



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

Minutes
April 6, 2026
4:30 PM

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

District Administration present and presenting: Superintendent Dr. Celine Wicks, Director of Finance and Operations Stephanie Juneau, and Preschool Director Kim Delaney

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 Leah Helme seconded to approve the agenda as presented. The motion passed unanimously.

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

- 5.1 Employment
- 5.2 Retirement Resignations
- 5.3 Resignations
- 5.4 Acknowledge Dismissal of Classified Staff 2025-26
- 5.5 Child Care Parental Leave Requests 2026-27
- 5.6 Nonrenewal of Probationary Teachers Resolution 2026-04-01
- 5.7 Nonrenewal of Limited Term Contracts 2026-27
- 5.8 Substitute Nurse 2025-26
- 5.9 Substitute Paraprofessional 2025-26

Kim Lemmer made a motion and Jane Toothaker seconded to approve consent agenda items 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.7, 5.8 and 5.9, as presented. The motion passed unanimously.

6. Approval of Minutes- March 16, 2026 Business Meeting and March 30, 2026 Special Meeting

Background information is provided in Boardbook under item 6.

Lara Craig made a motion and Kim Lemmer seconded to approve the minutes for the March 16, 2026 meeting, as presented. The motion passed unanimously.

Lara Craig made a motion and Jane Toothaker seconded to approve the minutes for the March 30, 2026 meeting, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

District Wide Celebrations - Superintendent Dr. Celine Wicks

- SSSHS Knowledge Bowl Team competed at the state championships and earned fourth place, competing against 62 other teams. The participants included Duke Fitzgerald, Andrew Stone, Drew Bruski, Hudson Merlina, Lucy Capra, and Coach Randy Homan
- YVHS staff were lucky to interact with parents/guardians of all Q3 in-person learners during conference week. Project-Based Learning is underway and students have been able to interact with a published astronomer, astrophysicist, and mechanical engineer who worked on the Mars Rovers



- SGS teachers Kristin Miller, Nevada Musgrave, Mitch Stypinski, Amanda Bell, and Liz Homuth, and school counselor Allison Wither met with families to talk about the new 26-27 schedule. The team walked parents through the changes, answered questions, and had honest conversations about what stays the same and what is different. The response from families was overwhelmingly positive
- The following students auditioned for and were selected for the 2026 Northwest Colorado Middle School honor band that will be held in Craig on April 30-May1; Congratulations to: Rebecca Muhly, Mia Salinas-Gonzales, Steven Dao, Laurel Atkins, Tyler Sloan, Leif Ellenbaum, Marshall Petty, Hannah Muhly, Lucinda Barker and a big thanks to Mr. Knapp for his dedication to all facets of performing arts at the middle school level
- SPE - Huge congratulations to the incredible staff, students, and SPE parents who took the stage in the recent Steamboat Dance Theatre Showcase - Erika Cleland, Amber Neeley, Allison Heineman, and students: Sylvie Selko, Mira Thornhill, Isabel Wilson, Rosa Branson, Indira Luna, and Lexie Bowman
- SCE - 96% of families participated in the parent teacher conferences. It was a wonderful time of learning and growing together as they aligned efforts to support every Seadog's success
- SCE SPARK Core Values Assembly - R = Respect - Each classroom celebrated one standout student, hand-selected by their teacher for consistently embodying this vital core value

Preschool Update - Director of Finance and Operations and Preschool Director Kim Delaney

- Presentation included in Boardbook for review
- Budget Revenue is \$657K and we may end the year with \$700K
- We operate 6 preschool classrooms - 2 at each elementary school
- SCE could have a max capacity of 36 students (2 rooms of 18) and we currently have 28
- SPE could have a max capacity of 30 students (2 rooms of 15) and we currently have 21
- SGS could have a max capacity of 36 students (2 rooms of 18) and we currently have 18
- We built the program and staffed it for the last 3 years and there just aren't the students to staff for full capacity
- We are currently budgeted for a net loss of \$532K for the 2025-26 school year
- Kim has reviewed solutions for next year, adjusting enrollment with programming
- We plan to shift capacity(and staffing) at schools next year to 36 (2 x 18) at SCE, 20 (10 x 2) at SPE and SGS with a total capacity (and staffing) based on 76 students
- We would still realize a net loss of \$237K with this plan, but we need to be prepared to accept Horizon transition students during the school year
- Jane Toothaker - Please clarify capacity for each school; Kim - SPE can have 15 in a classroom based on size and we plan to reduce staffing (4-5 positions total) at SCE and SGS and cap classes at 10
- Kim Lemmer - If there were an unexpected increase in enrollment in the summer, we could pivot and hire additional staff; I appreciate that the District has been really passionate about trying to grow this program but we are just not getting the enrollment and now are planning more realistically for next year
- Lara Craig - looking at the budget numbers and the projected numbers- did the state not project properly? Stephanie - they fund us every month based on actual kids in seats and Kim has the opportunity to correct the state if they have misfunded us and she works really hard to make sure we get the correct funding each month and Accountant Matt Linneman tracks the expenditures and revenues every month
- Kevin Callahan - Thank you for reviewing and making adjustments
- Leah Helme - Just to clarify, with your projections, we expect to have 60 students but we will be staffed for 76 just in case - Stephanie - correct
- Jane Toothaker - Preschool programs are tough to run; appreciate being creative; kids deserve to have services available and it is best to have a mix of students in a classroom

Staff Bargaining Negotiations Update - Superintendent Dr. Celine Wicks

- Met with SSEA on March 26 - meeting was focused on policies
- NP-6: Licensed Staff Salary Schedule Placement and NP-39: Credit for Experience (Classified Staff) recommending increase for placement with prior experience up to 10 years
- Will discuss other policies: Reduction in Force and Displacement along with finances at the April 9th meeting
- Will have another update for the Board at the next Board business meeting
- Lara Craig and Jane Toothaker - Thank you for considering the 10 year experience placement under NP-6 and NP-39

District Banking Services Recommendation - Director of Finance and Operations Stephanie Juneau

- Prior to issuing a RFP, 3 banks showed interest in providing banking services for the District; last RFP was in 2017
- RFP for banking services was posted on November 14 and closed on February 23
- 6 banks completed proposals in response to the RFP



- A committee of 5 staff reviewed all the proposals and the committee interviewed their top 2 the week of March 16
- Yampa Valley Bank received the highest ranking from the committee and expected customer service and ease of transition
- Dr. Celine Wicks and Stephanie Juneau are authorized to open the new accounts at Yampa Valley Bank
- Kim Lemmer - Appreciate the process; will there be any costs to the District to transition? Stephanie - Yampa Valley Bank agreed to absorb the first year of costs; District will have to pay SchoolCash to change the bank account
- Jane Toothaker - Thank you for having a committee that helped and supported the process

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

8. Public Comment - 5:02 pm

Steve McDonald - 17 year educator in Colorado - I am not asking for my job back. I am here because I know I did nothing to lose it. I was told I was not the right fit. To my colleagues: Document everything. Know your rights. Look out for one another. I was nominated for teacher of the year last year.

Jaslynn Martinez - previous SSHS graduate - Performing Arts - Rapid decline in materials and resources that SSHS and SSMS provide for performing arts; It is very important for students to have an outlet where they can show their creativity and personalities and have something outside of a sport or a classroom where they can be themselves; students are not being challenged at the high school level; We don't have enough funding and our funding isn't protected enough

Alex Dismuke - SSHS senior - More funding and protected funding will be crucial to bettering the performing arts; It is important for young children to be exposed to music; We can do this by bringing back the 5th grade band program; engaging children with with an instrument at a young age can help them build persistence, heighten their motor abilities and improve their cognitive and executive functions; Increased funding can also go towards an artist fund that can bring in professionals who can teach instruments to students

9. Board Member Updates/Comments/Debrief

Kim Lemmer

- Working with Leah on a subcommittee
- Attended SSMS PIC meeting and helping them become a 501C3

Leah Helme

- Attended CASB Board of Directors meeting
- Attended CASB Legislative Committee meeting

Lara Craig

- Attended SSHS PIC meeting with a presentation from the substance abuse coordinator
- Attended EFB meeting April 1 - expecting a 2% cut in funding
- Met with Kevin to discuss Coffee with the Board - would like to maintain at Off the Beaten Path and also a chance to have Office Hours at schools

Jane Toothaker

- Working on the superintendent search
- Working with Lara on Agenda Planning subcommittee
- Attending CASB Legislative meetings
- Will attend SPE PIC meeting on Wednesday
- Plan to listen in on negotiations meeting on April 9

Kevin Callahan

- Met with Lara to talk about parent facing and public facing conversations
- Will attend the negotiations meeting on Thursday

10. Plan for future meetings

- Superintendent Finalist interviews planned for April 14
- Superintendent Finalist building tours planned for April 13
- Dr. Wicks plans to do a negotiations update on May 4
- Jane Toothaker - Thank you to the students for speaking during public comment; We appreciate your feedback
- Lara Craig - I would like to have future presentations on the reserves; Coffee with the Board; and a Substance Abuse presentation
- Kim Lemmer - Reminder of the Housing Committee update - expected in April

11. 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

Executive session motion was at 5:22 pm. The Executive Session was attended by Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, Jane Toothaker, Superintendent Dr. Celine Wicks, Director of Finance and Operations Stephanie Juneau, and special counsel Attorney Rob Baldwin. The Executive Session convened at 5:27 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. The Board met in executive session for 34 minutes.

Executive session concluded at 6:01 pm with no action taken.

12. Adjourn Business Meeting

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 6:05 pm. This is the end of the livestream of the meeting.

13. Work Session Call to Order

- Work session called to order at 6:09 pm
- Board members in attendance: Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer, and Jane Toothaker
- District Staff in Attendance: Board Secretary Deb Ginesta

14. Work Session Topics

Board Policy Monitoring - Leah Helme and Kim Lemmer

- Policy monitoring documents included in Boardbook for review
- Discussion is about “monitoring” versus “review”
- Monitoring means - how did we do within our business?
- Review means - do we need to update the policy wording or change what we are doing?
- CASB recommends a self-assessment of “acceptable”, “commendable”, “unacceptable”
- Board should consider completing informal assessments twice a year
- Monitoring Assessment policy should be part of board policy as an exhibit or regulation
- Continue developing a board monitoring timeline and method to be filled out twice a year by the Board
- Write questions to cover all policies
- May 18 - Kim and Leah will present additional work on this topic

Agenda Planning and Governance Ideas - Lara Craig and Jane Toothaker

- Documents included in Boardbook for review

Possible Enhancements to the Board Agenda

- Celebrations and Recognitions - Will continue to keep as is except add a presentation from each school once per school year (maybe once a month)
- Reorder Board Member Comments - review Boulder Valley School and their prioritization list for topics - How do we restructure to be open to Board topics but not get the Board into more issues for transparency
- Board Monitoring Protocol - need to define ends and how are they different from goals; Ends - need to review and discuss process
- Agenda Planning Process - Further discussion required - suggestion to include President and Vice President in agenda planning meetings with the superintendent and then rotate through other board members; Deb - Board agendas are prepared by me based on Plan for Future Meetings topics, updates from the superintendent and other departments as needed, and budget; the Board president and superintendent don't meet to create an agenda;
- Earlier Agenda Distribution - District cabinet reviews the proposed agenda (created by Deb) on the Tuesday before the Board meeting; Deb then shares with the Board president to share with the Board and revisions should go through the Board president; Board has requested to get a draft of the agenda as early as possible

Strengthening Board - Superintendent Communication

- Monthly Rotating Check-in meetings - plan to work on this the first year with new superintendent
- Weekly Updates - continue with regular Friday updates and include any Admin Policy revisions
- Annual Superintendent Goal Setting - July 14 work session with new superintendent discussion; plan to have progress monitoring of superintendent in January annually

Additional Topics not discussed at this work session but to be brought back to future work session

- GEAC and SEAC committees - Lara would like for these to be Board committees - will be a July Board retreat topic
- Board Handbook - Leah is reviewing sample from Rural Alliance and will continue to work on what this might include for SSSD



15. Work Session Adjourn

The Steamboat Springs School District RE-2 Board of Education work session adjourned at 7:32 pm.

Board of Education Business Meeting and Work Session minutes for April 6, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on May 4, 2026:

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Kevin Callahan, President