



# 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 et al., 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 et al., 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

- 7.8 Approval of the Memorandum of Understanding with South Rountt 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

- 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

- 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 rely 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



*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 SSSH 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
- SSSH 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.

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Kevin Callahan, President