$447,066	$470,420	$293,818	($153,248)	-34.3%
Appropriation		$1,722,420		$1,654,375	($68,045)	-4.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

BOND REDEMPTION FUND

	2024-25 Actual	FY25-26 Budget	FY25-26 Forecast	FY26-27 Budget	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 Actual	FY25-26 Budget	FY25-26 Forecast	FY26-27 Budget	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 Actual	FY25-26 Budget	FY25-26 Forecast	FY26-27 Budget	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 Actual	FY25-26 Budget	FY25-26 Forecast	FY26-27 Budget	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 Actual	FY25-26 Budget	FY25-26 Forecast	FY26-27 Budget	FY27 Budget vs FY26 Budget	Percent Variance
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%

FY2026-2027 UNIFORM BUDGET SUMMARY

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 22, 2026 Budgeted Pupil Count: 2,389.3	Object Source	10 General Fund	11 Charter School Fund	21 Food Service Fund	23 Pupil Activity Fund	31 Bond Redemption Fund	43 Capital Reserve Fund	46 Capital Project Fund	64 Health Fund	TOTAL
Beginning Fund Balance (Includes All Reserves)		12,571,372	939,682	470,420	471,490	6,800,000	428	3,823,083	-	25,076,475
Revenues										
Local Sources	1000 - 1999	26,314,345	752,793	43,000	1,250,000	8,000,000		2,430,000	7,150,000	45,940,137
Intermediate Sources	2000 - 2999	4,761								4,761
State Sources	3000 - 3999	21,863,591	164,765	790,955				364,845		23,184,156
Federal Sources	4000 - 4999	1,040,390	11,250	350,000						1,401,640
Total Revenues		49,223,087	928,807	1,183,955	1,250,000	8,000,000	-	2,794,845	7,150,000	70,530,694
Total Beginning Fund Balance and Reserves		61,794,459	1,868,489	1,654,375	1,721,490	14,800,000	428	6,617,928	7,150,000	95,607,169
Total Allocations To/From Other Funds	5600,5700, 5800	(932,400)	932,400							(0)
Transfers To/From Other Funds	5200 - 5300									-
Other Sources	5100,5400, 5500,5900, 5990, 5991									-
Available Beginning Fund Balance & Revenues (Plus Or Minus (If Revenue) Allocations And Transfers)		60,862,059	2,800,889	1,654,375	1,721,490	14,800,000	428	6,617,928	7,150,000	95,607,169
Expenditures										
Instruction - Program 0010 to 2099										
Salaries	0100	18,545,497	774,677							19,320,174
Employee Benefits, including object 0280	0200	7,978,938	340,197							8,319,135
Purchased Services	0300,0400,	1,483,174	87,500							1,570,674
Supplies and Materials	0600	554,328	31,300							585,628
Property	0700									-
Other	0800, 0900	210,523	9,250		1,250,000					1,469,773
Total Instruction		28,772,461	1,242,924	-	1,250,000	-	-	-	-	31,265,385
Supporting Services										
Students - Program 2100										
Salaries	0100	2,602,272	35,384							2,637,656
Employee Benefits, including object 0280	0200	1,168,813	9,886							1,178,699
Purchased Services	0300,0400,	493,521	2,181							495,702
Supplies and Materials	0600	39,693	2,891							42,584
Property	0700	-								-
Other	0800, 0900	772	5,282							6,054
Total Students		4,305,071	55,624	-	-	-	-	-	-	4,360,695

FY2026-2027 UNIFORM BUDGET SUMMARY

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 22, 2026 Budgeted Pupil Count: 2,389.3	Object Source	10 General Fund	11 Charter School Fund	21 Food Service Fund	23 Pupil Activity Fund	31 Bond Redemption Fund	43 Capital Reserve Fund	46 Capital Project Fund	64 Health Fund	TOTAL
Instructional Staff - Program 2200										
Salaries	0100	1,492,364								1,492,364
Employee Benefits, including object 0280	0200	530,154								530,154
Purchased Services	0300,0400,	498,495	25,050							523,545
Supplies and Materials	0600	195,412								195,412
Property	0700	520								520
Other	0800, 0900									-
Total Instructional Staff		2,716,945	25,050	-	-	-	-	-	-	2,741,995
General Administration - Program 2300, including Program 2303 and 2304										
Salaries	0100	537,180								537,180
Employee Benefits, including object 0280	0200	177,320								177,320
Purchased Services	0300,0400,	340,286	5,000							345,286
Supplies and Materials	0600	29,300								29,300
Property	0700	26,500								26,500
Other	0800, 0900									-
Total School Administration		1,110,586	5,000	-	-	-	-	-	-	1,115,586
School Administration - Program										
Salaries	0100	2,572,109	135,000							2,707,109
Employee Benefits, including object 0280	0200	961,471	32,584							994,055
Purchased Services	0300,0400,	8,000	42,177							50,177
Supplies and Materials	0600	97,172	18,700							115,872
Property	0700									-
Other	0800, 0900	4,450								4,450
Total School Administration		3,643,201	228,461	-	-	-	-	-	-	3,871,662
Business Services - Program 2500, including Program 2501										
Salaries	0100	510,057	84,150							594,207
Employee Benefits, including object 0280	0200	182,912	34,008							216,920
Purchased Services	0300,0400,	200,250	46,620					5,000		251,870
Supplies and Materials	0600	4,950								4,950
Property	0700									-
Other	0800, 0900									-
Total Business Services		898,170	164,778	-	-	-	-	5,000	-	1,067,948
Operations and Maintenance - Program 2600										
Salaries	0100	1,195,070								1,195,070

FY2026-2027 UNIFORM BUDGET SUMMARY

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 22, 2026 Budgeted Pupil Count: 2,389.3	Object Source	10 General Fund	11 Charter School Fund	21 Food Service Fund	23 Pupil Activity Fund	31 Bond Redemption Fund	43 Capital Reserve Fund	46 Capital Project Fund	64 Health Fund	TOTAL
Employee Benefits, including object 0280	0200	542,446								542,446
Purchased Services	0300,0400,	1,985,849	124,647					66,624		2,177,120
Supplies and Materials	0600	1,050,762	61,810							1,112,572
Property	0700	50,000	35,831							85,831
Other	0800, 0900									-
Total Operations and Maintenance		4,824,127	222,289	-	-	-	-	66,624	-	5,113,039
Student Transportation - Program 2700										
Salaries	0100	841,165	37,141							878,305
Employee Benefits, including object 0280	0200	428,135	22,473							450,608
Purchased Services	0300,0400,	85,548	4,000							89,548
Supplies and Materials	0600	206,000	6,000							212,000
Property	0700									-
Other	0800, 0900	(199,695)								(199,695)
Total Student Transportation		1,361,152	69,614	-	-	-	-	-	-	1,430,766
Central Support - Program 2800, including Program 2801										
Salaries	0100	1,341,039								1,341,039
Employee Benefits, including object 0280	0200	532,668								532,668
Purchased Services	0300,0400,	389,105	50,000						5,745,000	6,184,105
Supplies and Materials	0600	1,129,375								1,129,375
Property	0700									-
Other	0800, 0900	6,500							1,405,000	1,411,500
Total Central Support		3,398,687	50,000	-	-	-	-	-	7,150,000	10,598,687
Food Service Operations - Program 3100										
Salaries	0100			504,581						504,581
Employee Benefits, including object 0280	0200			244,076						244,076
Purchased Services	0300,0400,									-
Supplies and Materials	0600			611,400						611,400
Property	0700									-
Other	0800, 0900			500						500
Total Other Support		-	-	1,360,557	-	-	-	-	-	1,360,557
Total Supporting Services		22,257,939	820,815	1,360,557	-	-	-	71,624	7,150,000	31,660,935

FY2026-2027 UNIFORM BUDGET SUMMARY

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 22, 2026 Budgeted Pupil Count: 2,389.3	Object Source	10 General Fund	11 Charter School Fund	21 Food Service Fund	23 Pupil Activity Fund	31 Bond Redemption Fund	43 Capital Reserve Fund	46 Capital Project Fund	64 Health Fund	TOTAL
Property - Program 4000										
Salaries	0100									-
Employee Benefits, including object 0280	0200									-
Purchased Services	0300,0400, 0500									-
Supplies and Materials	0600		66,624							66,624
Property	0700							1,558,105		1,558,105
Other	0800, 0900									-
Total Property		-	66,624	-	-	-	-	1,558,105	-	1,624,729
Other Uses - Program 5000s - including Transfers Out and/or Allocations Out as an expenditure										
Salaries	0100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Employee Benefits, including object 0280	0200	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Purchased Services	0300,0400, 0500	N/A	N/A	N/A	N/A	1,450	N/A	N/A	N/A	1,450
Supplies and Materials	0600	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Property	0700	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Other	0800, 0900					8,138,150	-	-	-	8,138,150
Total Other Uses		-	-	-	-	8,139,600	-	-	-	8,139,600
Total Expenditures		51,030,400	2,130,362	1,360,557	1,250,000	8,139,600	-	1,629,729	7,150,000	72,690,648
APPROPRIATED RESERVES										
Other Reserved Fund Balance (9900)	**0840**	-	-	-	-	-	-	-	-	-
Other Restricted Reserves (932X)	**0840**	-	-	-	-	-	-	-	-	-
Reserved Fund Balance (9100)	**0840**	-	-	-	-	-	-	-	-	-
District Emergency Reserve (9315)	**0840**	-	-	-	-	-	-	-	-	-
Reserve for TABOR 3% (9321)	**0840**	-	-	-	-	-	-	-	-	-
Reserve for TABOR - Multi-Year Obligations (9322)	**0840**	-	-	-	-	-	-	-	-	-
Total Reserves		-	-	-	-	-	-	-	-	-
Total Expenditures and Reserves		51,030,400	2,130,362	1,360,557	1,250,000	8,139,600	-	1,629,729	7,150,000	72,690,648

FY2026-2027 UNIFORM BUDGET SUMMARY

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 22, 2026 Budgeted Pupil Count: 2,389.3	Object Source	10 General Fund	11 Charter School Fund	21 Food Service Fund	23 Pupil Activity Fund	31 Bond Redemption Fund	43 Capital Reserve Fund	46 Capital Project Fund	64 Health Fund	TOTAL
BUDGETED ENDING FUND BALANCE										
Non-spendable fund balance (9900)	**6710**	190,785	-	693	-	-	-	-	-	191,478
Restricted fund balance (9900)	**6720**	-	17,963	-	-	6,660,400	-	-	-	6,678,363
TABOR 3% emergency reserve	**6721**	1,591,424	67,728	-	-	-	-	-	-	1,659,152
TABOR multi year obligations (9322)	**6722**	-	-	-	-	-	-	-	-	-
District emergency reserve (letter of credit or real estate) (9323)	**6723**	-	-	-	-	-	-	-	-	-
Colorado Preschool Program (CPP) (9324)	**6724**	-	-	-	-	-	-	-	-	-
Risk-related / restricted capital reserve (9326)	**6726**	-	-	-	-	-	-	-	-	-
BEST capital renewal reserve (9327)	**6727**	-	119,044	-	-	-	-	-	-	119,044
Total program reserve (9328)	**6728**	-	-	-	-	-	-	-	-	-
Committed fund balance (9900)	**6750**	-	-	-	-	-	-	-	-	-
Committed fund balance (15% limit) (9200)	**6750**	-	-	-	-	-	-	-	-	-
Assigned fund balance (9900)	**6760**	-	26,000	293,125	471,490	-	428	4,988,199	-	5,779,242
Unassigned fund balance (9900)	**6770**	8,049,450	439,792	-	-	-	-	-	-	8,489,242
Net investment in capital assets	**6790**	-	-	-	-	-	-	-	-	-
Restricted net position (9900)	**6791**	-	-	-	-	-	-	-	-	-
Unrestricted net position (9900)	**6792**	-	-	-	-	-	-	-	-	-
Total Ending Fund Balance		9,831,659	670,527	293,818	471,490	6,660,400	428	4,988,199	-	22,916,521
Total Available Beginning Fund Balance & Revenues Less Total Expenditures & Reserves Less Ending Fund Balance (Shall Equal		0	(0)	(0)	-	-	-	-	-	(0)
Use of a portion of beginning fund balance resolution required?		**Yes**	**Yes**	**Yes**	No	**Yes**	No	No	No	**Yes**

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 22, 2026
Fiscal Year 2027 Budget

June FY27 Budget FTEs				Pre-K		Sped	Sped						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
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				Pre-K		Sped	Sped						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
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																			
				Pre-K		Sped	Sped						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
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 22, 2026
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 Languge 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 22, 2026
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				

Student days = 10

First day of school 6th & 9th - 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 = 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 SSHS 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

Board approved 5-19-25

APPROPRIATION RESOLUTION

WHEREAS, the Board of Education of each school district shall adopt an appropriation resolution at the time it adopts the budget. The appropriation resolution shall specify the amount of money appropriated to each fund; except that the operating reserve authorized by section 22-44-106(2) shall not be subject to appropriation for the fiscal year covered by the budget, and except that the appropriation resolution may, by reference, incorporate the budget as adopted by a board of education for the current fiscal year.

WHEREAS, the amounts appropriated to a fund shall not exceed the amount thereof as specified in the adopted budget,

BE IT RESOLVED, by the Board of Education of Steamboat Springs School District No. RE-2 in Routt County, that the amounts shown in the following schedule be appropriated to each fund as specified in the “Adopted Budget” for the ensuing fiscal year beginning July 1, 2026, and ending June 30, 2027.

FUND	**APPROPRIATION**
General Fund	$ 60,862,059
Special Revenue Funds:	
Food Service Fund	1,654,375
Bond Redemption Fund	14,800,000
Capital Reserve Fund	428
Capital Projects Fund	6,617,928
Internal Service Fund	
Health Insurance Fund	7,150,000
Student Activity Fund	1,971,490
TOTAL APPROPRIATION	$ 93,056,280

____
President of the Board

____
Date

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

Meeting Date:	June 22,2026
Agenda Item:	Consideration of Adoption of Resolution 2026-06-03 Authorizing Beginning Fund Balance Expenditures
Presented by:	Director of Finance and Operations Stephanie Juneau
Core Issues:	Pursuant to EL-17: Asset Protection, the District shall not commit to any single, unusual/non-recurring/non-budgeted expenditure including personnel, of greater than $100,000
Background Info:	The Board may authorize the use of a portion of the beginning fund balance in the budget, stating the amount to be used, the purpose for which the expenditure is needed, and the district's plan to ensure that the use of the beginning fund balance will not lead to an ongoing deficit.
Policy Implications:	EL-17: Asset Protection
Fiscal Implications:	Resolution authorizes the use of a portion of the fiscal year 2026-27 Beginning Fund Balance for the General Fund, Charter School Fund, Food Service Fund, and Bond Fund
Options:	1. adopt Resolution 2026-06-03 authorizing the use of a portion of each of the General Fund, Charter School Fund, Food Service Fund, and Bond Fund FY2026-27 Beginning Fund Balance as listed in the resolution 2. not adopt Resolution 2026-06-03
Backup Memoranda Provided?	Resolution 2026-06-03 is included in Boardbook for review
Recommended Action:	Resolved, that the Board of Education adopt Resolution 2026-06-03 authorizing the use of a portion of fiscal year 2026-27 Beginning Fund Balance as listed in the resolution.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2026-06-03
A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
Authorizing the Use of a Portion of
Beginning Fund Balance as Authorized by Colorado Statutes

WHEREAS, C.R.S. 22-44-105 states that a budget, duly adopted pursuant to this article, shall not provide for expenditures, inter-fund transfers, or reserves, in excess of available revenues and beginning fund balance.

WHEREAS, the Board of Education may authorize the use of a portion of the beginning fund balance in the budget, stating the amount to be used, the purpose for which the expenditure is needed, and the district's plan to ensure that the use of the beginning fund balance will not lead to an ongoing deficit.

WHEREAS, the Board of Education has determined the beginning fund balance in the General Fund, Charter School Fund, Food Service Fund, and Bond Fund are each sufficient to allow for one-time expenditures.

NOW, THEREFORE, BE IT RESOLVED:

In accordance with C.R.S. 22-44-105, the Board of Education authorizes the use of a portion of the fiscal year 2026-2027 Beginning Fund Balance for the following funds:

- **General Fund**, in the amount of **$2,739,713**, for the purpose of funding people and programming for one year
- **Charter School Fund,** in the amount of **$269,155,** for the purpose of funding people and programming for one year
- **Food Service Fund,** in the amount of **$176,602**, for the purpose of providing a Federal National School Lunch program during a year in which salary and benefit costs are increasing.
- **Bond Fund,** in the amount **$139,600,** for the purpose of repaying debt with surplus funds accrued in previous years.

BE IT FURTHER RESOLVED, the use of these portions of beginning fund balances for the purposes set forth above will not lead to an ongoing deficit.

____
President of the Board

____
Date

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

Meeting Date:	June 22, 2026
Agenda Item:	Consideration of Adoption and Implementation of the 2027-28 School Year Calendar
Presented by:	Director of Teaching & Learning Dr. Tim Ridder
Core Issues:	The District Superintendent will solicit and consider input from the community on a traditional school year calendar to be presented to the Board and community. The proposed calendar draft was presented to the Board for review and discussion on May 18, 2026. The proposed calendar was also reviewed with building leadership teams, the District administration team, and the District Accountability Committee, and posted on the District website for community/parent/staff/student input for 30 days.
Background Info:	The Director of Teaching & Learning Dr. Tim Ridder worked with a Calendar Committee consisting of District Administrators and teachers to create a school year calendar.
Policy Implications:	EL-9: Treatment of Students, Parents and Community; DO-4: School Year/School Calendar/Instruction Time; EL-8: School Year Calendar
Fiscal Implications:	NONE
Options:	1. Adopt and implement the proposed draft calendar for the 2027-28 school year 2. not adopt the proposed draft calendar and provide direction to District administration in drafting future calendars
Backup Memoranda Provided?	Copy of the draft calendar is included for review.
Recommended Action:	Resolved, that the Board of Education adopt and implement the proposed draft calendar for the 2027-28 school year, as presented.

2027-2028 SCHOOL CALENDAR DFT

July 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

AUGUST 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				
		PK & Kinder Orientation - August 23				

Student days = 7

First day of school 6th & 9th - August 17

SEPTEMBER 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 = 20 (27)

OCTOBER 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 (45)

NOVEMBER 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 (62)

ET= 1st Trimester Elementary = 55

DECEMBER 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 = 13 (75)

JANUARY 2028						
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 (94)

FEBRUARY 2028						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	ET	19
20	21	22	23	24	25	26
27	28	29				

Student days = 15 (109)

ET= 2nd Trimester Elementary = 52

MARCH 2028						
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 (129)

DRAFT

APRIL 2028						
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 = 15 (144)

MAY 2028						
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 = 21(165)

JUNE 2028						
S	M	T	W	T	F	S
				1	2	3
4	5	E	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 = 4 (169)

June 6 - Last day of school

Instructional Days: 169 | Student Contact Days: 169 | PD Days: 5

First Day of School = August 23 (K, 6th, 9th grade students) | Last Day of School = June6

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 24 - Professional Development Day = no school
- October 13 Parent/Teacher conferences 4-8 pm - following normal school day
- October 14 Parent/Teacher conferences 8 am - 7:15 pm - no school
- October 15 - Teacher Day Off = no school
- October 18 - Professional Development Day = no school
- January 3 - Staff Work Day = no school
- February 11 - Professional Development Day = no school
- March 15 - Parent/Teacher conferences 4-8 pm - following normal school day
- March 16 - Parent/Teacher conferences 8 am - 7:15 pm - no school
- March 17 - Teacher Day Off = no school
- March 20 - Professional Development Day = no school
- May 12- Professional Development Day = no school
- May 27 - 2028 SSHS Graduation
- June 7- Staff Work Day

Holidays:

July 4	Fourth of July
September 6	Labor Day
November 22 - 26	Thanksgiving Break
Dec 20-31	Winter Break
January 17	MLK Day
February 21-25	Mid Winter Break
April 24-28	Spring Break
May 29	Memorial Day

End of Semester 1 - TBD (December or January)

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

Meeting Date:	June 22, 2026
Agenda Item:	Consideration of Adoption and Implementation of the 2028-29 School Year Calendar
Presented by:	Director of Teaching & Learning Dr. Tim Ridder
Core Issues:	The District Superintendent will solicit and consider input from the community on a traditional school year calendar to be presented to the Board and community. The proposed calendar draft was presented to the Board for review and discussion on May 18, 2026. The proposed calendar was also reviewed with building leadership teams, the District administration team, and the District Accountability Committee, and posted on the District website for community/parent/staff/student input for 30 days.
Background Info:	The Director of Teaching & Learning Dr. Tim Ridder worked with a Calendar Committee consisting of District Administrators and teachers to create a school year calendar.
Policy Implications:	EL-9: Treatment of Students, Parents and Community; DO-4: School Year/School Calendar/Instruction Time; EL-8: School Year Calendar
Fiscal Implications:	NONE
Options:	1. Adopt and implement the proposed draft calendar for the 2028-29 school year 2. not adopt the proposed draft calendar and provide direction to District administration in drafting future calendars
Backup Memoranda Provided?	Copy of the draft calendar is included for review.
Recommended Action:	Resolved, that the Board of Education adopt and implement the proposed draft calendar for the 2028-29 school year, as presented.

2028-29 School Year Calendar -THIS IS A DRAFT

July 2028

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	2
23	24	25	26	27	28	9
30	31					

AUGUST 2028

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	2	25	2
7	28	29	30	1		

…& Kinder O…ntation …ugust

…tude…t days …

…irst d…y of scho… 6th … 9th - Aug…st 21

SEPTEMBER 2028

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

Student …ys = 19 (28)

OCTOBER 2028

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 (47)

NOVEMBER 2028

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

Student days = 17 (64)

ET= 1st Trimester Elementary = 55

DECEMBER 2028

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 = 15 (79)

JANUARY 2029

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	1	[illegible]	13
14	15	16	17	1	19	2
21	22	23	24	2	26	27
28	29	30	31			

Student days = 16 (95)

FEBRUARY 2029

S	M	T	W	T	F	S
				1	2	3
[illegible]	[illegible]	6	[illegible]	8	9	[illegible]
11	12	13	4	15	E	17
[illegible]	19	20	21	2	2	[illegible]
25	[illegible]	27	28			

Student days = 14 (109)

ET = 2nd Trimester Elementary = 51

MARCH 2029

S	M	T	W	T	F	S
				1	2	3
[illegible]	[illegible]	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 (128)

APRIL 2029

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 = 16 (144)

MAY 2029

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 = 21(165)

Class of 2029 Graduation - May 26

JUNE 2029

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 = 4 (169)

June 6 - Last day of school

Instructional Days: 169 | Student Contact Days: 169 | PD Days: 5

First Day of School = August 21 (K, 6th, 9th grade students) | Last Day of School = June 6

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 22 - Professional Development Day = no school
- October 18 Parent/Teacher conferences 4-8 pm - following normal school day
- October 19 Parent/Teacher conferences 8 am - 7:15 pm - no school
- October 20 - Teacher Day Off = no school
- October 23 - Professional Development Day = no school
- January 8 - Staff Work Day = no school
- February 9 - Professional Development Day = no school
- March 14 - Parent/Teacher conferences 4-8 pm - following normal school day
- March 15 - Parent/Teacher conferences 8 am - 7:15 pm - no school
- March 16 - Teacher Day Off = no school
- March 19 - Professional Development Day = no school
- May 11- Professional Development Day = no school
- May 26 - 2029 SSHS Graduation
- June 7- Staff Work Day

Holidays:

July 4	Fourth of July
September 4	Labor Day
November 20 - 24	Thanksgiving Break
Dec 25-Jan 5	Winter Break
January 15	MLK Day
February 19-23	Mid Winter Break
April 23-27	Spring Break
May 28	Memorial Day

End of Semester 1 - TBD (December or January)

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 22, 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 22, 2026

AGENDA ITEM
PLAN FOR FUTURE MEETINGS

Plan for future meetings

- Board Meeting - August 10
- Board Meeting - August 24
- Board Meeting - September 14
- Board Meeting - September 28

Board Work Sessions

- Board/Superintendent 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

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
June 22, 2026

AGENDA ITEM
WORK SESSION TOPICS

<u>Background Information:</u>

SSSD Board of Education Work Session

Board Subcommittees Update

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

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

The work session is open to the public but will not be livestreamed for future viewing. The agenda will be available to view in Boardbook.
The Board will not be taking public comment at this work session pursuant to GP-19: School Board Meetings.

Part 1: Definitions

Policy monitoring is the continuous, systematic tracking of policy implementation and outcomes to ensure compliance and effectiveness. **Policy review** is the periodic, formal evaluation and updating of policies to ensure they remain relevant and effective. Together, they ensure accountability, performance, and operational alignment with goals.

Policy Monitoring

- Purpose: To track the board's implementation of policies, identify gaps, and ensure compliance with established guidelines.
- Key Activities: The board will document observations and data relevant to the policy, analyze indicators of success, and generate monitoring reports. This process will identify areas that may need improvement to align with the board's previously established policies.
- Outcome: Policy monitoring offers feedback for ongoing adjustments to board actions to improve performance and alignment with priorities as set in policies.

Policy Review (Periodic Evaluation)

- Purpose: To systematically evaluate, update, or revise the established policies to reflect the board's current values, priorities, and organizational needs.
- Key Activities: Assessing policy effectiveness, identifying outdated procedures, and revising documents to eliminate ambiguity, risks, or outdated priorities.
- Outcome: Ensures that policies remain accurate, relevant, and effective for achieving the board's long-term goals.

Key Differences and Relationship

- Focus: Monitoring focuses on *implementation* and impact, it ensures that the board is following its policies as written. Review focuses on the *design* and overall continued relevance of the policy; It assesses the content and wording of the policies to determine if the policy is adequate and aligned or needs changes.

- Connection: Policy monitoring data provides the evidence base for the formal policy review process.

Part 2: Policy Monitoring Recommendations

The Majority of our policies are monitored for compliance *annually*. This is consistent across our policies as currently written and in recommendations by CASB. The method of monitoring is designated as “board self-assessment”. This means that each board member would evaluate how the board as a whole is complying with its written policies via the assessment.

The sub-committee recommends:

- Each board member completes an self-assessment annually, for the board retreat in June, that contains questions to monitor ALL of our policies. By designing questions that address the main points of all policies, we can accomplish annual monitoring without each member re-reading each full policy.
- Ideally, the annual self-assessment would be completed by each board member as homework prior to the board retreat. This would allow us to have results at the retreat to identify and discuss any areas of concern. The compiled results from the self-assessments would become the monitoring report for the evaluated period.
- A second shorter self-assessment will be completed quarterly by each board member that will cover policies with more frequent monitoring (BSR-2, GP-2, GP-5, GP-10, and GP-10E). It will also contain questions pertaining to general board behavior, to help uphold our standards of professional behavior.
- Since all of the policies are evaluated in the annual self assessment, completion of the quarterly self-assessment 3 times throughout the school year would

achieve quarterly (4 times/year) monitoring for these policies. We suggest September, December, and March.

- Two draft self-assessments, annual and quarterly, are provided separately. We request that feedback be discussed at the June 22 work session so that trial of the policy monitor self-assessments can be initiated at the June 24 retreat.
- Policy review, requiring close reading of the wording of each policy, will be performed on a separate schedule throughout the year, as outlined below. Separation of monitoring and review will also help to keep clear the different goals of monitoring and review.

Part 3: Policy Review Recommendations

Policy review will require a close reading of the policy to ensure that policies remain accurate, relevant, and effective for achieving the board's long-term goals.

- We recommend that policy review stay spread out over the year, so that a small number of policies are reviewed at one time.
- We recommend that one Board member is selected as the primary reviewer of each policy. The primary reviewer will perform a close reading of the policy and complete a Policy Review Report that will be presented to the whole board. This report will include any suggested modifications. Each time the policy is reviewed, a different Board member will be the primary reviewer.
- It may be beneficial to create a board sub-committee for policy review. Members of this sub-committee would be the primary reviewers for the policies and would present any recommendations to the full board. This can be discussed in the future.
- We do not have a draft report and process for policy review yet, as we wanted to prioritize the new policy monitoring process. Once the new policy monitoring process is in place, the sub-committee will shift to focus on policy review.

Quarterly Board Self-Assessment

The Steamboat Springs Board of Education is responsible for its own Governance Excellence. The point of this assessment is for the board to reflect on how it is governing in relationship to the Board's *Governance Process* Policies and *Board Superintendent Relations Policies*.
Rate the Board's performance over the past quarter on a scale of 1 to 5.

1 = Never/Strongly Disagree

2= Rarely/Somewhat Disagree

3 = Sometimes/Neutral

4= Evidence of/Somewhat Agree

5 = Always/Strongly Agree

klemmer@ssk12.org Switch account

Not shared

* Indicates required question

B/SR-2 Unity of Control

Collective Authority: As a Board, do we consistently ensure that only official decisions made by the Board *acting as a whole entity* are communicated as binding directives to the District Superintendent? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Individual Restraint: Have individual Board members, officers, and committees refrained from giving independent instructions or mandates to the Superintendent (outside of rare, explicitly authorized, or emergency situations)? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Respecting Boundaries on Staff Resources: When individual members or committees request information or assistance, do we respect and support the Superintendent's right to refuse requests that require a material amount of staff time, resources, or create operational disruptions? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

B/SR-2 Comments (optional)
Feel free to use this space if you would like to add comments pertaining to one or more answers above.

Your answer

GP-2 Governing Style

Assessment Tip for the Board
This policy explicitly states that the Board—*not the Superintendent*—is responsible for governance excellence. If the Board finds itself unprepared or distracted by administrative details, it cannot blame staff workload or a packed agenda. Use this assessment to identify where the Board needs to practice greater collective self-discipline.

Strategic Leadership: Does the Board focus its time and energy on long-term vision and strategic leadership rather than getting entangled in administrative details or operational means? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Student Outcomes ("Ends"): Are our policy discussions and decisions primarily focused on the long-term benefits for students rather than *how* the staff executes those goals? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Diversity of Viewpoints: Do we actively encourage and respect diverse viewpoints during discussions before arriving at a decision? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Mission over Interpersonal Issues: Do we maintain a governance style that prioritizes organizational vision over any interpersonal conflicts or politics among Board members? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Governance Ownership: Does the Board take full, independent responsibility for its own excellence in governance, rather than relying on the District Superintendent or staff to manage or police us? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Individual Discipline: Do individual members demonstrate the self-discipline required for effective governance (e.g., regular attendance, thorough meeting preparation, and respect for defined roles)? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

GP-2 Comments (optional)
Feel free to use this space if you would like to add comments pertaining to one or more answers above.

Your answer

GP-5 President's Role
Assessment Tip for the Full Board
Evaluating the President can feel awkward for some boards. To ensure total candor, remember that this is an assessment of the *role*, not a personal critique. The President welcomes this feedback to ensure they are serving as the protector of the Board's process—not its dictator.

Meeting Environment: Did the President chair meetings using Robert's Rules of Order and legal frameworks in a way that ensured debates were fair, open, thorough, efficient, and orderly? *
Rate the Board President's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Administrative Execution: Did the President efficiently fulfill their administrative obligations, including acting as the agenda liaison with the Superintendent, signing authorized contracts, maintaining monitoring data, and compiling the Superintendent's annual evaluation? *
Rate the Board President's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

GP-5 Comments (optional)
Feel free to use this space if you would like to add comments pertaining to one or more answers above.

Your answer

GP-10 Board Member Covenants
Assessment Tip for the Board
Covenants are easily broken when under pressure. When reviewing this section, pay special attention to areas where the board might score themselves highly during "peace time" but struggle during high-stakes, controversial debates. True adherence to these covenants is measured by how the board treats one another during a crisis.

Constructive Dialogue: Do we consistently focus on issues rather than personalities, demonstrate respect for each other's opinions, and assume a posture of trust? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Processing Information: Do we practice "seeking first to understand rather than be understood," and do we withhold judgment on complex issues until we are fully informed? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Proactive Transparency: Do we share information and knowledge openly, voice our personal concerns and agendas clearly, and communicate in a timely manner to avoid catching other members or staff by surprise? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Critique and Praise: Do we actively practice the covenant to criticize one another privately and praise one another publicly? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Safeguarding Boundaries: Do we strictly maintain confidentiality, use executive sessions appropriately and judiciously, and rigorously follow the established chain of command? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Defensive Postures: Do we approach disagreements with a non-defensive posture, taking the initiative to ask questions for clarification rather than making negative assumptions? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Public Support of Board Decisions: Once the Board has taken final action on a matter, do all members publicly support the collective decision, regardless of their personal vote or minority opinion during debate? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Protecting District Integrity: Do we make every reasonable effort in our public and private lives to protect the integrity and promote the positive image of the district, staff, and one another? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

GP-10 Comments (optional)

Feel free to use this space if you would like to add comments pertaining to one or more answers above.

Your answer

GP10-E Handling Concerns Raised by Parents, Community Members and Staff

Assessment Tip for the Board

The hardest part of this policy is resisting the urge to do independent research. When a constituent hands you a compelling problem, it is human nature to want to investigate. Remind the Board during this assessment that independent research undermines the Superintendent and breaches this policy. Success means being a compassionate listener who fiercely protects the chain of command.

Protecting the Chain of Command: When approached by an individual with an operational complaint, do we consistently ask if they have spoken to the person closest to the problem and help direct them to the appropriate staff member? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Educating the Public on our Role: Do we use stakeholder complaints as an opportunity to explain that the Board's job is long-term vision and policy, not resolving operational day-to-day issues? *

Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

*

Refraining from "Playing Detective": Do individual Board members strictly refrain from undertaking their own independent investigations, research, or formal fact-finding when a constituent complains?
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

*

Respectful Escalation: If a Board member is unsatisfied with how the Superintendent resolved a constituent's concern, do they have a private, 1-on-1 conversation with the Superintendent *before* bringing it to the rest of the Board?
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

*

Discerning Policy vs. Operations: When an individual's concern genuinely relates to a systemic Board policy issue, do we properly elevate it to the full Board for discussion rather than attempting to handle it individually?
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Group Boundary Setting: When approached by a group (two or more people), do we explicitly inform them that we do not represent the full Board and have no individual authority to make decisions or direct action? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

Prompt Board/Superintendent Notification: Following a group meeting or a high-level concern, do we promptly communicate the full context (issues discussed and persons involved) to both the Superintendent and the full Board? *
Rate the Board's performance over the past quarter

	1	2	3	4	5	
Never/Strongly Disagree	○	○	○	○	○	Always/Strongly Agree

GP-10 E Comments (optional)
Feel free to use this space if you would like to add comments pertaining to one or more answers above.

Your answer

Submit

Clear form

Annual Policy Monitoring Self-Assessment

This self-assessment will be completed by each board member annually to monitor how well the board is performing at following its policies.

klemmer@ssk12.org Switch account

Not shared

Board-Superintendent Relationship Policies

	Strongly Agree	Agree	Disagree	Strongly disagree
The Board worked through the Superintendent rather than directing or managing staff members individually. (BSR-1)	○	○	○	○
Board members respected that only decisions made by the full Board are binding on the Superintendent. (BSR-2)	○	○	○	○
Individual Board members avoided making requests or giving direction to the superintendent and other staff outside the Board's established process. (BSR-2)	○	○	○	○
Most Board actions occured at the policy level rather than at the operational level. (BSR-3)	○	○	○	○
The Board used written policies (Ends and Executive	○	○	○	○

Limitations) to define what outcomes are expected and what constraints the Superintendent must follow. (BSR-4)				
The Superintendent was allowed to make operational decisions and take actions as long as they were reasonable interpretations of Board policy. (BSR-4)	○	○	○	○
When reviewing the Superintendent's performance, the Board focused only on whether Board goals were achieved and policies were followed, rather than general opinions or unrelated information. (BSR-5)	○	○	○	○
The Board used clear and consistent methods (reports, outside review, or direct inspection) to check whether policies are being followed by the superintendent. (BSR-5)	○	○	○	○

The Board follows a regualr schedule to review each policy to confirm it still reflects Board priorities and updates its monitoring approach when needed. (BSR-5)	○	○	○	○
The Board completed formal Superintendent evaluations based on policy results and discussed performance in a structured and consistent way. (BSR-5)	○	○	○	○
The board maintained effective two-way comminication with community and stakeholders to understand concerns, share district priorities, and support student success. (BSR-6)	○	○	○	○
The Board acted with one voice, making official decisions through formal votes rather than individual Board member actions or statements. (BSR-6)	○	○	○	○

or statements.
(BSR-6)

Governance Process Policies

	Strongly Agree	Agree	Disagree	Strongly Disagree
The Board focused its work on improving student outcomes and the district's mission rather than individual preferences or day-to-day management. (GP-1)	○	○	○	○
The Board regularly reflected on how it governs, including how clearly expectations and values are defined in its policies and Ends. (GP-1)	○	○	○	○
The Board focused on long-term student outcomes and strategic direction rather than day-to-day operational details. (GP-2)	○	○	○	○
Board members were consistently prepared, in attendance, and respected defined roles. (GP-2)	○	○	○	○
The Board focused its work on setting clear	○	○	○	○

expectations for district performance and monitoring whether the district achieved those results. (GP-3)				
The Board used written policies (Ends, Executive Limitations, Governance Process, and Board–Superintendent Relationship) to define how it governs and delegates authority. (GP-3)	○	○	○	○
The Board engaged the community in meaningful conversations about student experiences and outcomes when making decisions. (GP-3)	○	○	○	○
The Board held the Superintendent accountable by reviewing progress on Ends and compliance with Executive Limitations policies. (GP-3)	○	○	○	○
The Board used self-assessment to monitor whether it was	○	○	○	○

following its Governance Process and Board–Superintendent Relationship policies. (GP-4)				
The Board President helped run Board meetings and Board communications in a way that kept discussions focused on Board-level issues, followed Board rules, and reflected decisions made by the full Board. (GP-5)	○	○	○	○
The Board President did not act independently of the Board when working with the Superintendent or staff, and only used authority that was clearly delegated by the full Board. (GP-5)	○	○	○	○
Board committees supported the Board by developing information and options for Board decisions, but did not direct staff, manage operations, or act	○	○	○	○

on behalf of the Board unless specifically authorized by the full Board. (GP-6)				
Board committees stayed focused on their assigned purpose and did not take over monitoring or managing parts of district operations. (GP-6)	○	○	○	○
Board committees existed only to support Board decision-making, were advisory in nature, and did not have independent authority unless specifically assigned by the Board. (GP-7)	○	○	○	○
The Board followed an annual planning cycle that included setting priorities, engaging the community, providing Board training, and reviewing district goals and policies throughout the year. (GP-8)	○	○	○	○
Board members represented the				

whole community and made decisions based on what is best for the entire district, rather than personal interests or outside groups. (GP-9)	○	○	○	○
Board members respected Board authority by speaking only for themselves unless the Board had taken action, and they maintained confidentiality, professionalism, and respectful behavior in all Board interactions. (GP-9)	○	○	○	○
Board members communicated honestly and respectfully with each other, focused on issues rather than personalities, and worked to maintain trust and shared goals. (GP-10)	○	○	○	○
Once the Board made a decision, members supported it publicly and avoided undermining it, while keeping	○	○	○	○

appropriate confidentiality and using proper Board communication channels. (GP-10)

When concerns were raised by parents, staff, or community members, Board members listened, helped direct them to the appropriate staff or process, and avoided trying to solve operational issues themselves. (GP-10E)	○	○	○	○
Board members shared concerns with the full Board and Superintendent when appropriate and allowed the Superintendent to investigate and respond to operational issues before the Board took further action. (GP-10-E)	○	○	○	○
Board members avoided conflicts of interest by disclosing any personal financial interest, abstaining from related decisions, and not using their position for	○	○	○	○

personal gain. (GP-11)

Board members followed conflict of interest rules by respecting limits on gifts, confidentiality, and participation in contracts or decisions where they had a personal or financial stake. (GP-11)	○	○	○	○
The Board members accurately and consistently filed required financial disclosures on time, reporting any reportable gifts, payments, travel, or other items received through Board service in accordance with disclosure rules. (GP-12)	○	○	○	○
The Board addressed alleged policy violations first through private conversation, then full Board discussion if needed, and used public censure only when a substantial violation was confirmed. (GP-13)	○	○	○	○

The Board followed a clear, predictable process for developing and changing policies that included community input, Board discussion, and formal first and second readings before adoption. (GP-14)	○	○	○	○
The Board provided structured opportunities for public comment at meetings and ensured speakers were heard respectfully within clear time and topic limits. (GP-15)	○	○	○	○
Public comment at Board meetings followed clear rules for time limits, speaking order, and respectful participation so the Board could hear community input in an organized way. (GP15-R)	○	○	○	○
The Board did not take action during public comment and ensured that any issues raised were handled later through	○	○	○	○

later through proper agenda and Board discussion processes. (GP-15R)

The Board focused on improving student achievement by setting accreditation expectations, reviewing school performance, and aligning district goals with state accountability requirements. (GP-17)	○	○	○	○
The Board reviewed and approved school plans and accreditation requirements to ensure schools met academic standards and improvement expectations. (GP-17)	○	○	○	○
The Board carefully reviewed gifts and donations requiring Board approval, considering their source, conditions, and impact on students, and only accepted those that aligned with district values and	○	○	○	○

values and supported student outcomes without creating inappropriate obligations or endorsements. (GP-18)				
Board meetings were open, properly noticed, and accurately recorded, with clear minutes and records of decisions, votes, and public participation maintained in accordance with law. (GP-19)	○	○	○	○
The Board followed proper rules for special meetings and executive sessions, including using them only for allowed purposes, avoiding action in closed sessions, and ensuring transparency requirements were met. (GP-19)	○	○	○	○
Board members only participated in meetings electronically when allowed under policy, properly notified leadership, and ensured they could fully	○	○	○	○

engage and follow all meeting requirements. (GP-19A)

The Board ensured that electronic participation maintained transparency, quorum requirements, public access, and confidentiality standards just as if the meeting were held in person. (GP-19A)

if the meeting were held in person. (GP-19A)

Submit

Clear form

Updated 5/2026

School Board Agenda Planning and Governance Ideas

Possible Enhancements to the Board Agenda

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

Keep the format the same and add each school does a presentation in person at the Board meeting each month, each school does one presentation per year

2. Reorder Board Member Comments - August 2026

See separate attachment on Boulder Valley CASB presentation

Consider moving individual Board member comments to the beginning of each meeting, following agenda review, consent agenda, and approval of minutes.

Implement norms for Board communication on the regular agenda.

This would:

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

4/6/26-Broaden the topics we could report on, ex-what we hear in community, what we are reading, what meetings we attended and what we learned, concern-how do we structure it to be open but not expose the Board to other issues

3. Board Monitoring Protocol - Kim and Leah TBD
Include a brief reflection at the end of each meeting:

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

4/6/26- How do we want to define "Ends"? How are they different from goals? Homework for retreat on process to create "Ends"

Summit County Information on Ends

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

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

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

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

Keep in place where we get a draft agenda and we could add to it at that time

6. Semiannual Prioritization Meetings - establish at the retreat June 2026
Hold structured prioritization discussions twice per year (June and January) to:

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

4/6/26-**Keep a list of future meeting topics, this can be a public facing document and semi annually we will prioritize these items - Kevin/Deb to keep live doc for future prioritization and a working calendar in google sheets for public and online**

Strengthening Board–Superintendent Communication

1. Monthly Rotating Check-In Meetings - June 2026 retreat
Establish a regular 30-minute monthly meeting between the superintendent and two rotating Board members.

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

With new superintendent set up these meetings

2. Continue Weekly Superintendent Updates by email -currently in progress
Maintain regular Friday updates to keep the Board informed of key developments.

Administrative policy updates should be included in these updates.

3. Annual Superintendent Goal-Setting - June 2026 and January 2027 (twice per year)
Explore best practices in goal-setting processes used by other districts, including:

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

Set up a goal-setting session with the superintendent at June retreat, progress monitoring at January

4. Superintendent Evaluation Process - Jane and Lara-report on this June retreat
Clarify how the superintendent is evaluated and consider whether to include:

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

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

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Increasing Communication and Engagement with the Community

Discuss in more depth at Board Retreat

1. Parent and Community Engagement

- Expand opportunities for family and community participation on district advisory committees and working groups. (GEAC, SEAC, etc.)
- Identify which committees would benefit most from meaningful parent and community representation (e.g., DAC, curriculum, budget, facilities, safety, negotiations, technology, etc).
- Explore additional ways to engage families and community members in district priorities and initiatives (listening sessions, surveys, community forums, partnerships).
- Review whether the district website effectively informs and engages families about district priorities, goals, initiatives, and opportunities for involvement.
- Make the yearly board calendar available online
- Email communication response in a timely manner. Board discussion on what timely means. Consider a rotating communication point person.
- Increased communication with legislators (possibly include in Board committee updates)

2. Role of GEAC and SEAC - need a conversation with board - August 2026

Consider whether the Gifted Education Advisory Committee (GEAC) and Special Education Advisory Committee (SEAC) should be formal Board committees or continue as Advisory Committees. If they continue as Advisory then there should be a consistent structure for discussion and follow through post meetings.

- Evaluate purpose, advantages and potential challenges.

3. Public Comment Follow-Up - reorganizing agenda - See Boulder Valley Doc-link inserted above-Retreat 6/24

At the conclusion of each meeting, consider whether any topics raised during public comment should be placed on a future agenda.

4. "Coffee with the Board" Expansion-Lara and Kevin have created a format for these events

Hold sessions in different schools throughout the year, offering both daytime and after-school options-every other month

- Explore ways to engage community members who do not currently have children in the district.-public coffee with the Board every other month

5. Community and Staff Surveys - Brainstorm at retreat (ongoing to 2026-27 school year)
Develop a shared foundational knowledge of existing surveys, including:

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

Potential Topics for the June 24, 2026 Board Retreat

1. Review and Refine Board ENDS - Lara to reach out to Summit and further at June Retreat
Revisit current Board ENDS to ensure they are:

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

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

2. Develop a One to Two-Year Board Calendar - June 2026-in process
Create a calendar aligned with Board and superintendent goals for standard activities such as:

- Budget development and approval

- Mill levy certification
- Strategic planning checkpoints
- Policy and monitoring cycles
- Staff contracts
- How do we include topics such as housing, technology, transportation, facilities etc

A draft could be developed by a Board subcommittee.

3. Structure for Prioritization Meetings - Kevin and Lara have outlined this structure for June 2026

Clarify the process and structure to ensure meaningful participation and clear outcomes.

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

5. Student Representation - August 2026

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

6. Board Handbook Development - Subcommittee? 2026-27 school year

Consider developing a Board handbook that includes:

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

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

Rural Alliance had an example of a good handbook

CASB | December 11, 2025

Setting Meaningful and Impactful Board Agendas

Through Strategic Board Prioritization Processes

Introductions

Rob Anderson
Superintendent

Nicole Rajpal
Board President

Alex Medler
Board Vice President

Jorge Chávez
Board Member

Lalenia Quinlan Aweida
Board Member

Jason Unger
Board Treasurer

Opening Questions

How do you determine what you will discuss and place on the agenda for each meeting?

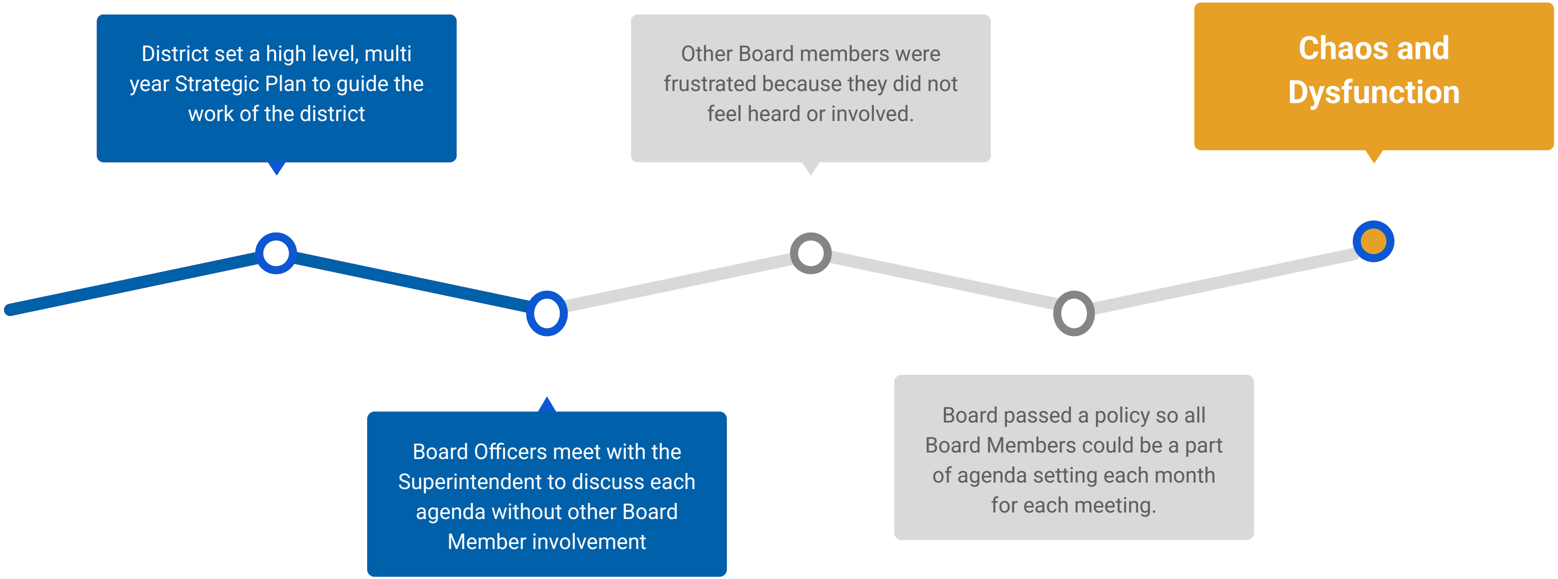
Who is involved in determining what you will discuss and place on the agenda for each meeting?

How do you balance prioritizing topics related to your district Strategic Plan with emerging issues within your community?

Today we will...

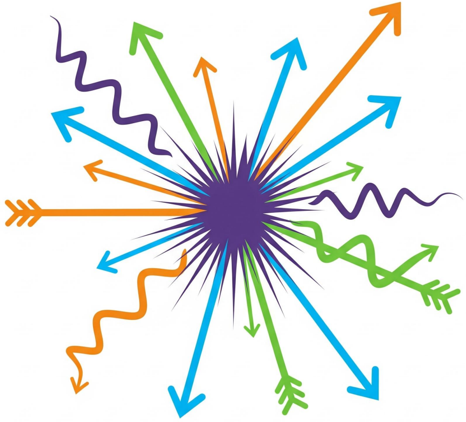
- Create space for all Board members to be heard when proposing items for board agendas
- Use a prioritization process to allow for productive discussion and debate to decide what the work of the district will include each semester
- Develop a schedule and rhythm for your board, district staff and community so everyone knows what topics will be covered well in advance
- Maintain your focus as a governance team while honoring emerging community issues

How we *used to* set agendas in BVSD



Issues with the process

- Too much time spent on what to discuss and less time to focus on what is important
- Created unnecessary power struggles between board members and Superintendent
- Senior staff did not have enough lead time to properly prepare and present important topics - lack of direction
- Board members who felt excluded used every opportunity to advocate for their topics they felt were being ignored



How we *now* Prioritize and Set agendas in BVSD

District set a high level, multi year Strategic Plan

Board members are able to bring up any item for consideration for prioritization at each board business meeting

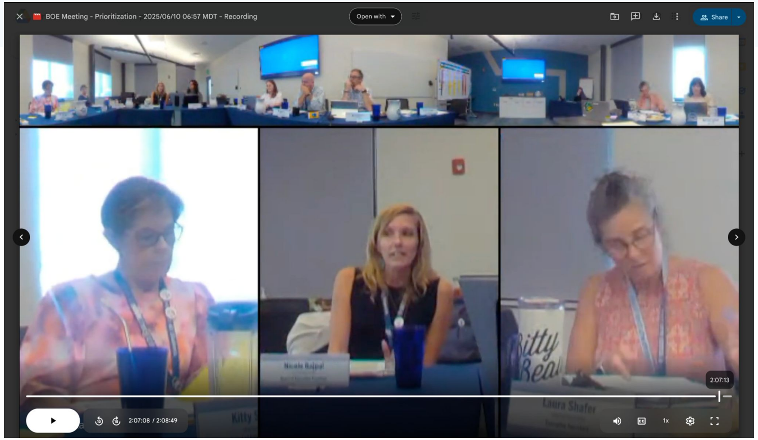
Board members use a forced ranking process to collectively prioritize what they want to discuss and consider

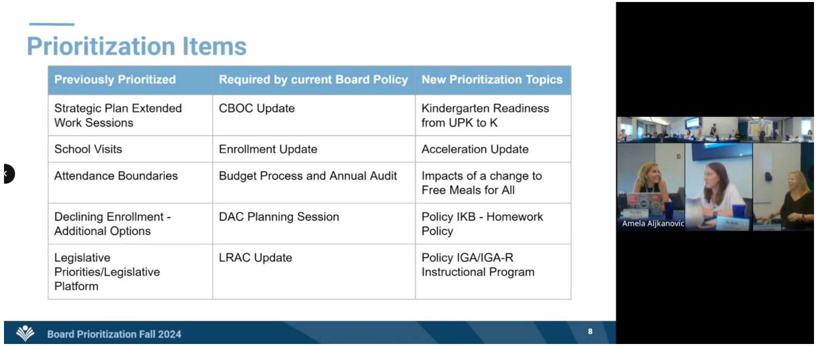
Board and Superintendent work together to ensure the priorities of the collective board are placed on Board agendas

High Functioning Governance

Benefits with this process

- All board members feel included and heard
- Allows the district to maintain focus on the district Strategic Plan/Priorities and also respond to emerging topics in the community
- Senior staff can better manage their time and be well prepared to present topics at board meetings
- This process creates the focus and clarity for the board to govern well and for the Superintendent to lead





Prioritization Items

Previously Prioritized	Required by current Board Policy	New Prioritization Topics
Strategic Plan Extended Work Sessions	CBOC Update	Kindergarten Readiness from UPK to K
School Visits	Enrollment Update	Acceleration Update
Attendance Boundaries	Budget Process and Annual Audit	Impacts of a change to Free Meals for All
Declining Enrollment - Additional Options	DAC Planning Session	Policy IKB - Homework Policy
Legislative Priorities/Legislative Platform	LRAC Update	Policy IGA/IGA-R Instructional Program

Board Prioritization Fall 2024 8

Amela Aljkanovic

Prioritization Items

Previously Prioritized	Required by current Board Policy	New Prioritization Topics
Strategic Plan Extended Work Sessions	CBOC Update	Kindergarten Readiness from UPK to K
School Visits	Enrollment Update	Acceleration Update
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Declining Enrollment - Additional Options	DAC Planning Session	Policy IKB - Homework Policy
Legislative Priorities/Legislative Platform	LRAC Update	Policy IGA/IGA-R Instructional Program

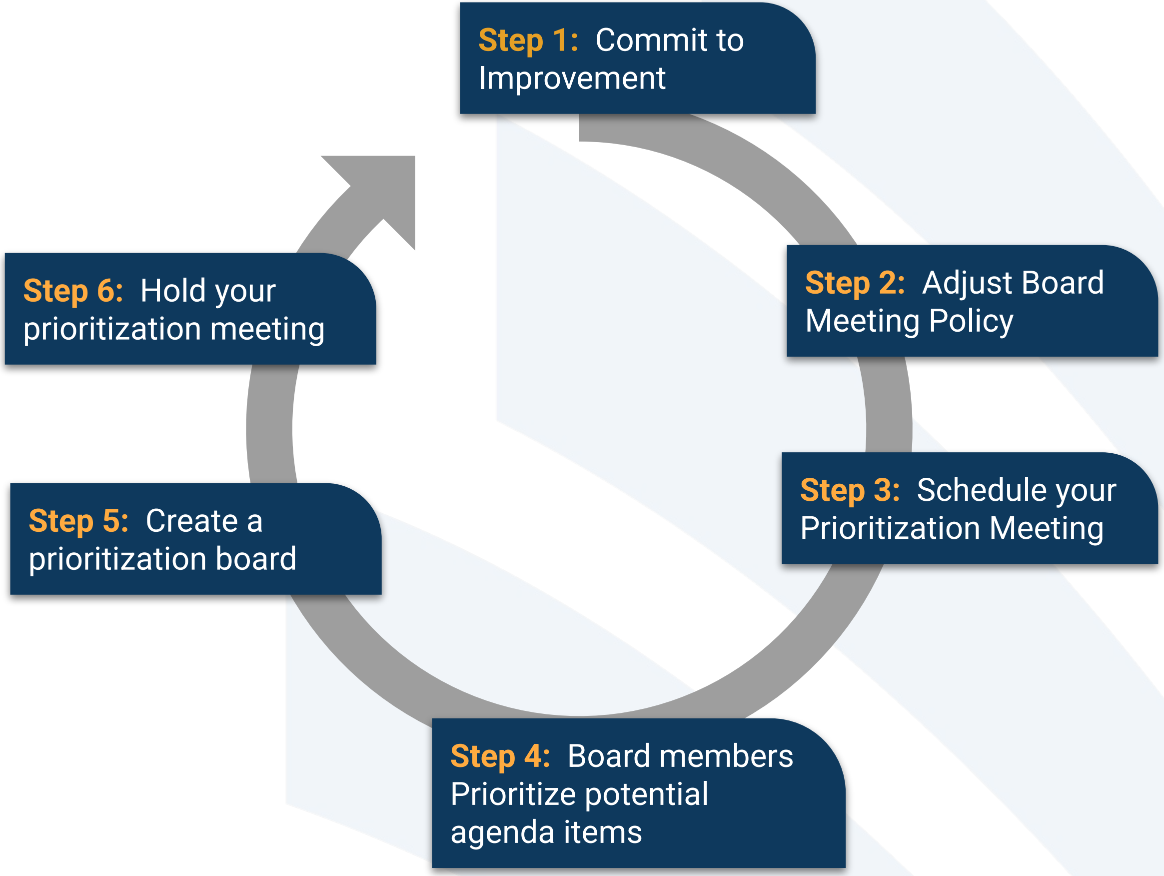
Board Prioritization Fall 2024 8

Outcomes of a successful Board Prioritization meeting:

Discussion	Partnership	Clarity
Debate	Compromise	Agreement

What from this resonates with <u>your</u> experience as a School Board member?

Implement Board prioritization in six steps


Step 1: Commit to Improvement
Step 2: Adjust Board Meeting Policy
Step 3: Schedule your Prioritization Meeting
Step 4: Board members Prioritize potential agenda items
Step 5: Create a prioritization board
Step 6: Hold your prioritization meeting

Step 1: Commit to improvement as a Governance team

- Embrace the First Team concept
- Adjust board policy/board norms to reflect your desire to improve the process
- Create a collective commitment to follow the process that you will develop and implement

Step 2: Adjust Your School Board Meeting Policy

- Adjust your School Board Meeting policy to include a standing agenda item within your order of business at the end of your regular meetings titled **Future Agenda Request**

- This agenda item is the time for Board members to share suggested future agenda items, **not for discussion or debate**.

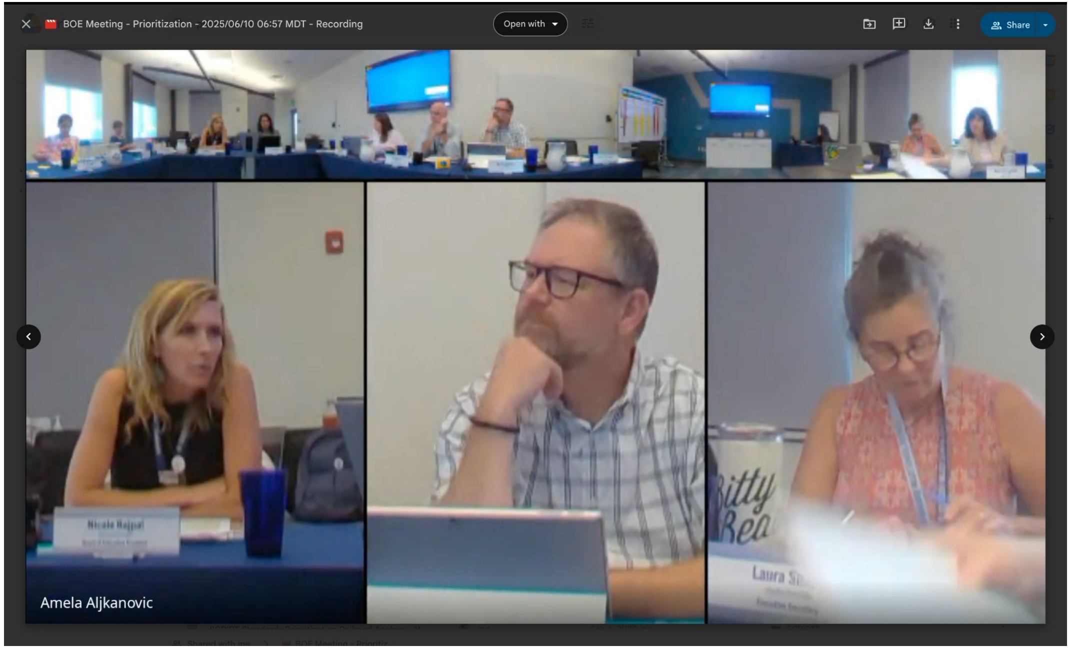
  These items are then recorded by the Board secretary in a document that is shared with the Board and Superintendent and updated after each meeting

The order of business at regular meetings shall be as follows:

1. Call to order
2. Roll call
3. Announcement of Board procedures
4. Approval of agenda
5. Superintendent's report
6. Public hearing and/or public participation
7. Committee reports (if needed)
8. Board communication
9. Information
10. Action items – consent grouping
11. Action items
12. Study items
13. **Future agenda request**
14. Adjournment

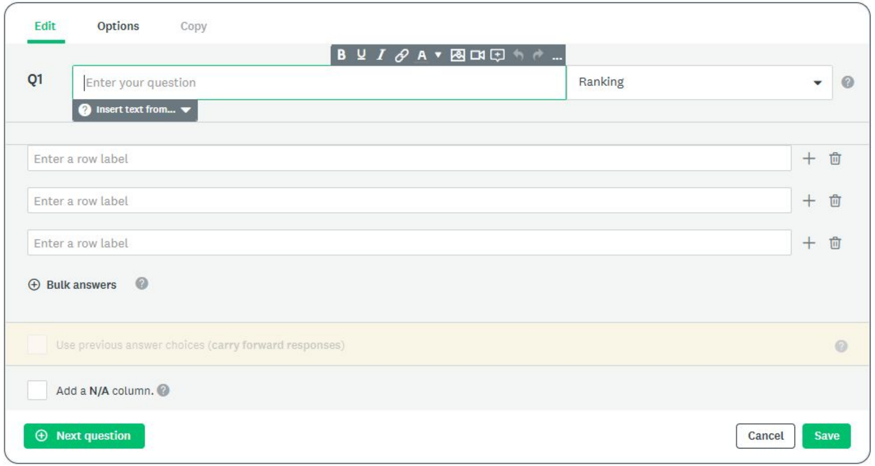
Step 3: Schedule your Prioritization Meetings

- Schedule a work session towards the end of each semester (Dec and June)
- The topic will be Board Prioritization
- Confer with your Superintendent who will facilitate the meeting. We suggest having someone you know/trust serve as meeting facilitator so the Superintendent and Board President can fully participate



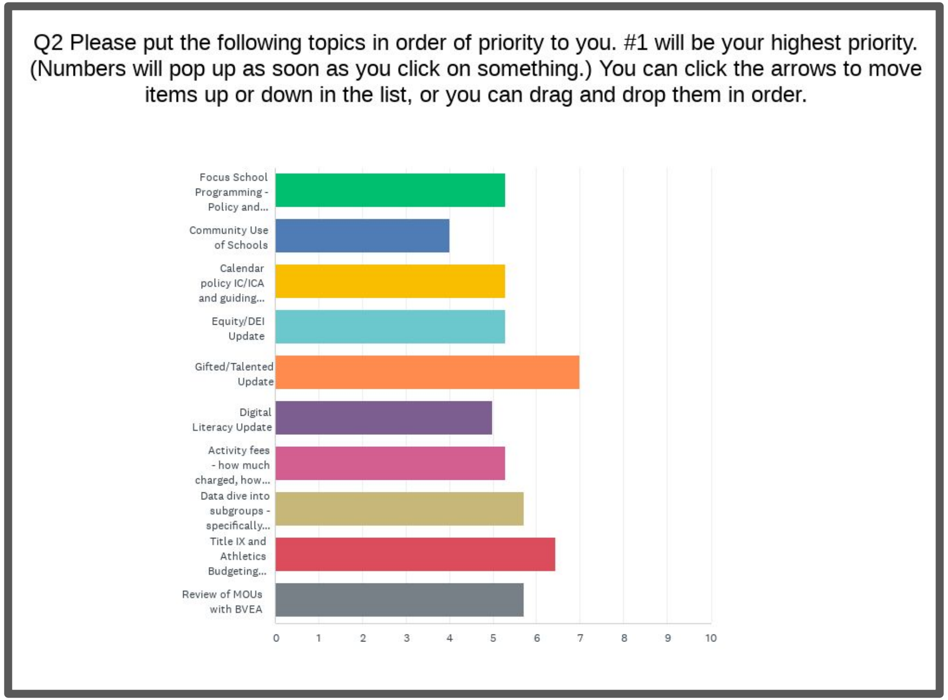
Step 4: Prioritize your future agenda items

- A month before your prioritization meeting, have your Superintendent (or Facilitator) send out a survey
- In Survey Monkey, place all future agenda requests into a Ranking question so all Board Members independently rank each future request in order of importance



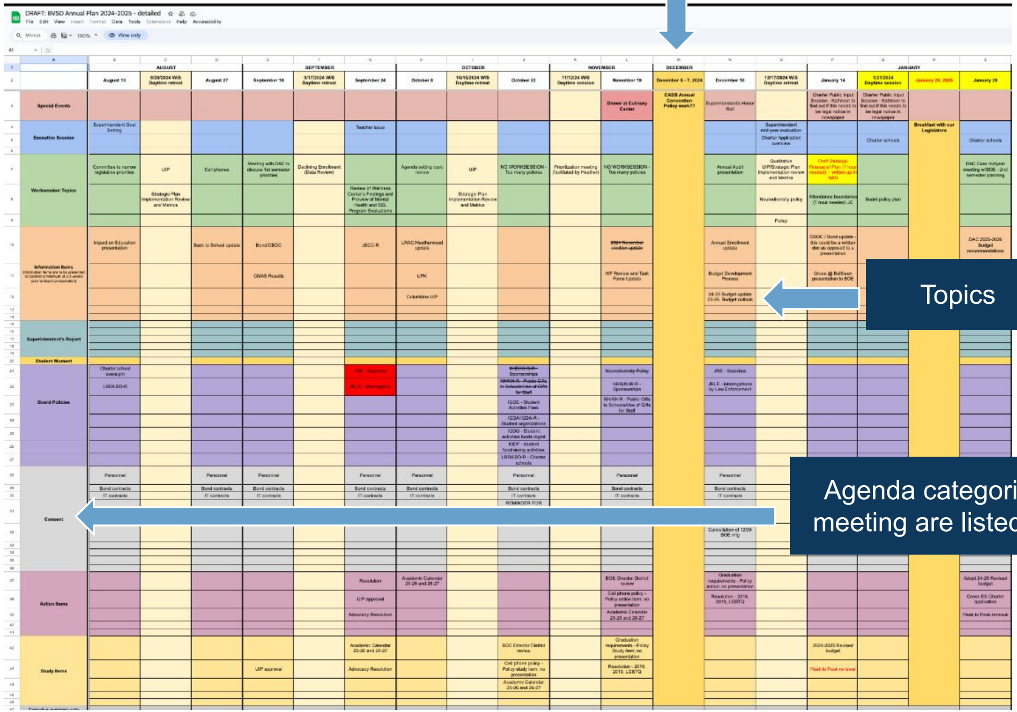
Step 4: Prioritize your future agenda items

- Once you have your prioritized list, you can begin to identify the topics that you will consider adding to agendas for the next semester
- The Superintendent will also collect any items that need to be on agendas per board policy or to update the board/community on important district work.



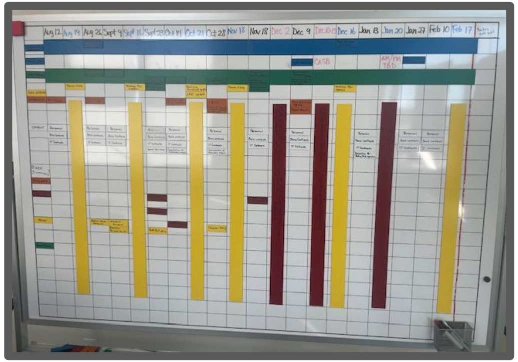
Step 5: Create a prioritized agenda calendar

Dates of Each Meeting are listed on the top



Topics

Agenda categories for each meeting are listed on the side



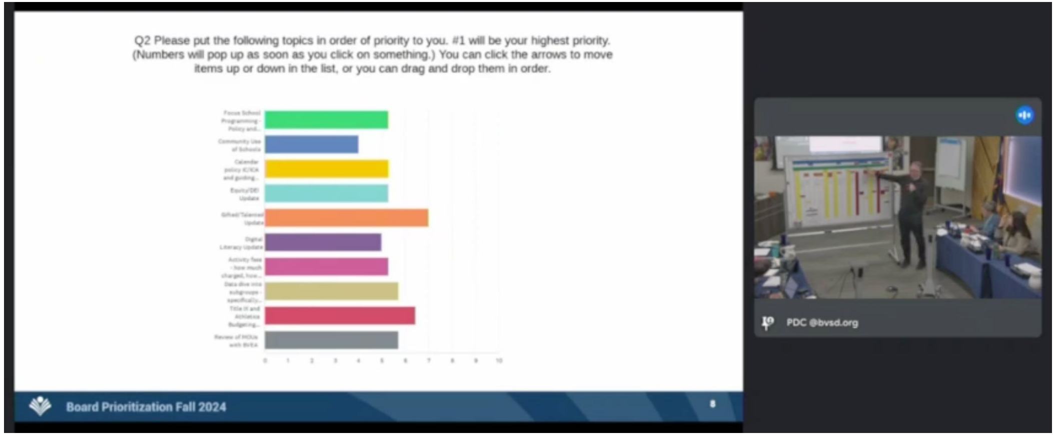
- You can use a magnetic whiteboard, a regular whiteboard or a spreadsheet
- The board should be big enough for 6 months of meetings

Step 6: Fill out the agenda calendar during Prioritization Meeting

- Have a facilitator lead if possible
- Superintendent sets the stage

  Shares:
  - District staff priorities
  - Board policy requirement
  - Prioritization results

- Governance team discusses and builds consensus on the agendas for the entire semester
- Prioritization Board is updated and then shared among district staff and board members



Opportunity

Since 2022

- 7 new standards-based curricula
- Assessment framework
- Differentiated funding
- Discipline Framework
- Restorative Practices
- Data-Driven Instruction
- Grad+ Framework
- Short cycle improvement planning (all Schools)
- Common instructional expectations

ALL TOGETHER

Growth

Since 2022

- **MATH:** Consistently out-paced metro districts & state: **59 to 58 MGP**
- **READING:** Out-paced metro districts & state and **increased from 55 to 57 MGP**
- Narrowed Growth Gaps in ELA K-8 for student groups

Achievement

Since 2022

- **MATH:** Increased % of students who met benchmark: **53% to 57%**
- **READING:** Increased % of students who met benchmark: **69% to 73%**
- Increased achievement of Grad+: **67% to 87%***
- Decreased out of school suspensions for student groups: **3.1% to 2.7%**
- **Accredited with Distinction 2 consecutive years**

*Class of 2023 to Class of 2025

for ALL STUDENTS

Conclusion

- Agenda setting processes can become an unnecessary power struggle among school board members and Superintendents.
- This process maintains strong governance by:
  - Allowing individual board members to advocate for agenda items
  - Ensuring the collective will of the board prioritizes agenda items
  - Allows agendas to be set well in advance
- Senior district staff appreciate the clarity and time to prepare for board meetings.
- It has led to significantly improved results

Panel Questions and Discussion

For More Information/Insight:

rob.anderson@bvsd.org

or

https://www.bvsd.org/about/board-of-education/meet-the-board

Thank you!!!

Board Agenda Planning and Future agenda requests 6-22-26 BVSD

Add item to the end of each business meeting

- Adjust your School Board Meeting policy to include a standing agenda item within your order of business at the end of your regular meetings titled **Future Agenda Request**
- This agenda item is the time for Board members to share suggested future agenda items, **not for discussion or debate**.
- These items are then recorded by the Board secretary in a document that is shared with the Board and Superintendent and updated after each meeting

Schedule your Prioritization Meetings

- Schedule a work session towards the end of each semester (Dec and June)
- The topic will be Board Prioritization
- Confer with your Superintendent who will facilitate the meeting. We suggest having someone you know/trust serve as meeting facilitator so the Superintendent and Board President can fully participate

Prioritize your future agenda items

- A month before your prioritization meeting, have your Superintendent (or Facilitator) send out a survey
- In Survey Monkey, place all future agenda requests into a Ranking question so all Board Members independently rank each future request in order of importance
- Once you have your prioritized list, you can begin to identify the topics that you will consider adding to agendas for the next semester
- The Superintendent will also collect any items that need to be on agendas per board policy or to update the board/community on important district work.

Create a prioritized agenda calendar (6 months)

Fill out the agenda calendar during prioritization meetings

- Have a facilitator lead if possible
- Superintendent sets the stage
  Shares:
  - District staff priorities
  - Board policy requirement
  - Prioritization results
- Governance team discusses and builds consensus on the agendas for the entire semester
- Prioritization Board is updated and then shared among district staff and board members

EXAMPLE AGENDA PLANNING

GINESTA

Timeline	Monitor ENDS (Staff)	Monitor ELs (Staff)	Monitor GPs (BOE)	Monitor BSRs (BOE-Superintendent)	Superintendent Reports	Board Development	Other Business	Consent Agenda Additions	Executive Session	Linkage Schedule outside of BOE Meetings	Advocacy	Spotlight (Staff/Buildings/Programs/Partners)	Statute Requirements	Cyclical /Other Considerations	Questions
Aug 10 2026												School District Staff & Student Appreciation Master Calendar			
Aug 24 2026			GP-2 GP-10-E GP-18	B/SR-2 B/SR-6						CASB Regional Meeting 9/1 4:30pm Sleeping Giant School	CASB Fall Meeting and Delgate Assembly 9/11 & 9/12 in Breckenridge: CASB Rep				
Sept 14 2026															
Sept 28 2026		EL-1 EL-2 EL-3 EL-4 EL-6 EL-7	GP-2 GP-10 GP-10-E												
Oct 12 2026															
Oct 26 2026		EL-5 EL-9 EL-13 EL-14	GP-2 GP-10-E												
Nov 9 2026			GP-2 GP-10-E GP-15-R							CASB Annual Convention, Dec 3-5					
Dec 14 2026			GP-2 GP-3 GP-5 GP-10-E		Audit Report		Mill Levy Certification								
Jan 11 2027															
Jan 25 2027			GP-2 GP-10-E	B/SR-4			FY27 Amended Budget Approval								
Feb 8 2027			GP-1 GP-2 GP-4 GP-9 GP-10-E	B/SR-1 B/SR-3 B/SR-5											
March 1 2027															
March 15 2027			GP-2 GP-10-E												
April 5 2027			GP-2 GP-7 GP-10-E												
May 3 2027															
May 17 2027		EL-12	GP-2 GP-10-E GP-11 GP-12 GP-13 GP-14		FY28 Proposed Budget Review							SSHS Class of 2027 - May 22; YVHS Class of 2027 - May 21			
June 7 2027					FY28 Budget - Public Hearing										
June 21 2027		EL-17	GP-2 GP-5 GP-10-E				FY28 Budget Adoption								

Category	Suggested Date	
Budget items - 2026-27	Mill levy Dec 14, March Guiding Principals, Draft May, Adopt June, FY Amended budget Jan 25	
Strategic plan update	Quarterly	
Negotiations	Dec initial meeting update, April strategic discussion, May update	
Auditor	Audit in October, Maybe Dec 14	
DAC 2026-27	Nov 3, Feb 9, March 16, May 18- dates based on scheduled board meetings	
School spotlights	Once a month 8 total (SCE, SPE, SSMS, SGS, SSHS, YVHS, Transportation, NRCCS)	
Survey results (Staff morale, Healthy kids bi-yearly, BIMAS)	Maybe	
SEAC/GEAC updates	Jan, June	
Board Calendar approval	April/May	
School Calendar approval	adopted 27-28 and 28-29 school year calendars on June 22, 2026	
Summer Facilities Update	May	
Accreditation data initial release	dependent on state release date? Mid Sept	Leah - open work session agendas at other districts?
Accreditation data deep dive	Mid Oct	
EFB gift letters	Updates following EFB meetings and gift letters approved under consent agenda in May/June	
CASB work session		
Quarterly financials	consent agenda	

Cover Sheet
2025-2026 Superintendent Goals and Initiatives Update

SUMMIT SCHOOL DISTRICT

Meeting Date: June 4 2026
Agenda Item: G.3

1. Purpose/Desired Outcome(s), Objective and Process of this Agenda Item

The purpose/desired outcome(s) of this agenda item is to provide the Board of Education with the Superintendent's school year goals and supporting initiatives for the 2025-2026 school year. The agenda item will also to set the framework and direction of the District and Superintendent for the upcoming school year and to uphold the directives of the District Strategic Plan.

The objective of this agenda item is to:

- Provide the Board of Education with the Superintendent’s goals for the 2025-26 school year and maintain alignment with Board policies.
- Provide tangible evidence within monitoring reports and other reporting methods with the use of KPIs.
- Support transparency and accountability by providing measurable evidence-based indicators to enable the Board to fulfill its oversight role while maintaining its commitment to Policy Governance

The process for this agenda item is for the Superintendent to provide periodic updates on his goals to the Board throughout the school year.

2. Agenda Item Details

Submitted By: Dr. Tony Byrd, Superintendent	**Date Submitted:** May 29 2026
Recommended Action: Information Discussion Preparing for BOE Action	**Revised Agenda Item?** Yes No **Previous Agenda Dates/Item#:** N/A
Pertaining to Governance Policy: Board Superintendent Relationship policies including: - BSR-3 – Accountability of the Superintendent - BSR-4 – Delegation of the Superintendent - BSR-5 – Monitoring the *Ends* and *Executive Limitations* Policies and Superintendent Performance Evaluation Processes	**Alternatives:** Approve this agenda item, as written Incorporate changes from recorded agenda item discussion and documented in the End-of-Meeting debrief Update all agenda item materials for a near-future BOE meeting Not Applicable (N/A)

3. Executive Summary

This agenda item presents the Superintendent’s annual goals and supporting initiatives for the 2025–26 school year. In alignment with the Board–Superintendent Relationship Policies, these goals serve as the foundation for both the formative and summative evaluation processes conducted by the Board.

The inclusion of Key Performance Indicators (KPIs) strengthens this framework by providing clear, measurable evidence of progress. These metrics will demonstrate compliance with the Board’s Ends policies—focused on student outcomes and district priorities—and Executive Limitations policies—ensuring responsible and ethical management of district operations.

Through this alignment, the Superintendent’s goals, initiatives, and KPIs not only clarify strategic priorities for the year ahead, but also reinforce a shared accountability model that upholds the Board’s governance role and policy expectations.

Cover Sheet
2025-2026 Superintendent Goals and Initiatives Update

4. Background

Each year the superintendent sets goals in alignment with the district vision and strategic plan. The goal set for this year builds on last year and aligns with the policies established by the Board under Policy Governance. Updates are provided on a regular cadence to the Board of Education to provide evidence to support the superintendent's goals and initiatives.

5. Cost Benefit/Analysis

Not Applicable (N/A)

6. Advantages (+) / Disadvantages (-)

Advantages (+)	Disadvantages (-)
+ Inform the Board of the Superintendent Goals and supporting Initiative updates for the 2025-2026 school year. + Provide Key Performance Indicators (KPI's) to support data/information presented to the Board of Education as able.	- N/A

7. List of Attachments (If applicable):

Primary Attachment(s):
Presentation - Superintendent Goals Update (June 4 2026)
2025-2026 Superintendent Goals
SSD_Superintendent_Goals_Tracker

Supporting Materials:
Presentation - Superintendent Goals Update (January 21 2026)

2024-2025 Superintendent Goals
2023-2024 Superintendent Goals

N/A - No Attachments

HYA | EDUCATION EXPERTS

Why utilize the CASB-HYA 360 Evaluation Process?

Currently, there are no statewide Colorado superintendent standards or a formal, uniform evaluation tool. As a result, evaluation of this mission-critical role is left entirely to local boards of education and varies significantly from district to district. While a small number of districts have established robust and effective evaluation practices, many are still in varying stages of development. The CASB-HYA 360 Superintendent Evaluation Process is grounded in the eight most commonly used superintendent standards nationwide and is intentionally designed to address this gap.

The CASB–HYA Superintendent Evaluation Process serves two primary purposes. First, it provides the superintendent with a clear, written evaluation reflecting feedback from the Board of Education on performance as the district's chief executive officer. Second, it generates meaningful data and insights to support the superintendent—and the broader leadership team—in strengthening their contributions to the district's continuous improvement efforts through an open, transparent, and growth-oriented process.

CASB, in partnership with HYA, facilitates the evaluation and provides the research-based feedback instruments. As an independent, third-party facilitator, CASB-HYA reduces personal bias and delivers an objective, evidence-based report that supports reflection, professional growth, and accountability, while also meeting contractual and legislative requirements.

A strong, trusting relationship between the Board of Education and the superintendent is essential to district success. The CASB-HYA 360 Evaluation Process fosters a shared understanding of expectations and culminates in an actionable report that informs future goals, strengthens alignment, and enhances superintendent performance.

Advantages of a third-party, formative evaluation

In addition to incorporating stakeholder input, this process offers several distinct advantages:

- Guaranteed anonymity for stakeholders participating in interviews or the 360-degree survey, ensuring candid and honest feedback
- Raw data retained by CASB as an independent third party
- Objective reports and presentations grounded in evidence
- Evaluation instruments designed to minimize and control for bias

Overview of the process

The Board evaluates the superintendent based on previously agreed-upon—ideally measurable—goals to assess progress toward established key performance indicators. Through a combination of surveys and interviews, CASB–HYA gathers raw data to inform a comprehensive, practical 360-degree evaluation. The resulting report highlights strengths, identifies opportunities for growth, and supports a collaborative dialogue around goal setting for the year ahead. CASB–HYA then debriefs both the Board and the superintendent, facilitating a reflective conversation focused on the past year's performance and priorities for the year to come.

Evaluation Standards for Superintendent (A typical evaluation focuses on eight major areas)

1. Visionary and Educational Leadership: Assesses the superintendent's effectiveness in establishing, communicating, and leading a coherent vision that advances student success and district priorities.

2. Student Achievement and Academic Outcomes: Evaluates the superintendent's impact on student performance, growth, and overall academic success.

3. Board Governance and Policy Leadership: Examines the superintendent's effectiveness in working with the Board of Education and implementing board-adopted policies.

4. Organizational Management and Operations: Focuses on the superintendent's leadership of district operations, resources, and systems to support teaching and learning.

5. Human Resource and Personnel Leadership: Assesses the superintendent's leadership in recruiting, developing, supporting, and retaining a high-quality workforce.

6. Communication, Community Relations, and Stakeholder Engagement: Evaluates the superintendent's effectiveness in communication and engagement with internal and external stakeholders.

7. Culture, Climate, and Human Relations: Assesses the superintendent's role in fostering a positive, inclusive, and supportive district culture.

8. Ethics, Professionalism, and Values: Evaluates the superintendent's ethical conduct, professionalism, and adherence to legal and professional standards.

HYA / CASB 360 Superintendent Evaluation

Executive Summary

The HYA/CASB 360 Superintendent Evaluation is a comprehensive, standards-based process designed to support effective governance, strengthen board–superintendent relations, and promote continuous leadership growth. Developed in partnership between the Colorado Association of School Boards (CASB) and Hazard, Young, Attea & Associates (HYA), this evaluation model aligns superintendent performance with district priorities, strategic goals, and key performance indicators.

Purpose and Approach

The evaluation framework emphasizes clarity, consistency, and constructive feedback. It incorporates multiple perspectives—including board members, district leadership, and, when appropriate, staff and community stakeholders—to provide a balanced and meaningful assessment of superintendent performance. The process is customized to reflect the unique context, size, and priorities of each school district and becomes more useful when used over multiple years.

Evaluation Phases

The evaluation is conducted through a structured, three-phase process:

Planning Phase

The process begins with coordination between CASB-HYA and the Board President to establish timelines and expectations. District strategic goals and Key Performance Indicators (KPIs) are reviewed and confirmed. The superintendent completes a self-evaluation, and board members complete an evaluation survey. A 360-degree feedback component may be included at the Board's discretion.

Administration Phase

HYA consultants collect, analyze, and synthesize all evaluation data, including surveys and 360-degree feedback when applicable. Findings are summarized and presented to the Board and Superintendent. KPIs are validated as the evaluation metrics, and the superintendent updates goals and professional growth documentation for review.

Implementation Phase

The Board and consultant review cumulative findings to determine the evaluation rating and narrative. The Board meets with the Superintendent to discuss results, finalize the evaluation, and formally approve the final rating.

Roles and Support

The District schedules meetings and designates a primary contact for coordination. Throughout the process, HYA consultants provide guidance, facilitation, and professional counsel to both the Board and Superintendent.

Sample Fee:

LARGE DISTRICT	Survey–150 stakeholders, 20 interviews (Board, Direct Reports, Community), two days in district with consultant	$10,000
SMALL-MEDIUM DISTRICT	Survey–50 stakeholders, 10 interviews (Board, Direct Reports, Principals), two days with consultant	$7,500
SMALL-MEDIUM DISTRICT	Survey–30 stakeholders, 10-14 interviews (Board, Direct Reports, Principals), consultant works remotely	$5,000
SMALL-MEDIUM DISTRICT	Survey same as 10-14 Interviews (Board primarily—some direct reports), consultant works remotely	$3,500

HYA/CASB formal interview questions:

1. What are your perceptions of the superintendent's overall effectiveness?
2. What are the superintendent's strengths and assets?
3. Please share what you think are some of the superintendent's most notable accomplishments?
4. What are some areas for growth that would benefit the superintendent and the district?
5. Finally, let's say the superintendent swings by your office or gives you a call to ask for some "off the record" advice on what he/she could do to do a better job and/or make things better for students and staff. What would you tell him/her?

CASB-HYA Superintendent Framework which is customizable to the needs of the district.

HYA/CASB Standards and indicators are found here. These are the 8 national standards that are most used in the United States.

Sample 360 Survey found here. Note, this can be adapted to the district and specific initiatives.

SUMMIT
SCHOOL DISTRICT

Ends Policies

The purpose of Ends policies is "to ensure that the organization produces economically justifiable, properly chosen, well-targeted results."[1]

Citation:
[1] Carver, John. *Boards That Make a Difference.* Third Edition, Jossey-Bass, 2006. P.48.

BACK TO BOE PG POLICY TABLE OF CONTENTS

SUMMIT
SCHOOL DISTRICT

Book:	Board Governance Policies
Section:	Ends
Title:	Global Ends Statement
Code:	NA
Status:	Active
Adopted:	June 15 2023
Last Revised:	NA
Last Reviewed:	NA

Global Ends Statement:

Every student will achieve academic and personal success to belong, thrive, and foster civic engagement and socioeconomic agility in an ever-changing global community.

Adopted Date/Revision Dates: June 15 2023 / NA

Return to Top

SUMMIT
SCHOOL DISTRICT

Book:	Board Governance Policies
Section:	Ends
Title:	Ends-1 – Academic Success
Code:	Ends-1
Status:	Active
Adopted:	June 15 2023
Last Revised:	NA
Last Reviewed:	October 9 2025

Ends-1 – Academic Success:

Every student will demonstrate annual academic growth and achievement that meets or exceeds grade-level expectations.

Monitoring Method: Staff Monitoring Report
Monitoring Frequency: Annually (See *Agenda Planning Calendar*, GP-6)

Adopted Date/Revision Dates: June 15 2023 / NA

Return to Top

SUMMIT
SCHOOL DISTRICT

Book:	Board Governance Policies
Section:	Ends
Title:	Ends-2 – Personal Success
Code:	Ends-2
Status:	Active
Adopted:	June 15 2023
Last Revised:	NA
Last Reviewed:	April 3 2025

Ends - 2 – Personal Success:

Every student will be prepared, growth-oriented, curious, courageous, and globally aware.

Monitoring Method: Staff Monitoring Report
Monitoring Frequency: Annually (See *Agenda Planning Calendar*, GP-6)

Adopted Date/Revision Dates: June 15 2023 / NA

Return to Top

SUMMIT
SCHOOL DISTRICT

Book:	Board Governance Policies
Section:	Ends
Title:	Ends-3 – Economic Success
Code:	Ends-3
Status:	Active
Adopted:	June 15 2023
Last Revised:	NA
Last Reviewed:	May 15 2025

Ends - 3 – Economic Success:

Every student will demonstrate achievement predictive of post-secondary readiness and socioeconomic agility.

Monitoring Method: Staff Monitoring Report
Monitoring Frequency: Annually (See *Agenda Planning Calendar*, GP-6)

Adopted Date/Revision Dates: June 15 2023 / NA

Return to Top

Work Session Retreat Questions-2 from Lara 6-22-26

Retreat Questions
When do we need to update our strategic plan? Maybe 27-28 SY?
Do we need a Global ends statement that is different from our mission statement in the Strategic Plan?
When we develop our ends, should they align with our Strategic plan?
In the Summit County ends document they define academic success, personal and economic success. In discussion with Lara and Jane we may need to reword Economic success and replace it with Equity, Inclusion and/or community engagement?
Where does community engagement fit into the ends?
Superintendent goals should be aligned to the Ends. Maybe develop 3-5 goals?
When is the Sales Tax renewal and should this be a superintendent goal?
In Summit County att the end of each board meeting the board checks in on whether their work aligns with the goals. Do we want to add that to our agenda?