

Business Meeting

Monday, May 19, 2025 4:30 PM

Steamboat Springs Middle School, 39610 Amethyst Dr, Steamboat Springs, CO 80487

1. **Business Meeting - Call to Order 4:30 pm**

2. **Pledge of Allegiance**

3. **Roll Call**

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

5. **Consent Agenda Items -**

Pursuant to Policies: EL-7: Treatment of Students, Parents and Community; EL-8: Staff Hiring and Treatment; EL-4: Communication and Counsel to the Board; GP-1; GP-2

5.1. Resignations

5.2. Acknowledge Dismissal of Classified Staff

5.3. Acknowledge Receipt of Quarterly Financials through March 31, 2025

6. **Approval of Minutes**

Pursuant to Policies: EL-7; GP-1: Governance Commitment; GP-2

7. **Reports and Communications**

Pursuant to Policies: EL-4; GP-1; GP-2 and SSSD Strategic Plan

8. **Community Comments 5:30 pm Approximate Time**

Pursuant to Policies: GP-1: Governance Commitment; EL-7: Treatment of Students, Parents and Community; GP-15: Public Comment and Agenda Items at Board Meetings; GP-15-R: Regulations for Public Comment at Board Meetings. The Board Chair will call for Community Comment(s) relating to items/issues not on the current agenda. The Board Chair will begin by reading this statement:

9. **Action Items**

Pursuant to Policies: GP-1; GP-2; GP-14

9.1. Second Reading and Consideration of Adoption of Revisions to Board Governance Process Policies

Purpose: To consider adoption of revisions to multiple Board Governance Process policies as reviewed and discussed by the Board on May 5, 2025, and considered ready for second reading and adoption

9.2. Second Reading and Consideration of Adoption of New Governance Process Policy GP-6: Board Committee Principles

Purpose: To consider adoption of a new Board Governance Process policy as reviewed at the May 5, 2025, meeting

9.3. Second Reading and Consideration of Adoption of New Governance Process Policy GP-10: Board Member Covenants

Purpose: To consider adoption of a new Board Governance Process policy as reviewed at the May 5, 2025, meeting

9.4. Consideration of Repeal of Board Policy GP-16: East Routt Library Board

Purpose: To consider the repeal of GP-16 as reviewed at the May 5,

2025, meeting

- 9.5. Consideration of Adoption and Implementation of the 2026-27 School Year Calendar

Purpose: To consider adoption and implementation of the 2026-27 School Year Calendar

- 9.6. Consideration of Approval of the Proposed Staff Compensation Package for 2025-26

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

10. **Executive Limitations Policy Review**

Pursuant to Policy: GP-14: Development and Revisions of Board Policy

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

Pursuant to Policies: GP-1; GP-2; EL-4

12. **Plan for Future Meetings**

13. **Adjourn Business Meeting**

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025**

**AGENDA ITEM
RESIGNATIONS**

Background Information:

Chris Hasenbalg has resigned his position as an assistant football coach at Steamboat Springs High School effective June 4, 2025.

Abigail Jackson has resigned her position as a paraprofessional at Strawberry Park Elementary School effective May 7, 2025.

Jennifer Noboa has resigned her position as a paraprofessional at Strawberry Park Elementary School effective May 2, 2025.

Brian Ripley has resigned his position as the head hockey coach at Steamboat Springs High School effective May 9, 2025.

Tyler Seislove has resigned his position as a Health/Physical Education teacher at Steamboat Springs High School effective June 4, 2025.

Zayde Varela Arzaga has resigned her position as an interpreter for the Steamboat Springs School District effective June 4, 2025.

Recommended Action:

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

Chris Hasenbalg
Abigail Jackson
Jennifer Noboa
Brian Ripley
Tyler Seislove
Zayde Varela Arzaga

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025**

**AGENDA ITEM
ACKNOWLEDGE DISMISSAL OF CLASSIFIED STAFF**

Background Information:

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

Recommended Action:

Resolved, that the Board of Education acknowledge the superintendent's dismissal of Employee # 026891 effective May 13, 2025.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025**

**AGENDA ITEM
ACKNOWLEDGE RECEIPT OF QUARTERLY FINANCIALS
THROUGH March 31, 2025**

Background Information:

Pursuant to state financial transparency requirements, quarterly financials must be presented to the Board of Education for review at the end of each quarter. After Board review, the financial documents will be posted on the District website on the Financial Transparency page.

Recommended Action:

Resolved, that the Board of Education acknowledge receipt of the Quarterly Financials through March 31, 2025.

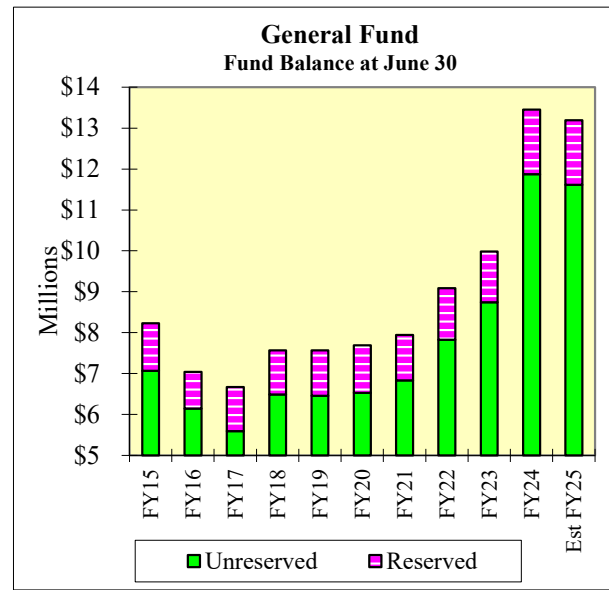
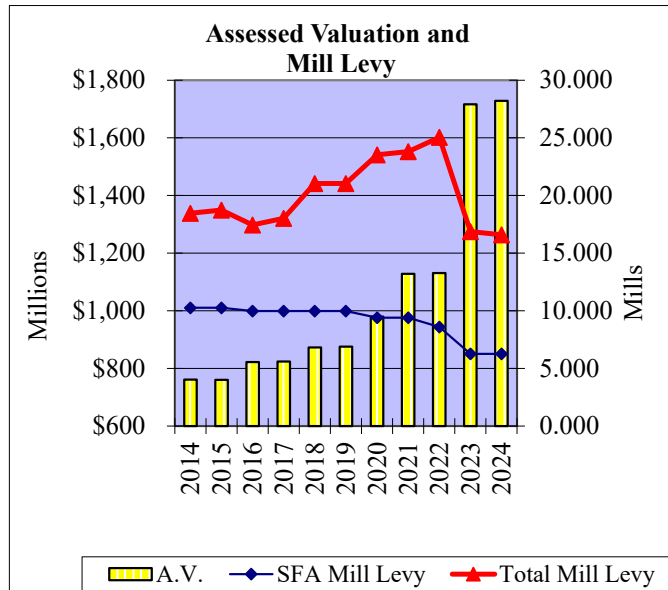
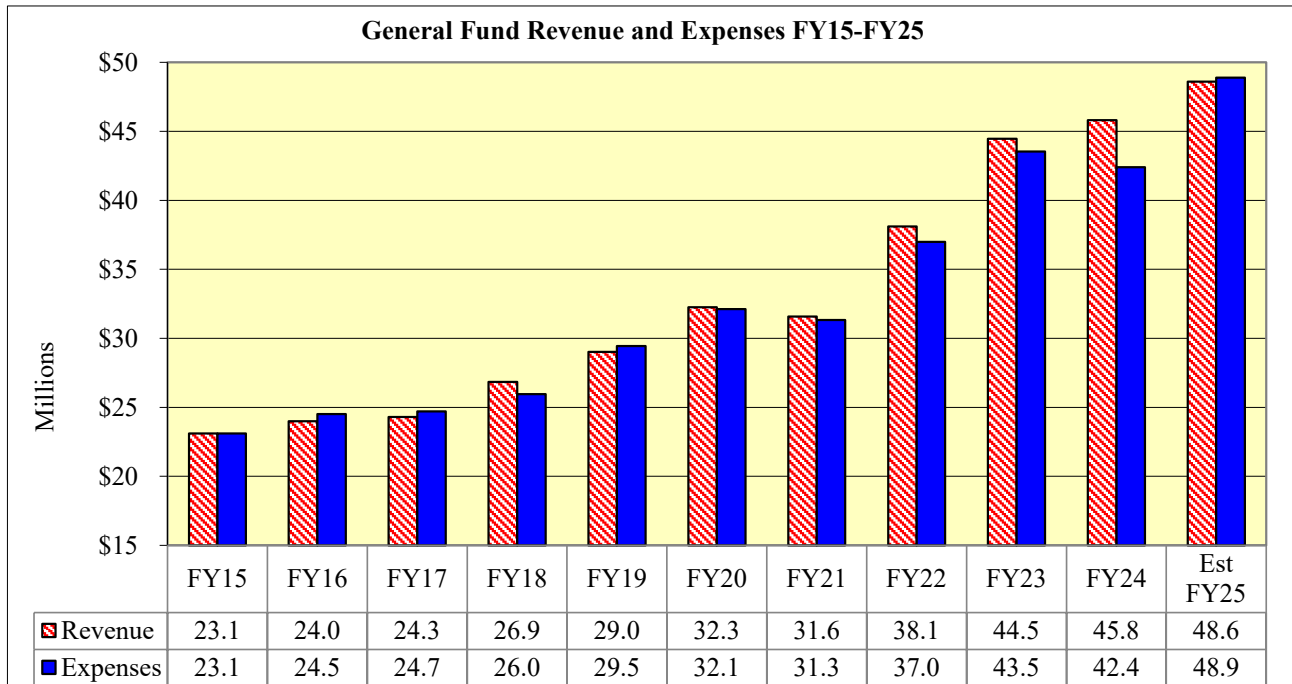
**STEAMBOAT SPRINGS SCHOOL DISTRICT
2024-2025**



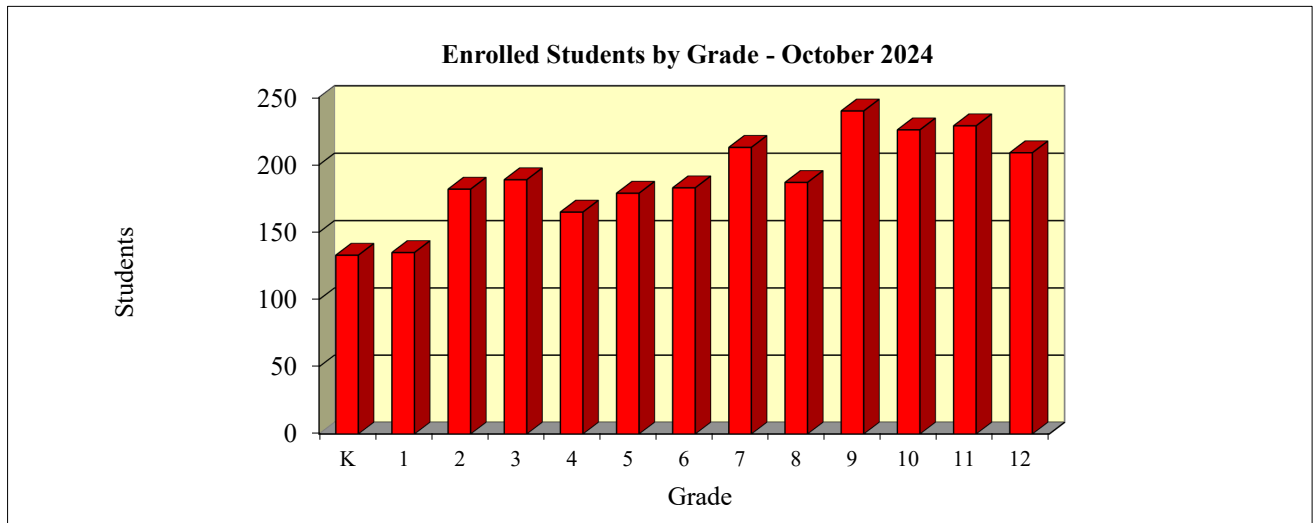
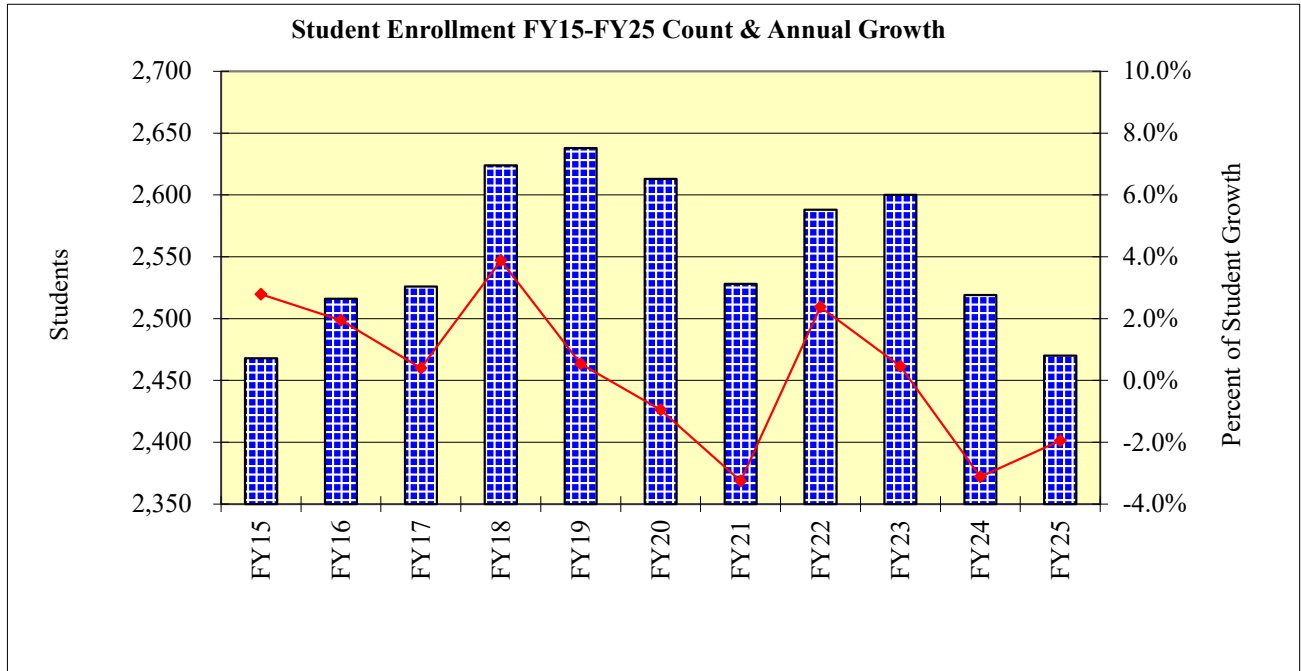
**Where all students will become global thinkers, engaged community members,
and self-aware learners through academically rigorous, community-based,
career-connected learning.**

**Quarterly Financial Report
March 2025**

Steamboat Springs School District Annual Financial Indicators



Steamboat Springs School District Annual Enrollment Trends



Steamboat Springs School District General Fund

The General Fund is used to account for resources traditionally associated with the general operations of the school district. These activities are not required legally or by sound financial management to be accounted for in another fund.

Balance Sheet As of March 31, 2025

	<u>FY24</u>	<u>FY25</u>			
Assets					
Cash and investments	\$10,469,385	\$16,141,105			
Receivables	\$669	\$2,612			
Prepaid expenses	\$99,552	\$82,882			
Due from other Funds	\$3,121	\$5,911			
Total Assets	\$10,572,727	\$16,232,510			
Liabilities					
Accounts payable	\$97,529	\$197,504			
Accrued Salaries	\$0	\$0			
Deferred Revenue	\$0	\$0			
Due to other funds	\$0	\$0			
Total Liabilities	\$97,529	\$197,504			
Fund Equity					
Restricted	\$1,590,081	\$1,575,685			
Unassigned	\$8,885,118	\$14,459,320			
Total Fund Equity	\$10,475,199	\$16,035,006			
Total Liabilities and Fund Equity	\$10,572,728	\$16,232,510			

Income Statement by Object For the Nine Months Ended March 31, 2025

	<u>FY25 Budget</u>	<u>YTD Actual</u>	<u>Favorable (Unfavorable)</u>	<u>Percent</u>	<u>FY25 Forecast</u>	<u>FY25 Fore v Bud Favor/(Unfavor)</u>
Revenues						
Property Taxes	\$17,853,735	\$7,784,004	(\$10,069,731)	43.6%	\$17,853,735	\$0
Specific Ownership Taxes	\$1,800,000	\$1,230,637	(\$569,363)	68.4%	\$1,700,000	(\$100,000)
State Revenue	\$21,815,495	\$19,214,695	(\$2,600,800)	88.1%	\$21,815,495	\$0
Federal Revenue	\$1,003,973	\$545,038	(\$458,935)	54.3%	\$1,003,973	\$0
County Revenue	\$4,761	\$4,761	(\$0)	100.0%	\$4,761	\$0
Interest income	\$500,000	\$487,748	(\$12,252)	97.5%	\$600,000	\$100,000
Other revenue	\$5,655,655	\$3,104,664	(\$2,550,991)	54.9%	\$5,655,655	\$0
Transfers	\$0	\$0	\$0	100.0%	\$0	\$0
Total Revenues	\$48,633,619	\$32,371,547	-\$16,262,072	66.6%	\$48,633,619	\$0
Expenditures						
Salaries	\$29,221,402	\$17,283,206	\$11,938,196	59.1%	\$28,783,081	\$438,321
Benefits	\$11,175,143	\$6,278,507	\$4,896,636	56.2%	\$11,007,516	\$167,627
Purchased services	\$5,305,382	\$3,433,072	\$1,872,310	64.7%	\$5,252,328	\$53,054
Supplies, Equipment, other	\$3,679,981	\$2,615,584	\$1,064,397	71.1%	\$3,643,181	\$36,800
COP	\$204,791	\$175,904	\$28,886	85.9%	\$204,791	\$0
Total Expenditures	\$49,586,699	\$29,786,273	\$19,800,425	60.1%	\$48,890,897	\$695,802
Net Income (Loss)	(\$953,080)	\$2,585,273	\$3,538,353		(\$257,278)	\$695,802

Steamboat Springs School District

Food Service Fund

The Food Service Fund is used to account for all activity of the food service program.

Balance Sheet As of March 31, 2025

Assets	<u>FY24</u>	<u>FY25</u>
Cash and investments	\$529,786	\$598,238
Receivables	\$0	\$0
Inventory	\$903	\$964
Due to other Funds	\$0	\$0
Total Assets	\$530,689	\$599,202
Liabilities		
Accounts payable	\$0	\$0
Accrued Salaries	\$0	\$0
Due from other funds	\$0	\$0
Deferred revenue	\$2,336	\$2,471
Total Liabilities	\$2,336	\$2,471
Fund Equity		
Restricted net assets	\$903	\$964
Unrestricted net assets	\$527,450	\$595,768
Total Fund Equity	\$528,353	\$596,732
Total Liabilities and Fund Equity	\$530,689	\$599,202

Income Statement

For the Nine Months Ended March 31, 2025

	<u>FY25</u> <u>Budget</u>	<u>FY25</u> <u>Actual</u>	Favorable (Unfavorable)	<u>Percent</u>	<u>FY25</u> <u>Forecast</u>	<u>FY25 Fore v Bud</u> <u>Favor/(Unfavor)</u>
Revenues						
Interest	\$15,000	\$18,508	\$3,508	123.4%	\$25,000	\$10,000
Food sales	\$25,000	\$21,648	(\$3,352)	86.6%	\$25,000	\$0
Federal reimbursement	\$315,000	\$217,273	(\$97,727)	69.0%	\$305,000	(\$10,000)
Donated commodities	\$122,966	\$0	(\$122,966)	0.0%	\$122,966	\$0
State reimbursement	\$709,986	\$512,790	(\$197,196)	72.2%	\$709,986	\$0
Transfer from General Fund	\$0	\$0	\$0	100.0%	\$0	\$0
Total Revenues	\$ 1,187,952	\$770,220	(\$417,732)	64.8%	\$1,187,952	\$0
Expenditures						
Salaries	\$422,517	\$247,385	\$175,132	58.6%	\$422,517	\$0
Benefits	\$196,239	\$110,857	\$85,382	56.5%	\$196,239	\$0
Purchased services	\$5,000	\$4,438	\$562	88.8%	\$4,500	\$500
Food and milk	\$492,465	\$325,855	\$166,609	66.2%	\$492,465	\$0
Supplies and Equipment	\$71,731	\$52,998	\$18,733	73.9%	\$71,731	\$0
Total Expenditures	\$1,187,952	\$741,533	\$446,419	62.4%	\$1,187,452	\$500
Net Income (Loss)	\$0	\$28,687	\$28,687		\$500	\$500

Steamboat Springs School District
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).

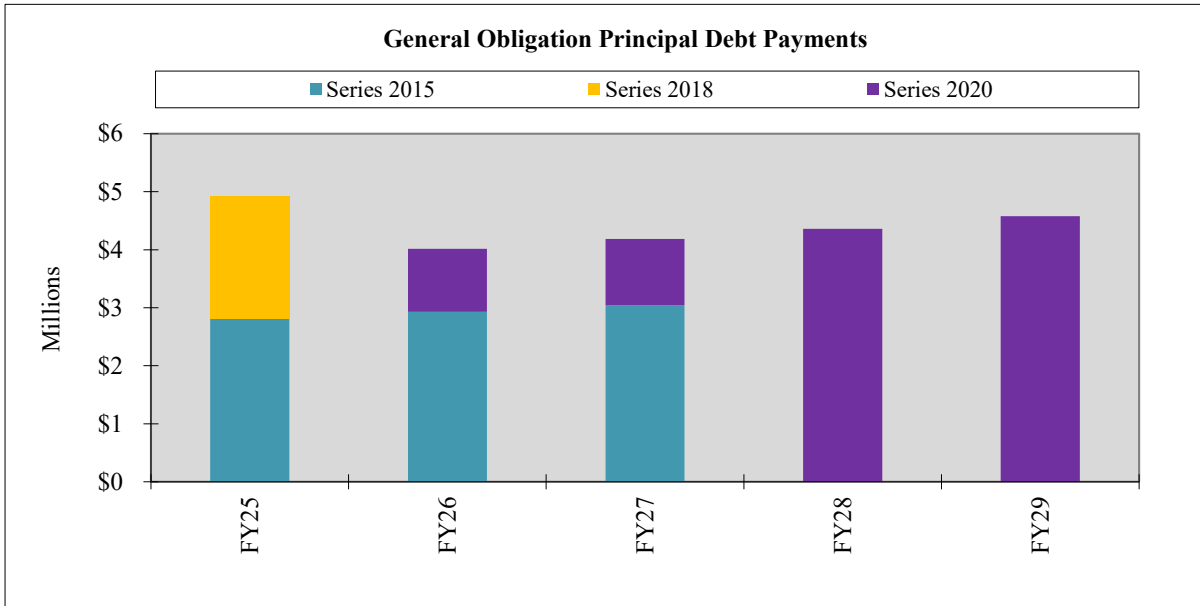
Balance Sheet
As of March 31, 2025

Assets	<u>FY24</u>	<u>FY25</u>
Cash and investments	\$4,394,717	\$4,559,549
Total Assets	<u>\$4,394,717</u>	<u>\$4,559,549</u>
Liabilities		
Deferred Revenue	\$0	\$0
Due to other funds	\$0	\$0
Total Liabilities	<u>\$0</u>	<u>\$0</u>
Fund Equity		
Reserved for debt service	\$4,394,717	\$4,559,549
Total Fund Equity	<u>\$4,394,717</u>	<u>\$4,559,549</u>
Total Liabilities and Fund Equity	<u>\$4,394,717</u>	<u>\$4,559,549</u>

Income Statement
For the Nine Months Ended March 31, 2025

	<u>FY25</u> <u>Budget</u>	<u>FY25</u> <u>Actual</u>	Favorable <u>(Unfavorable)</u>	<u>Percent</u>	<u>FY25</u> <u>Forecast</u>	<u>FY25 Fore v Bud</u> <u>Favor/(Unfavor)</u>
Revenues						
Property taxes	\$9,000,000	\$4,138,909	(\$4,861,091)	46.0%	\$9,000,000	\$0
Other	\$199,875	\$205,521	\$5,646	102.8%	\$205,521	\$5,646
Total Revenues	<u>\$9,199,875</u>	<u>\$4,344,430</u>	<u>(\$4,855,445)</u>	<u>47.2%</u>	<u>\$9,205,521</u>	<u>\$5,646</u>
Expenditures						
Principal	\$4,925,000	\$4,925,000	\$0	100.0%	\$4,925,000	\$0
Interest expense	\$4,323,025	\$2,216,025	\$2,107,000	51.3%	\$4,323,025	\$0
Bank fees	\$1,850	\$1,450	\$400	78.4%	\$1,850	\$0
Total Expenditures	<u>\$9,249,875</u>	<u>\$7,142,475</u>	<u>\$2,107,400</u>	<u>77.2%</u>	<u>\$9,249,875</u>	<u>\$0</u>
Net Income (Loss)	<u>(\$50,000)</u>	<u>(\$2,798,045)</u>	<u>(\$2,748,045)</u>		<u>(\$44,354)</u>	<u>\$5,646</u>

**Steamboat Springs School District
Bond Redemption Fund**



Legal Debt Limit

FY25

Assessed Valuation \$1,823,519,900

Rate 20%

Legal Debt Limit \$364,703,980

Current Outstanding Principal \$85,475,000 23.4%

Remaining Legal Debt Limit \$279,228,980 76.6%

Steamboat Springs School District
Capital Reserve Fund

The Capital Reserve Fund is 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. It is required by Colorado Revised Statute 22-45-103 (C).

Balance Sheet
As of March 31, 2025

Assets	<u>FY24</u>	<u>FY25</u>
Cash and investments	\$518,471	\$38,595
Receivables	\$0	\$0
Total Assets	<u><u>\$118,930</u></u>	<u><u>\$38,595</u></u>
Liabilities		
Accounts payable	\$0	\$0
Due to other funds	\$0	\$0
Total Liabilities	<u><u>\$0</u></u>	<u><u>\$0</u></u>
Designated for future projects	\$518,471	\$38,595
Total Fund Equity	<u>\$518,471</u>	<u>\$38,595</u>
Total Liabilities and Fund Equity	<u><u>\$518,471</u></u>	<u><u>\$38,595</u></u>

Income Statement
For the Nine Months Ended March 31, 2025

	<u>FY25</u> <u>Budget</u>	<u>FY25</u> <u>Actual</u>	Favorable (Unfavorable)	Percent	<u>FY25</u> <u>Forecast</u>	<u>FY25 Fore v Bud</u> <u>Favor/(Unfavor)</u>
Revenues						
Transfer from General Fund	\$0	\$0	\$0	100.0%	\$0	\$0
Other income	\$15,014	\$14,969	\$45	99.7%	\$15,014	\$0
Total Revenues	<u>\$15,014</u>	<u>\$14,969</u>	<u>\$45</u>	<u>99.7%</u>	<u>\$15,014</u>	<u>\$0</u>
Expenditures						
Buses & Vehicles	\$500,000	\$487,615	\$12,385	97.5%	\$487,615	\$12,385
Other	\$13,855	\$13,855	\$0	100.0%	\$13,855	\$0
Total Expenditures	<u>\$513,855</u>	<u>\$501,470</u>	<u>\$12,385</u>	<u>97.6%</u>	<u>\$501,470</u>	<u>\$12,385</u>
Net Income (Loss)	<u><u>(\$498,841)</u></u>	<u><u>(\$486,502)</u></u>	<u><u>(\$12,340)</u></u>		<u><u>(\$486,456)</u></u>	<u><u>\$12,385</u></u>

Steamboat Springs School District
Capital Projects Fund

The Capital Projects Fund is used to account for the acquisition of land, capital construction of new facilities, alterations and improvements to existing structures, new instructional technology, existing technology upgrades, and maintenance. It is required by Colorado Revised Statute 22-54-108.7.

Balance Sheet
As of March 31, 2025

Assets	<u>FY24</u>	<u>FY25</u>
Cash and investments	\$1,179,087	\$1,924,015
Receivables	\$0	\$0
Due from other funds	\$0	\$0
Total Assets	<u>\$1,536,403</u>	<u>\$1,924,015</u>
Liabilities		
Accounts payable	\$0	\$0
Deferred Revenue		
Total Liabilities	<u>\$0</u>	<u>\$0</u>
Designated for future projects	<u>\$1,179,087</u>	<u>\$1,924,015</u>
Total Fund Equity	<u>\$1,179,087</u>	<u>\$1,924,015</u>
Total Liabilities and Fund Equity	<u>\$1,179,087</u>	<u>\$1,924,015</u>

Income Statement
For the Nine Months Ended March 31, 2025

	<u>FY25</u>	<u>FY25</u>	Favorable	Percent	<u>FY25</u>	<u>FY25 Fore v Bud</u>
	<u>Budget</u>	<u>Actual</u>	(Unfavorable)		<u>Forecast</u>	<u>Favor/(Unfavor)</u>
Revenues						
Property Tax	\$1,980,868	\$863,702	(\$1,117,166)	43.6%	\$1,980,868	\$0
Other income	\$50,000	\$801,383	\$751,383	1602.8%	\$802,000	\$752,000
Total Revenues	<u>\$2,030,868</u>	<u>\$1,665,086</u>	<u>(\$365,782)</u>	<u>82.0%</u>	<u>\$2,782,868</u>	<u>\$752,000</u>
Expenditures						
Facility Projects	\$1,079,512	\$966,236	\$113,276	89.5%	\$1,002,961	\$76,551
Vehicles	\$2,018,877	\$615,963	\$1,402,914	30.5%	\$645,963	\$1,372,914
Other	\$5,000	\$2,162	\$2,838	43.2%	\$5,000	\$0
Total Expenditures	<u>\$3,103,389</u>	<u>\$1,584,361</u>	<u>\$1,519,027</u>	<u>51.1%</u>	<u>\$1,653,924</u>	<u>\$1,449,465</u>
Net Income (Loss)	<u>(\$1,072,521)</u>	<u>\$80,725</u>	<u>(\$1,884,810)</u>		<u>\$1,128,944</u>	<u>\$1,048,220</u>

Steamboat Springs School District
Health Benefits Fund

The Health Benefits fund accounts for the self funding of employee health, dental, vision, life and disability insurance. The revenue to the fund is premiums from the district and employees. Expenditures from the fund include claims, stop-loss premiums and administration fees.

Balance Sheet
As of March 31, 2025

Assets	<u>FY24</u>	<u>FY25</u>
Cash and investments	\$1,913,144	\$953,083
Receivables	\$0	\$0
Due from other funds	\$0	\$0
Total Assets	\$1,913,144	\$953,083
Liabilities		
Claims payable IBNR	\$599,381	\$796,011
Total Liabilities	\$599,381	\$796,011
Fund Equity		
Designated for future years	\$1,313,763	\$157,072
Total Fund Equity	\$1,313,763	\$157,072
Total Liabilities and Fund Equity	\$1,913,144	\$953,083

Income Statement
For the Nine Months Ended March 31, 2025

	<u>FY25</u>	<u>FY25</u>	Favorable		<u>FY25</u>	<u>FY25 Fore v Bud</u>
	<u>Budget</u>	<u>Actual</u>	<u>(Unfavorable)</u>	<u>Percent</u>	<u>Forecast</u>	<u>Favor/(Unfavor)</u>
Revenues						
Contributions	\$5,400,000	\$4,115,416	(\$1,284,584)	76.2%	\$5,400,000	\$0
Stop loss reimbursements	\$1,461,000	\$1,651,972	\$190,972	113.1%	\$1,700,000	\$239,000
Cobra & Other	\$150,000	\$120,815	(\$29,185)	80.5%	\$200,000	\$50,000
Interest	\$60,000	\$42,933	(\$17,067)	71.6%	\$50,000	(\$10,000)
Total Revenues	\$7,071,000	\$5,931,136	(\$1,139,864)	83.9%	\$7,350,000	\$279,000
Expenditures						
Medical & Rx Paid	\$6,500,000	\$5,966,993	\$533,007	91.8%	\$6,800,000	(\$300,000)
Fees	\$1,071,000	\$777,368	\$293,632	72.6%	\$1,071,000	\$0
Total Expenditures	\$7,571,000	\$6,744,361	\$826,639	89.1%	\$7,871,000	(\$300,000)
Net Income (Loss)	(\$500,000)	(\$813,225)	(\$313,225)	162.6%	(\$521,000)	(\$21,000)

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

Meeting Date:	May 19, 2025
Agenda Item:	Approval of the minutes for the Board of Education May 5, 2025 Business Meeting
Presented by:	Secretary to the Board
Core Issues:	GP-19: School Board Meetings
Background Info:	Draft of the minutes is included for review and approval.
Policy Implications:	GP-19: School Board Meetings
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. Approve the Minutes as written. 2. Correct the Minutes then approve.
Backup Memoranda Provided?	Draft of the minutes is included for review and approval.
Recommended Action:	Resolved, that the Board of Education approve the minutes for May 5, 2025, as presented.



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

Minutes
May 5, 2025
4:30 PM

Board Members present: Chresta Brinkman, Kevin Callahan, Lara Craig, Leah Helme, and Katy Lee

District Administration present and presenting: Superintendent Dr. Celine Wicks, Facilities Manager Pascal Ginesta, School Improvement Coordinator Anne Barbier, SSHS Principal Jay Hamric, YVHS Principal Kristyl Boies, and SSHS Assistant Principal/Activities Director Luke DeWolfe

1. Business Meeting - Call to Order

Katy Lee called the business meeting to order at 4:31 pm.

2. Pledge of Allegiance

3. Roll Call

Kevin Callahan, Lara Craig, Leah Helme, and Katy Lee were present for roll call. Chresta Brinkman will be joining the meeting in a few minutes and her arrival will be reflected in the minutes.

4. Approval of Agenda

Katy Lee proposed to amend the agenda to add a potential executive session to discuss negotiations.

Lara Craig made a motion and Kevin Callahan seconded to approve the agenda as amended. The motion passed unanimously.

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

5.1 Resignations

5.2 Employment

5.3 Nonrenewal of Probationary Teacher Resolution 2025-05-01

5.4 Nonrenewal of Limited Term Contracts 2024-25

5.5 Substitute Teacher 2024-25

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

Chresta Brinkman joined the meeting at 4:34 pm.

6. Approval of Minutes- April 7, 2025 Business Meeting and April 8, 2025 Workshop

Background information is provided in Boardbook under item 6.

Katy Lee made a motion and Kevin Callahan seconded to approve the minutes for the April 7, 2025 business meeting, as presented. The motion passed unanimously.

Katy Lee made a motion and Leah Helme seconded to approve the minutes for the April 8, 2025 workshop, 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

- SSHS honored Mental Health Awareness Month with a whole school assembly with invited guest speaker, Brandon Saho, a sports reporter who created The Mental Game podcast to speak to the student body about his own battle with depression and suicidal ideation. Students engaged in an impactful conversation about depression, anxiety, and mental health. Students learned about mental health strategies to address life's challenges.



- SSSH Students of the Month: Della Cunningham, Elliot Sibson, Lucia Seyde Salazar, Sydney Hankes, AJ Geeslin, David Tpeppa-Fino, Rachel Sloan, Sam Berliant, Teddy Torello, Cameron Romero, Carlos Risaldo Islas, and Janie Gonzalez. The SSSH Teacher of the Month: Garrett Branson - congratulations to all
- SSSH - Stop & Think Week - The week before Spring Break was full of fun activities and awareness campaigns throughout the school day. Topics addressed included: driving under the influence, distracted driving, digital safety, and substance use and misuse. Thank you to the Steamboat Springs First Responders including our Police Department, Fire Department, EMTs, and Emergency Rescue Services for being at SSSH throughout the week and creating relationships and building rapport with our students and staff. Congratulations to the first responders who beat the students in a tug of war contest.
- YVHS - Rotary Student of the Month - YVHS senior, Charlie Tegtmeyer, was honored by the Steamboat Springs Rotary Club as Student of the Month for April, 2025! Counselor Carolyn Maul nominated Charlie for his outstanding academic achievements and leadership within the community. Charlie has been attending CMC full time, earning all A's, and has continued to stay involved at YVHS and beyond. He created a sensory sack to help students regulate their nervous system, including items such as communication cards, textured calm strips, stress balls, aromatherapy sprays, and sour candies. Charlie completed an internship with Ann Henderson's 5th grade math class, taught two art classes with Young at Art this spring, and worked as an assistant at the Young at Art camps with Steamboat Creates over the summer. He clearly exemplifies scholarship, leadership, and service. Charlie will attend Black Hills State University, majoring in Education!
- SSMS- Congratulations to 7th and 8th grade band students, Dylan Gibson, Mikey Spiehs, Caroline Moody, Olivia Moody, Alora Davis, Leif Ellenbaum, and Aiden Kottcamp on being named to the 2025 NCME Honor Band. Thank you to Mr. Knapp for making this happen for our students
- SSMS and SGS combined for track season and there are 112 athletes participating. Nine schools gathered at Gardner Field on Saturday for the Steamboat Middle School Invitational. We want to recognize the efforts of these amazing coaches: Hailey Watkins, Cathy Girard, Ryan Ayala, Rachel Graham, Cara Melland, Jeff Keller, and Sequoya Bertron
- SGS is excited to recognize Teri Whitbeck and her student teacher, JJ McKinnon, for organizing SGS's first Science Fair. With Teri's guidance, JJ took the lead, planning an event that brought science to life for our upper elementary students. This science fair showed what's possible when strong teaching meets strong mentorship. Thank you, Teri and JJ, for leading with heart, clarity, and purpose.
- Events at SGS - The week before Spring Break was full of celebration. Elementary students danced together at an after-school elementary dance, while middle schoolers competed in the first-ever Bear Games, a series of fun, high-energy challenges that built spirit and connection.
- SPE - Thank you for the outstanding efforts of Corinne Sommerfeld, passionate music educator, who has brought countless musical programs to life this school year. Her dedication to inspiring young minds through music has culminated in a truly memorable 5th grade pirate play. This experience was made possible through the collaborative spirit of Corinne and the talented visiting artist, Lora Larabee. Thank you to Emily Beyer, whose hard work in finding and writing the grant to Think 360 Equity in the Arts made this amazing collaboration possible. This wonderful collaboration fostered creativity, teamwork, and artistic expression.
- SCE Career Day - Thank you to counselors, Allison Feyen and Natalie Fisher, for organizing this year's Career Day. The 3rd, 4th, and 5th grade students met architects, Olympians, bookstore owners, artists, wildlife biologists, police, and firemen from our community so they could learn more about their jobs and how they chose their path. Student Leadership organized a dress-up day in honor of Career Day, where students dressed up as fashion designers, astronauts, flight attendants, nurses, and leprechauns (of course!).
- SCE - Ann Coon has completed another successful year organizing SCE's ACE club which provides experiences for students who don't always have the opportunity to participate in our local extracurriculars, such as skiing, and tennis.
- District Teacher Appreciation Week - This week we proudly recognize and honor the incredible educators who make a lasting impact in the lives of our students every day. During Teacher Appreciation Week, we extend our deepest gratitude to our dedicated teachers for their passion, resilience, and unwavering commitment to excellence in education. Their hard work and heart continue to inspire our students, families, and entire school community. Thank you for all that you do - this week and every week, we celebrate you.

Summer Facilities Project Update - Facilities Manager Pascal Ginesta

- List of projects is included in Boardbook for review
- SPE - installation of Den 3 cubbies, and paint; original (1981) stage curtains have been replaced
- SCE - replace end of life HVAC boilers with modern, efficient district standard versions; replace roofing membrane on media area roof
- SSMS - place synthetic turf at seating areas of athletic field; restripe lanes on the track; replace HVAC controller for the 6th grade wing



- DO - clean and repair building masonry
- SSSD - resurface and restripe athletic track at Gardner Field; replace backboards and add shot clocks at Meeks and Romano gyms
- Lara Craig - When we replace the brick and exterior features of the District building, do we try to maintain the like materials and similar look? Pascal - We were able to hire a masonry contractor that was able to get similar brick and is also harvesting some of the original brick and putting them where they can be seen

Emergency Operation Plan - EOP- Facilities Manager Pascal Ginesta

- Presentation is included in Boardbook for review
- Plan is reviewed annually with the Admin Team
- See list of District wide accomplishments listed in the presentation
- 2022 - implementation of 4 lockdown drills annually and monthly evacuation drills at each school
- 2024 - provided a District admin building secure entrance
- Annual reunification trainings with district staff- actual as well as table top and classroom training
- Each school and district building has an Emergency Operation Plan manual that is updated annually (and as needed)
- August 5th - plan for a full lockdown/reunification exercise with Routt County Emergency Management and law enforcement
- District uses the Standard Response Protocol (SRP) I Love U Guys
- Information on Hold (in your room or area); Secure (Get Inside. Lock outside doors); and Lockdown (Locks, Lights, Out of Sight) included in presentation
- Katy Lee - I would suggest that any future new board members and Kevin and Leah meet with Pascal to review the SRP and the District Emergency Operation Plan

Instructional Coaches Update - District Instructional Coaches Lisa Adams and Cathy Girard and School Improvement Coordinator Anne Barbier

- Presentation is included in Boardbook for review
- “Instructional Coaching builds on collective collaboration and teacher efficacy. Collective efficacy has the highest impact on student learning.” - John Hattie
- Vision: The SSSD Coaching Team embraces a transformational approach to support our educational community by elevating educator efficacy, partnering to empower educators, and advocating for all stakeholders focused on student learning and growth for all to reach their full potential
- Mission: The coaching team provides a collaborative partnership that is personalized, non-evaluative, and confidential for educators to thrive in their practice and for students to reach their fullest potential.
- Team provides a collaborative approach in a partnership with our educational community focused on student growth
- Use data, evidence, and student work to determine and design instruction
- Grow students learning capacity, confidence, and success by utilizing high impact strategies
- Support with utilizing structures and protocols to elevate engagement and learning
- Offer coaching cycles which can include modeling, co-teaching, micro-modeling, co-planning, video-coaching, differentiation, learning walks, etc.
- PLC/Team Coaching: Team to dive into academic programming, instructional effectiveness, and student performance to build collective efficacy
- Student-Centered Instruction Coaching: Collaborate to identify and utilize strategies to move students towards mastery and growth
- Transformational Coaching: Partner to provide individualized professional development to join and support students and educators on their educational journey
- Chresta Brinkman - appreciate differentiation for learning styles and that coaching is not just for new teachers; You are being very thoughtful about how you are running your program
- Lara Craig - I love the coaching model; Do you also work with teachers in PLC and what does that look like? How do you help them implement best practices? Lisa & Cathy - We help them work through the process, discuss goals and strategies, and management; coaching is also considered a safe place for educators and they feel partnered and supported
- Lara Craig - How do we grow as staff if we all have our own 2 goals that aren't similar? Anne - We look at trends and work with the teams and PLCs in the building
- Lara Craig - How do we focus on areas we want to move forward with as a whole district? The District and schools should focus on one goal



- Dr. Wicks - We have been working as an Admin Team on professional development and how to map it out for the year and make it focused; We expect to have a focus and a year plan for 2025-26 that we will share with staff during the welcome back events

Title IX and Girls Athletics - Flag Football - SSHS Assistant Principal/Activities Director Luke DeWolfe and Superintendent Dr. Celine Wicks

- Analysis documents and information are included in Boardbook for review
- The focus is on creating equity between boys and girls athletics at the high school level
- We believe that it is necessary to add a specific girls sport to make sure that we are in compliance with Title IX regulations at a federal level
- We sent out a survey to students and asked “Which sport would you play without conflicting with your current sport?” List included all current team sport options
- Survey received 533 responses with girls flag football receiving 64 votes
- Girls flag football is the fastest growing girls sport in Colorado; there are currently 62 teams across the state
- Lara Craig - I support girls flag football and am glad that we are considering adding it
- Luke - It will be a great addition for our fall sports options; Denver Broncos are offering jerseys to teams at no charge; not a lot of equipment is required and will provide opportunities for all kinds of kids to play
- Chresta Brinkman - I appreciate the review of the facilities and transportation use for this addition
- We will be the first school on the Western Slope with flag football but once we have a team, others will follow
- Chresta Brinkman - How many of the 62 teams in the state are 4A? Luke - 30 schools are 4A

Cell Phone Update - SSHS Principal Jay Hamric, SSHS Culture and Climate Lead Hanna Rodis, and YVHS Principal Kristyl Boies

- Presentation is included in Boardbook for review
- Cell Phone policy at high school started in January
- We have had 171 first violations; 26 second violations; and 6 third violations
- There have been 19 instances of insubordination with the process, including 8 students charged for Yondr bag vandalism. Insubordination leads to three extra days of using a Yondr bag
- Staff think this is a great policy and having been using it and feel that the students are learning from it
- Staff survey: 65% of teaching staff have issued a Yondr bag; 92% said the policy has improved the classroom environment; 90% said the policy has positively impacted their instruction
- Sailor Senate recommends keeping the cell phone policy as is; It provides student agency and allows them to use discipline, will power, and self control
- Dr. Wicks - I purposely visit the high school during lunch and witness kids engaged with each other and not on their phones
- YVHS Principal Kristyl Boies - We have only had 12 violations; There is positive student agency on this topic; students are staying in the classroom and engaging with each other; we have seen an increase in attendance, work completion, and quality of work
- Kevin Callahan - Next year, will you reset the violation count at the semester? Full year would probably be best for tracking violations. Have you noticed an uptake in attendance? Jay - yes, we have noticed an improvement in attendance and tardiness; students are more accountable
- Lara Craig - Have you surveyed parents? Jay - We have not surveyed parents but we have the baseline data to compare; We could plan to survey parents again in the fall; Culture and Climate Team is also considering the effectiveness of the policy
- Lara Craig - Have you considered the social, emotional, and addiction factor of cell phone use? Jay - We have seen less bullying and harassment through phones; We will do surveys at the end of the year; We continue to have conversations about mental health, respect, and other social, emotional curriculum
- Leah Helme - Have you seen an evolution of the policy and students finding a work around by using ear buds, etc? Jay - We do allow music as long as it is connected to their chromebook; there are instructional benefits for students with providing access to music; We are not removing earbuds or headphones
- Hanna Rodis - Considering the insubordination factor, we have added consequences that include 3 extra days with a Yondr bag
- Leah Helme - State will be requiring each district to have a cell phone policy
- Dr. Wicks - PK-8 will keep the policies of no cell phones in school; We will continue with our current policy at the high school level and continue to work with staff and students to manage



- Katy Lee - I have witnessed the increase in the amount of interaction between kids at the high school; This is teaching valuable life skills and provides a learning opportunity
- Chresta Brinkman - Survey could ask the questions: How do you feel when you don't have your phone? Do you feel less anxious? We are advocating for health and wellness
- Lara Craig - We need to get feedback from parents and students; I am happy that we are doing a total ban for PK-8; What are we doing with students that are not engaging? They can be easily lost or overlooked
- Kristyl Boies - Who is going to manage students with a no cell phone policy? What is the reality of what it would be like for students to not have their phones in school?
- Jay Hamric - We have a flow of students every day, all day; We would need financial support and more staff in order to manage no cell phones at the high school; We have a very inclusive environment at SSHS and 85% of students have a trusted adult in the school
- Kevin Callahan - I agree with no phones for PK-8; I understand the specific needs for student phones at high school due to students attending CMC, emphasis on sports, and open campus; Is there a better way to get to 100%? We should continue to do surveys and get feedback; I am comfortable with the policy as it stands
- Chresta Brinkman - I support the current policy
- Leah Helme - Thank you for the work that you have done so far; You put something in place in the middle of the year and it is working
- Katy Lee - The progress we have made is impressive and has positively affected the climate and culture in the school; Continue to check in with the Board
- Lara Craig - Do you have a timeline for the survey? Jay - We will do the survey before the end of the year

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

8. Public Comment - 6:14 pm

No public comment on non agenda items.

9. Action Item

9.1 Consideration of Addition of a SSHS Girls FFlag Football Team beginning with the 2025-26 School Year

Lara Craig made a motion and Leah Helme seconded to approve the addition of a high school girls flag football team beginning with the 2025-26 school year.

- Analysis documents and information are included in Boardbook for review
- Information was reviewed and discussed with the Board under Reports and Communications at the beginning of the meeting
- No further questions or comments at this time

The motion to approve the addition of a high school girls flag football team passed unanimously.

10. Governance Process Policy Review

First reading of revisions to policy and consideration of adoption of new policy

- GP-1: Governance Commitment - remove "endeavoring to" and bring forward for second reading and adoption of revisions May 19
- GP-2: Governing Style (fka Board Job Description) - bring forward for second reading and adoption of revisions May 19
- GP-3: Board Job Description (fka Governing Style) - bring forward for second reading and adoption of revisions May 19
- GP-4: Monitoring Board Governance Process and Board/Superintendent Relationship Policies -bring forward for second reading and adoption of revisions May 19
- GP-5: President's Role (fka Board member's cCode of Conduct) - bring forward for second reading and adoption of revisions May 19
- GP-6: Board Committee Principles (fka President's Role)- New policy -add Monitoring Frequency: Annual - bring forward for second reading and adoption of new policy May 19
- GP-7: Committee Structure - revisions will be ready for first reading on May 19



- GP-8: Agenda Planning - Katy Lee - We need to have a workshop on monitoring and board self-evaluation - further review required; may have revisions available for review on May 19
- GP-9: Board Member's Code of Conduct (fka GP-5) - bring forward for second reading and adoption of revisions May 19
- GP-10: Board Member Covenants (fka Handling Concern Raised by Parent,sCommunity Members, and Staff Members) - New policy - add Monitoring Frequency: Annual - bring forward for second reading and adoption of new policy May 19
- GP-10-E: Handling Concerns Raised by Parents, Community Members, and Staff Members (fka GP-10)- bring forward for second reading and adoption of revisions May 19
- GP-11: Board Member Conflict of Interest - bring forward for second reading and adoption of revisions May 19
- GP-12: Board Member Financial Disclosures - bring forward for second reading and adoption of revisions May 19
- GP-13: Process for Addressing Board Member Violations - bring forward for second reading and adoption of revisions May 19
- GP-14: Development and Revision of Board Policy- bring forward for second reading and adoption of revisions May 19
- GP-15: Public Participation at School Board Meetings - further review required
- GP-15-R: Regulations for Public Comment at Board Meetings - Kevin Callahan requested that we add back "Out of respect...30 minutes" portion of previous version - bring forward for second reading and adoption of revisions May 19
- GP-16: East Rount Library Board - Katy Lee has recommended that this policy be rescinded; it is not a required policy - will take action on May 19
- GP-17: Accreditation - further review required
- GP-18: Gift Acceptance Policy - bring forward for second reading and adoption of revisions May 19
- GP-19: School Board Meetings - further review required
- GP-19-A: Electronic Participation in School Board Meetings - further review required

11. Board Member Updates/Comments/Debrief

Lara Craig

- Attended the Paradise Paradox event
- Worked with Katy on GP-15-R
- Shared student reflections on the 8th Grade Ski day

Kevin Callahan

- Worked with Leah on policies
- Attended the SGS elementary dance - a lot of positive energy in that school

Chresta Brinkman

- Read a staff appreciation message that will be sent out to all staff this week from the Board
- Attended Board Workshop
- Attended SSHS Lacrosse games
- Attended Paradise Paradox event
- Attended the mental health speaker event at SSHS
- Attended Bargaining Team Meeting
- Playoffs this week (boys lax, girls soccer, girls lax)

Leah Helme

- Attended the Paradise Paradox event - thank you to Celine and Shelby for this event and the continued conversations around mental health
- Attended Coffee with the Board and met with the Montessori School Board President
- Attended PIC at NRCCS and talked about Board openings
- Continue to attend the CASB legislative committee

Katy Lee

- Attended the Paradise Paradox event
- Attended the mental health speaker event at SSHS
- Attended the SPE beach afternoon event
- Attended SPE PIC and they asked about the 5th Grade Committee and single use plastics discussion; Stephanie Juneau - We have 5 student volunteers and one teacher and met last Wednesday with Stephanie and Max Huppert

12. Plan for future meetings

- FY26 Budget - Presentation of Budget Draft - May 19
- DAC Update - May 19
- 2026-27 School Year Calendar Adoption - May 19
- Exceptional Student Services Update - May 19
- YVHA Update - Cottonwoods - June 2
- Budget - Public Hearing - June 2
- Budget Adoption - June 16
- End of Year Data Report - June 16



- CASB Annual Convention - December 11-13

Board Workshops

- Board Retreat- Review District Strategic Plan and Priority Discussion - August 12
- Board Monitoring Workshop - will schedule when policy review is complete

Coffee with the Board - Off the Beaten Path Bookstore

- May 14 at 11:30 am - Kevin Callahan and Leah Helme

13. Potential Executive Session per the amended agenda

Katy Lee made a motion and Chresta Brinkman seconded to move into executive session Pursuant to Section C.R.S. 24-6-402(4)(e)(III) for the purpose of developing the strategy of the school district for negotiations related to bargaining or employment contracts.

Executive session motion was at 6:55 pm. The Executive Session was attended by Chresta Brinkman, Kevin Callahan, Lara Craig, Leah Helme, Katy Lee, Superintendent Dr. Celine Wicks, and Stephanie Juneau. The Executive Session convened at 7:01 pm. The executive session was recorded as required by state statute. The Board met in executive session pursuant to C.R.S. 24-6-402(4)(e)(III) for the purpose of developing the strategy of the school district for negotiations related to bargaining or employment contracts. The Board met in executive session for 44 minutes.

Executive session concluded at 7:45 pm with no action taken.

14. Adjourn

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 7:46 pm.

Board of Education Business Meeting minutes for May 5, 2025 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on May 19, 2025:

Katy Lee, President

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025

AGENDA ITEM
REPORTS & COMMUNICATIONS

Reports & Communications

- Celebrations SSSD - Superintendent Dr. Celine Wicks
- District Accountability Committee Update - Superintendent Dr. Celine Wicks
- Exceptional Student Services Update - Director of Exceptional Student Services Kristen Atwood and Special Education Coordinator Brooke Mayrand
- FY26 Budget: Presentation of Budget Draft; Nutritional Services and Options related to Single Use Plastics- Director of Finance and Operations Stephanie Juneau
- Negotiations Update - Superintendent Dr. Celine Wicks, Board Vice President Chresta Brinkman, and SSEA President Kim Waldschmidt

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

A watercolor illustration of a stack of books in various colors (green, red, brown) on the left side, with green foliage and leaves extending from the top and bottom corners. The background is a light green wash with faint, larger-scale foliage patterns.

SSSD RE-2 School Board Meeting

Director of Exceptional Student Services
Kristen Atwood

Special Education Coordinator
Brooke Mayrand

May 19, 2025

Our Students

We support 383/2595 (15%) students:

- Sleeping Giant: 74 students
- Strawberry Park: 52 students
- Soda Creek: 52 students
- SS Middle School: 77 students
- SS High School: 100 students
- Yampa Valley High School: 12 students
- North Routt: 12 students
- Emerald Mountain: 2 students
- Steamboat Mountain: 2 students

Investing in Our Future

We have made significant strides in enhancing our educational environment. This year, we had a **TEAM** and with this team were able to implement several programs and fine tune several others in order to better support our staff and students.

As the first year established as our own Administrative Unit,
Steamboat Springs School District now has our own Special Education
Coordinator and Behavioral Specialist. We have a **TEAM**.

KRISTI BERTRON

BROOKE
MAYRAND



JESSIE KUBE

Under the direction of Kristi Bertron,
Data Specialist, we successfully moved
our IEP system from SPED Advantage to
ENRICH.

Page _____ of _____

WYOMING COUNTY BELLA
NONPUBLIC EDUCATION PROGRAMS - INFORMATION ELEMENT

Student Legal Name (Print, Surname) _____ Legal Name _____ Date of Birth (MM/DD) _____ IEP Date _____
Original Special Entry Date _____ Last Revised IEP _____
Last First _____ Last First _____

IDENTIFY IEPs: Initial Annual Triennial

Additional Purpose of Meeting (Precedents) Transition Re-Evaluation Other _____

Age (Month/Year) _____
Grade _____ Native Language _____
ELL Yes No _____ Reassigned Yes No _____
Student ID _____ SSN _____

Parent/Guardian: _____ Home Phone _____
Home Address: _____ Work Phone _____
City: _____ Cell Phone: _____
State/Country: _____ Email: _____

Parent/Guardian: _____ Home Phone _____
Home Address: _____ Work Phone _____
City: _____ Cell Phone: _____
State/Country: _____ Email: _____

Director of Special Education (Signature) _____
Residence Address: _____

Highest Ethnicity: Yes No _____
Race (regardless of ethnicity): Race 1 _____ Race 2 _____ Race 3 _____ Race 4 _____
Race 5 _____ None (select only if blank)

INDICATE DISABILITIES: Yes for each category with assessment or test and discuss to IEP team when determining eligibility. * use common language

Primary: _____ Secondary: _____

Not eligible for Special Education Eligible for Special Education (please list req. with appropriate detail)

Describe how student's disability affects involvement and progress in general education (or list accommodations, participation in appropriate activities)

FOR INITIAL PLACEMENTS ONLY
Has the student received prior educational (early intervening services) (include type of IEP or IEPs testing in the past two years)?
 Yes No

Date of initial referral for Special Education Services _____
Person initiating the referral (Special Education Director) _____
Date of initial Referral Parent Consent _____
Date of initial Referral for Services Eligibility _____

Jessie Kube's Success Story for 2024-2025:

J began the year shutting down and "freezing" in place around 2pm almost everyday resulting in physically aggressive behaviors if he was prompted to go to the bus. The team who works with him were so patient and flexible as we worked through all the possible interventions that might serve the function of this shutting down behavior. Today, you can find J waiting for the bus happily engaging in a dance party before getting on the bus independently.

T.W. was a kindergarten student who was new to Steamboat this school year. He came with his own past traumas, but he also engaged in behaviors at school that were dangerous including eloping and punching teachers and kids. A Behavior Intervention Plan was created for him, and the team who worked with him followed it with fidelity. He learned how to 'school' and loved being in his classroom!

We have 9 Special Service Providers and 10 Independent Contractors who provide specialized services to some of our district's most impacted students.



Molly Jenkins
Speech Language Pathologist

Under the leadership of our very own Karla Setter, AP at SSHS, we have a high-functioning SEAC engaged in proactive work to increase Parent Involvement and Communication regarding our Special Education programs.



We have a stable, professional, and highly successful team of Special Education teachers at each of our schools. This year our retention rate is 93%.





We had 1 State Complaint with 6 allegations, 5 unfounded.

The one allegation concerned creating more work-based opportunities. Since then, we have successfully partnered with DVR to gain access to their counselors.

Our 18-21 transition program, STRIDES through YVAP, will be embracing 5 of our most dynamic students for the 25-26 school year.





Bob Barrows from CDE, provided staff training around writing transition goals for our 15+ students that are measurable and timely.

SSSD RE-2 Special Education Handbook 1.0

- In effort to strategically align our special education systems, policies, and practices across all of the schools in our district, we have developed a 108 pg. Handbook for special education teachers, service providers, and administrators can reference for guidance throughout the year
 - This insures that our school district policy and practices align with the legal requirements of IDEA and CDE regulations
 - Provides our families with consistent experiences as they move throughout the schools in our district
- Topics covered include:
 - IEP meeting procedural guidance
 - Special Education teacher and chair roles and responsibilities
 - Accommodations vs. Modifications
 - Writing effective goals
 - Etc.
- Version 2.0 will be released August 2025



**Steamboat School District
RE-2
Special Education Handbook
2024-2025**

Disclaimer: The information provided in this document is for general guidance purposes only. Individualized services need to be considered for every student. For extenuating or unusual circumstances, seek further consultation from the District Special Education Office. Always refer to state guidelines and determinations.

Paraprofessional Allocation Determination

- As we discovered an increased need to systematize how we allocate paraprofessionals to schools, we have developed a step by step process for students who may qualify for additional support. This will result in a more appropriate # of paraprofessionals allocated to each school.
- Why?
 - The end goal is to increase student independence throughout their experience in K-12 school. Thus, allocating a paraprofessional should be under careful consideration and monitored regularly.
 - Student needs should drive service minutes, if the students require an extensive amount of support that exceeds what a case manager can provide, a paraprofessional may be considered to support in delivering the services delegated on their IEP.
- The new process includes consideration of the students impact of disability, service minutes, student schedule, teacher schedule, school schedule, initial paraprofessional request form, observations from the Special Education Coordinator.



Increased Child Find Initiative's and Response

- In order to ensure that we are fulfilling our Child Find obligation of identifying all children in our community that may qualify for a disability, we have developed systems and trainings to identify students sooner, implement the appropriate interventions as needed, and evaluate.
 - We have developed our teams on what disability categories require intervention prior to evaluation and what categories do not, thus we must evaluate as soon as possible.
 - We have completed year 2 of developmental screenings in the community to identify children as early as 3 years old.



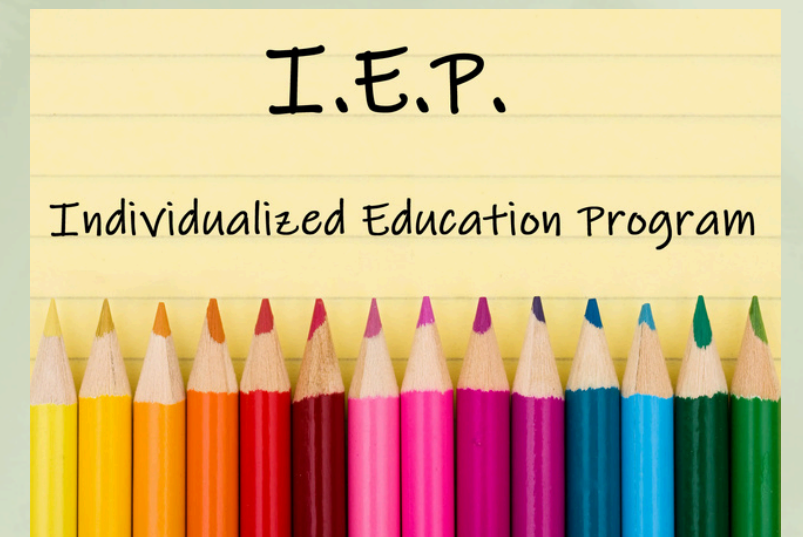
Multilingual Evaluation Training and Development

- In efforts to increase our special education staffs knowledge on how to identify and conduct a thorough evaluation for a student who is a multilingual learner, we conducted a 4 hour professional development training with CDE expert, Hunter Smith.
 - In response to this training, our staff feels much more confident and proactive in initiating and completing with this special population



Ongoing Development of Quality IEP writing

- We, as special educators, are always learning how we can improve the quality of IEP's that we write to not only be legally compliant, but to serve the student to make meaningful progress throughout their educational journey.
 - We have focused on developing our team this year through PD days, SPED team meetings, 1:1 check ins, and through reviewing every IEP and sending for edits where appropriate.
 - Focus areas for 2024-25 have been:
 - Quality goal writing
 - Progress monitoring
 - Transition
 - Prior Written Notice
- The "Golden Thread" - Ensuring IEPs are aligned with areas of eligibility and areas of impact



Success Story: We couldn't leave without telling one more.

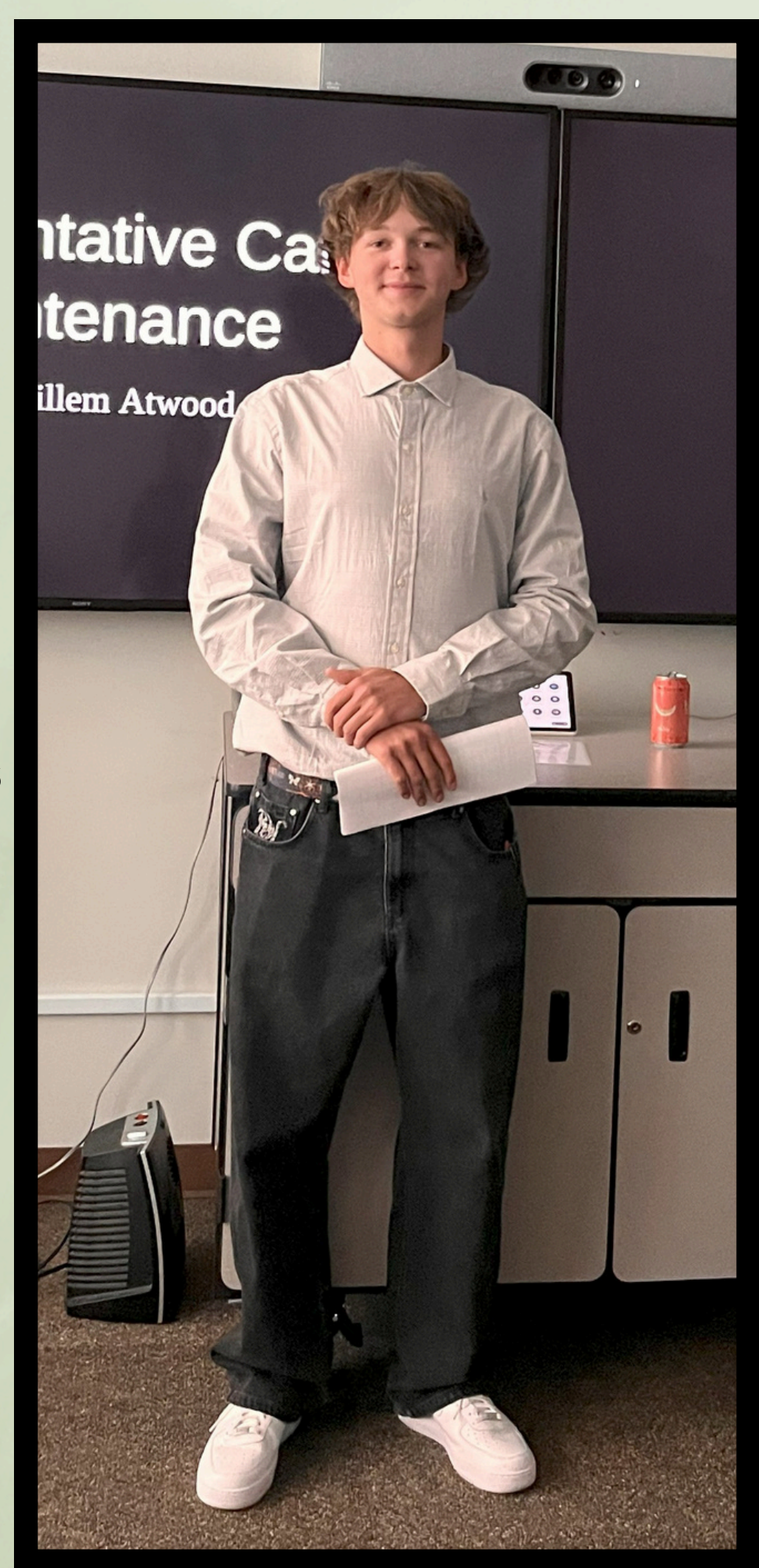
At just six years old, a young boy was identified with an IEP due to dyslexia and ADHD. Despite his natural leadership in every classroom, he often struggled to keep pace with his peers academically. In 2017, his path led him to a move to the Steamboat Springs School District, where Mrs. Adams and Mrs. Maddox welcomed him into 5th grade and championed his growth.

Middle School posed its own set of challenges, but he persisted. He did his best to adhere to the CARE core values and learned resiliency. At Steamboat Springs High School, he began discovering a powerful motivator—his drive to make money and build a prosperous future as a business owner. It wasn't until days before his senior year that he made a pivotal decision: transferring to Yampa Valley High School. That change became a turning point.

At YVHS, Willem found the freedom to tailor his schedule, allowing him to focus on what truly mattered—working hard and taking Colorado Mountain College (CMC) courses that aligned with his career ambitions - a Business class and Vocational Spanish. This environment empowered him to balance academics with real-world experience. Garret, Susanmarie, Tim, Jason, Carolyn and Kristyl pushed this young man while surrounding him with support and resources to bring his vision to fruition.

Reflecting on his journey, Willem called his decision to attend YVHS a “game changer.” It provided the flexibility he needed to thrive. Just last week, Principal Boies shared a moment of pride: Willem handed her his business card, which boldly read “Junior Project Manager.” He also shared exciting news—he’s headed to Denver for leadership training, an opportunity earned through hard work and determination.

Willem Atwood’s story is a testament to the power of Steamboat Schools in meeting students where they are, embracing individual challenges, recognizing strengths, and empowering them to seize opportunities. Willem transformed early struggles into stepping stones toward a bright future—and he’s just getting started.”



THANK YOU TO OUR **SSSD SCHOOL BOARD of EDUCATION**

Thank you for your volunteer work. Your dedication to our community, your increasingly high expectations, and vision for ensuring we have the best resources for our students is remarkable.

And thank you **Dr. Wicks** for your vision. Your leadership embodies determination and strength and we appreciate your continuous support of all students and especially our students with special needs here in our Steamboat Schools.



STEAMBOAT SPRINGS SCHOOL DISTRICT 2025-2026 BUDGET



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

**May 19, 2025
Proposed Fiscal Year 2026 Budget**

Steamboat Springs SCHOOL DISTRICT

PRINCIPAL OFFICIALS

Board of Education

Katherine “Katy” LeePresident
Chresta Brinkman Vice President
Lara Craig Secretary
Kevin Callahan..... Treasurer
Leah Helme..... Director

District Administration

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

Dear Board of Education

Please find the FY25-26 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.

HB25-1320, the bill to fund schools for the 2025-26 fiscal year, passed on the last day of the 2025 legislative session. The bill includes a modified version of the new school funding formula approved under HB24-1448 by expanding the phase-in period for the new formula from 6 to 7 years, and postponed the implementation of the new at-risk measure initially required to be implemented in the 2025-26 budget year to the 2026-27 budget year. The bill increases base per pupil funding by the 2024 inflation rate of 2.3% to \$8,691.80

The District's top three priorities in creating this budget were to maintain small class sizes, maintain programming in light of declining projected enrollment, and create a balanced budget prior to negotiations in order to allow for continued investment in the compensation of our staff. To accomplish these priorities, this budget reduces staffing without increasing class sizes, and thoughtfully manages budgeted expenses despite inflationary pressures. The FY25-26 proposed budget includes a \$2,037,525 use of accumulated fund balance to cover the deficit between increasing expenses and declining revenues. The use of fund balance can not be an ongoing revenue source. Future increases to staff compensation will need to align with increases to state funding.

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

2025-2026 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

May 19, 2025

Proposed Fiscal Year 2026 Budget

General Fund

Revenue

Budgeted General Fund revenue is anticipated to decrease by \$64,818 from the FY25 Budgeted amount of \$48,663,619.

	FY25 Budget	FY26 Budget	Variance	Comment
Property taxes	\$17,853,735	17,873,843	20,108	COL increase on 4A MLO
Specific ownership taxes	\$1,800,000	1,800,000	0	No change
State revenue	\$21,815,495	21,954,808	139,313	State Share increase
Federal revenue	\$1,003,973	950,295	(53,678)	Some grants ending
County revenue	\$4,761	4,761	0	No change
Interest income	\$500,000	300,000	(200,000)	Declining interest rates
Other revenue	\$5,655,656	5,701,094	45,438	EFB increase
Transfers to other Funds	0	(16,000)	(16,000)	Cap Reserve Transfer
	48,633,619	48,568,801	(64,818)	

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 FY26 proposed budget estimates FPC at 2,493.5 and utilizes the Public School Finance Formula's PPF for SSSD of \$12,002. The finance formula was funded using a 2024 inflation rate of 2.3%, expands the phase-in period for the new formula from 6 to 7 years, and modifies the hold harmless provision, locale and size factors, and multi-year student count averaging. The net effect of these changes is demonstrated in the chart below, comparing FY26 PPF and FPC to FY25.

	FY25	FY26	Variance	Comment
State Per Pupil Funding	\$11,497.41	\$12,002	504,59	4.39% increase
Funded Pupil Count	2,540.0	2,493.5	(46.5)	Declining enrollment
Total Program	\$29,203,245	\$29,926,987	\$723,742	2.48% 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 \$1,499,486 in FY26.
- 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 \$1,800,000 in FY26.

Other State Revenues excluding State Equalization

Other State revenues include Vocational Education, Special Education, ELPA, GT, Transportation, and other competitive grants. Several grants received in FY25 have not been awarded for FY26. They are as follows:

- \$242,272 Early Literacy Professional Development Grant
- \$89,457 CDPHE Health Equity Grant
- \$28,050 High Impact Tutoring Grant

Additionally, the following grants allowed carry-over of unused funds in FY25, but will not be allowed what is referred to as a No-Cost Extension into FY26. The names and impact of these grants are as follows:

- \$92,347 Comprehensive Early Literacy Grant
- \$130,000 School Health Professional Grant

The total impact to the Steamboat Springs School District is a \$584,429 reduction of state revenue in FY26 as compared to FY25.

County and Local Revenues

Local revenues include income from the half-cent sales tax, district sports revenue, local grants, and other miscellaneous sources. Budgeted FY26 local revenue is anticipated to increase by \$45,438 compared to FY25 due primarily to additional funding from the Education Fund Board, offset by a reduction in funding from several smaller local grants.

Federal Revenues

Federal revenues include funding for IDEA, Title, Perkins, and other allocated grants totaling approximately \$950k for FY26. Information regarding federal funding for the coming fiscal year is still very preliminary, and is currently budgeted to decrease by \$53,678 year over year.

Transfers

Transfers are a movement of money from one fund to another. A \$16k transfer to the Capital Reserve Fund is budgeted in FY26 to support the replacement of copy machines that are ten years old.

NRCCS Allocation

The North Routt Charter School Allocation of \$1,211,342 in FY26 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.

Expenditures

Budgeted General Fund expenditures are anticipated to increase by \$1,019,627 from the FY25 budgeted amount of \$49,586,699, representing a 2% increase.

	FY25 Budget	FY26 Budget	Variance	Comment
Salaries	\$29,221,402	29,997,852	776,450	Increase to salary schedules
Benefits	\$11,175,143	11,805,844	630,701	Contribution to health insurance
Purchased Services	\$5,305,382	5,055,791	(249,591)	Reduction of grant expenses
Supplies	\$3,679,982	3,541,658	(138,324)	Reduction of grant expenses
C.O.P.	\$204,791	\$205,181	390	Nominal change
	\$49,586,699	\$50,606,326	1,019,627	

Salaries and Benefits

Payroll expenses are budgeted at 82.61% of general fund expenses in FY26. Offsetting the wage increases in payroll expenses are the following reductions in personnel:

- 1 less “Specials” teacher at Sleeping Giant School to match lower projected enrollment
- 1 less Special Education Teacher at Sleeping Giant School to match lower enrollment
- 2 fewer classroom teachers at each Soda Creek Elementary and Strawberry Park Elementary to match lower projected enrollment at these schools next year
- 9 fewer Special Education paraprofessionals throughout the District

Additionally, the budget includes the addition or return of the following positions based on demonstrated need combined with a shift from contractors workers to hired employees:

- 0.5 Sous Chef
- 1.5 Counselors
- 2.5 FTE Preschool Staff (assuming sufficient enrollment)

A continued investment in employee compensation was made during the negotiation process with the Steamboat Springs Education Association. This includes adding \$1,500 to each base of the Licensed Salary Schedule, along with a step increase of 2.4% and movement on the lanes for those that qualify. Each entry position on the Classified Salary Schedule was increased by \$1.50 per hour, with returning classified employees earning \$2 more per hour in FY26. The base of the Extra Duty Pay Schedule was increased by 2.58%, along with a year of experience being approved for FY26. Minimums on the Administration and Professional Salary Schedules were increased by 2.58%, to match the average increase on the Licensed Schedule of 2.58%, plus 2.4% for the equivalent of a step increase. Included in budgeted benefits is the required 21.4% employer contribution to P.E.R.A., along with an increase to the District paid medical premium, increasing the District’s contribution for each full-time employee’s health benefits to at least \$12,969 per year.

Purchased Services and Supplies

Purchased services in FY26 are budgeted to decrease by \$249,591 to match a reduction in state grant funding previously supporting these expenses.

Supplies are budgeted to decrease by \$138,324 due to a reduction in available grants supporting these expenses in FY26.

Fund Balance

The proposed FY26 budget has General Fund expenditures exceeding revenues by \$2,037,525, causing General Fund balance to reduce to \$11,154,930 at FYE26, equivalent to 22% of budgeted expenditures. This is a decrease from the forecasted 27% fund balance to expenditures at June 30, 2025, and down from a 31.7% fund balance to expenditures at June 30, 2024.

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 FY26 food service fund is budgeted to staff 8 employees plus the Director. Applying agreed upon wage and benefit increases to current staff generates an additional \$67,260 in expenses for FY26.

The FY26 revenues from student meals are budgeted at \$0, with \$25,000 in sales budgeted from meals sold to staff. Revenues from federal reimbursements are expected to remain constant, except for a reduction in Supply Chain Assistance funding. Revenues from state reimbursements via the Health School Meals for All program are expected to remain constant as well. Expenditures to support food and milk purchases are budgeted to remain constant next year, except for a reduction in the Supply Chain Assistance expenditures matching the related revenue source. The net effect is that expenditures are budgeted to exceed revenues by \$169,030 in FY26, supported by a use of fund balance. Budgeted ending fund balance at June 30, 2026 is \$367,951, which is 30% 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 \$7,596,640 for FY26 in order to meet the December 2025 debt service payment. Total expenditures for FY26 are \$8,145,125 for the repayment of principal and interest on outstanding current bonds. FY26 local property taxes are budgeted to be \$8,000,000, and are based on an estimated mill levy of 5 mills on an estimated property valuation of \$1,728,505,790. The actual mill levy will be presented to the Board of Education for consideration according to state statute later in the year.

Capital Reserve Fund

The Capital Reserve Fund is 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. The FY26 Capital Reserve Fund is budgeted with a beginning fund balance of \$38,641. A transfer of \$16,000 from the General Fund is included in the proposed FY26 budget, bringing available funds to \$55,064. FY26 budgeted expenditures of \$55,064 will be used to purchase four copy machines throughout the District, replacing copers that are 10 years old.

Capital Projects Fund

The Capital Reserve 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 \$1,728,505,790 is expected to generate property tax revenue of \$2,000,000 in FY26. This fund addresses current needs and sets aside money for future projects. \$1,151,000 of the Capital Projects Fund expenditures in FY26 are being allocated to

- Clean and repair building masonry at the District Office
- Replace end-of-life HVAC boilers, and replace roofing membrane where needed at Soda Creek Elementary School
- Place synthetic turf at seating area of the athletic field, and restripe lanes on asphalt track at Steamboat Springs Middle School
- Resurface and restripe athletic track at Gardner field, and replace backboards and add shot clocks at Meeks and Romano gyms at Steamboat Springs High School

An estimated \$72,908 will be transferred to the NRCCS to support their ongoing capital maintenance needs. Additionally, grant revenues of \$1,700,000 are budgeted to cover the remaining cost of acquiring five electric vehicles and 3 charging stations. Revenues exceeding expenditures in the amount of \$821,082 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 \$3,793,325, for capital needs beyond FY26.

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 \$125,000. The Health Benefits Fund is budgeted with a beginning fund balance for FY26 of \$449,295 to address future claims. This fund is budgeted to collect \$6,625,842 in revenue and expend \$7,075,138 in claims and fees, leaving \$0 in Ending Fund Balance at June 30, 2026.

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 2025-26 of \$660,897, and is budgeted with funds available and appropriations of \$2,160,897.

STEAMBOAT SPRINGS SCHOOL DISTRICT 2025-2026 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
May 19, 2025
Proposed Fiscal Year 2026 Budget**

**STEAMBOAT SPRINGS SCHOOL DISTRICT
SUMMARY ALL FUNDS
PROPOSED FISCAL YEAR 2026 BUDGET**

	General Fund (10)	Food Service Fund (21)	Bond Fund (31)	Building Fund (41)	Capital Reserve Fund (43)	Capital Projects Fund (46)	Health Fund (64)	Student Activity Fund (23)	All funds 2025-2026 Proposed Budget	All funds 2024-2025 Final Budget
Revenue:										
Property taxes	\$17,873,843		\$8,000,000			\$2,000,000			\$27,873,843	\$28,834,603
Specific ownership taxes	\$1,800,000								\$1,800,000	\$1,800,000
State	\$21,954,808	\$709,986							\$22,664,794	\$22,525,480
Federal	\$950,295	\$305,000							\$1,255,295	\$1,441,939
County	\$4,761								\$4,761	\$4,761
Interest income	\$300,000		\$100,000	\$0		\$50,000			\$450,000	\$839,889
Other local revenue	\$5,701,094	\$35,000			\$423	\$1,700,000	\$6,625,842	\$1,500,000	\$15,562,359	\$14,191,656
Transfer in (out)	(\$16,000)				\$16,000				\$0	\$0
Total Revenue	\$48,568,801	\$1,049,986	\$8,100,000	\$0	\$16,423	\$3,750,000	\$6,625,842	\$1,500,000	\$69,611,052	\$69,638,328
Expenditures:										
Salaries	\$29,997,852	\$465,531							\$30,463,383	\$29,643,919
Benefits	\$11,805,844	\$220,485							\$12,026,329	\$11,371,382
Purchased services	\$5,055,791	\$433,000	\$1,850			\$5,000	\$7,075,138		\$12,570,779	\$12,881,382
Supplies and equipment	\$3,541,658	\$100,000						\$1,500,000	\$5,141,658	\$5,744,177
Debt service	\$205,181		\$8,143,275						\$8,348,456	\$9,454,666
Capital outlay				\$0	\$55,064	\$2,923,908			\$2,978,972	\$3,617,244
Total Expenditures	\$50,606,326	\$1,219,016	\$8,145,125	\$0	\$55,064	\$2,928,908	\$7,075,138	\$1,500,000	\$71,529,577	\$72,712,770
Net Income (Loss)	(\$2,037,525)	(\$169,030)	(\$45,125)	\$0	(\$38,641)	\$821,092	(\$449,296)	\$0	(\$1,918,525)	(\$3,074,442)
Beginning Fund Balance	\$13,192,455	\$568,545	\$7,602,286	\$0	\$38,641	\$2,972,234	\$449,296	\$660,897	\$25,484,354	\$25,663,998
Ending Fund Balance	\$11,154,930	\$399,515	\$7,557,161	\$0	\$0	\$3,793,325	\$0	\$660,897	\$23,565,829	\$22,589,556
Appropriation	\$61,761,256	\$1,618,531	\$15,702,286	\$0	\$55,064	\$6,722,233	\$7,075,138	\$2,160,897	\$95,095,405	\$95,302,326
Estimated Mill Levy	10.329		5.000			1.146			16.475	16.594
Est. Assessed Valuation	1,728,505,790		1,728,505,790			1,728,505,790				

STEAMBOAT SPRINGS SCHOOL DISTRICT

GENERAL FUND SUMMARY OF REVENUE AND EXPENDITURES

	FY23-24 <u>Actual</u>	FY24-25 <u>Final Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs FY25 Final Budget	Percent Variance
Beginning Fund Balance	\$10,061,747	\$13,449,733	\$13,449,733	\$13,192,455	(\$257,278)	-1.9%
Revenue:						
Property taxes	\$17,617,151	\$17,853,735	\$17,853,735	\$17,873,843	\$20,108	0.1%
Specific ownership taxes	\$1,917,562	\$1,800,000	\$1,700,000	\$1,800,000	\$0	0.0%
State revenue	\$19,400,610	\$21,815,495	\$21,815,495	\$21,954,808	\$139,313	0.6%
Federal revenue	\$1,216,366	\$1,003,973	\$1,003,973	\$950,295	(\$53,678)	-5.3%
County revenue	\$9,034	\$4,761	\$4,761	\$4,761	\$0	0.0%
Interest income	\$403,760	\$500,000	\$600,000	\$300,000	(\$200,000)	-40.0%
Other revenue	\$5,663,413	\$5,655,656	\$5,655,656	\$5,701,094	\$45,438	0.8%
Transfer (out)	(\$474,544)	\$0	\$0	(\$16,000)	(\$16,000)	N/A
Total Revenue	<u>\$45,753,352</u>	<u>\$48,633,619</u>	<u>\$48,633,619</u>	<u>\$48,568,801</u>	<u>(\$64,818)</u>	<u>-0.1%</u>
Funds Available	<u>\$55,815,099</u>	<u>\$62,083,352</u>	<u>\$62,083,352</u>	<u>\$61,761,256</u>	<u>(\$322,096)</u>	<u>-0.5%</u>
K-12 Funded Student Count	2,568	2,540	2,540	2,493.5	(46.5)	-1.8%
Revenue per Student	\$17,820	\$19,147	\$19,147	\$19,478	\$331	1.7%
Expenditures:						
Salaries	\$24,912,102	\$29,221,402	\$28,783,081	\$29,997,852	\$776,450	2.7%
Benefits	\$9,505,030	\$11,175,143	\$11,007,516	\$11,805,844	\$630,701	5.6%
Purchased Services	\$4,464,964	\$5,305,382	\$5,252,328	\$5,055,791	(\$249,591)	-4.7%
Supplies	\$3,279,731	\$3,679,982	\$3,643,181	\$3,541,658	(\$138,324)	-3.8%
C.O.P.	\$203,538	\$204,791	\$204,791	\$205,181	\$390	0.2%
Total expenditures	<u>\$42,365,366</u>	<u>\$49,586,699</u>	<u>\$48,890,897</u>	<u>\$50,606,326</u>	<u>\$1,019,627</u>	<u>3.5%</u>
K-12 Funded Student Count	\$2,568	2,540	2,540	2,493.5	(46.5)	-1.8%
Expense per Student	\$16,501	\$19,522	\$19,248	\$20,295	\$773	4.0%
Surplus/(Deficit)	<u>\$3,387,986</u>	<u>(\$953,080)</u>	<u>(\$257,278)</u>	<u>(\$2,037,525)</u>	<u>(\$1,084,445)</u>	<u>113.8%</u>
Appropriated Reserve	<u>\$13,449,733</u>	<u>\$12,496,653</u>	<u>\$13,192,455</u>	<u>\$11,154,930</u>	<u>(\$1,341,722)</u>	<u>-10.7%</u>
Appropriation		<u>\$62,083,352</u>		<u>\$61,761,256</u>		
Mill Levy	10.276	10.329	10.329	10.329	0.000	0.0%
Assessed Valuation	\$1,716,839,876	\$1,728,505,790	\$1,728,505,790	\$1,728,505,790	\$0	0.0%
Fund Balance % of Exp.	31.7%	25.2%	27.0%	22.0%		

STEAMBOAT SPRINGS SCHOOL DISTRICT

FOOD SERVICE FUND

	2023-24 <u>Actual</u>	FY24-25 <u>Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs FY25 Budget	Percent Variance
Beginning Net Assets	\$508,712	\$568,045	\$568,045	\$568,545	\$500	0.1%
Revenue:						
Interest	\$20,951	\$15,000	\$25,000	\$10,000	(\$5,000)	-33.3%
Food sales	\$25,766	\$25,000	\$25,000	\$25,000	\$0	0.0%
Federal reimbursement	\$288,939	\$315,000	\$305,000	\$250,000	(\$65,000)	-20.6%
USDA donated commodities	\$48,693	\$122,966	\$122,966	\$55,000	(\$67,966)	-55.3%
State reimbursement	\$682,396	\$709,986	\$709,986	\$709,986	(\$0)	0.0%
Other Income	\$0	\$0	\$0	\$0	\$0	#DIV/0!
Total Revenue	\$1,066,744	\$1,187,952	\$1,187,952	\$1,049,986	(\$137,966)	-11.6%
Funds Available	\$1,575,456	\$1,755,997	\$1,755,997	\$1,618,531	(\$137,466)	-7.8%
Expenditures:						
Salaries	\$361,274	\$422,517	\$422,517	\$465,531	\$43,014	10.2%
Benefits	\$163,648	\$196,239	\$196,239	\$220,485	\$24,246	12.4%
Purchased services	\$6,663	\$5,000	\$4,500	\$3,000	(\$2,000)	-40.0%
Food and milk	\$441,438	\$492,465	\$492,465	\$430,000	(\$62,465)	-12.7%
Supplies	\$34,388	\$45,000	\$45,000	\$50,000	\$5,000	11.1%
Equipment	\$0	\$26,731	\$26,731	\$50,000	\$23,269	87.0%
Total Expenditures	\$1,007,411	\$1,187,952	\$1,187,452	\$1,219,016	\$31,064	2.6%
Surplus/(Deficit)	\$59,333	\$0	\$500	(\$169,030)	(\$169,030)	N/A
Appropriated Reserve	\$568,045	\$568,045	\$568,545	\$399,515	(\$168,530)	-29.7%
Appropriation		\$1,755,997		\$1,618,531	(\$137,466)	-7.8%

STEAMBOAT SPRINGS SCHOOL DISTRICT

BOND REDEMPTION FUND

	2023-24 <u>Actual</u>	FY24-25 <u>Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs FY25 Budget	Percent Variance
Beginning Fund Balance	\$7,364,964	\$7,646,640	\$7,646,640	\$7,602,286	(\$44,354)	-0.6%
Revenue:						
Property taxes	\$9,359,592	\$9,000,000	\$9,000,000	\$8,000,000	(\$1,000,000)	-11.1%
Interest	\$253,109	\$199,875	\$205,521	\$100,000	(\$105,521)	-50.0%
Total Revenue	\$9,612,701	\$9,199,875	\$9,205,521	\$8,100,000	(\$1,099,875)	-12.0%
Funds Available	\$16,977,665	\$16,846,515	\$16,852,161	\$15,702,286	(\$1,144,229)	-6.8%
Expenditures:						
Principal	\$4,805,000	\$4,925,000	\$4,925,000	\$4,015,000	(\$910,000)	-18.5%
Interest	\$4,524,175	\$4,323,025	\$4,323,025	\$4,128,275	(\$194,750)	-4.5%
Paying agent fees	\$1,850	\$1,850	\$1,850	\$1,850	\$0	N/A
Total Expenditures	\$9,331,025	\$9,249,875	\$9,249,875	\$8,145,125	(\$1,104,750)	-11.9%
Surplus/(Deficit)	\$281,676	-\$50,000	-\$44,354	(\$45,125)	\$4,875	-9.8%
Appropriated Reserve	\$7,646,640	\$7,596,640	\$7,602,286	\$7,557,161	(\$39,479)	-0.5%
Appropriation		\$16,846,515		\$15,702,286	(\$1,144,229)	-6.8%
Mill Levy	5.451	5.119	5.119	5.000	(0.119)	-2.3%
Assessed Valuation	1,716,839,876	1,728,505,790	1,728,505,790	1,728,505,790	0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

BUILDING FUND

Revenue generated from the November 2019 election. Projects were completed and funds spent by December 31, 2023

	<u>FY23-24 Actual</u>	<u>FY24-25 Budget</u>	<u>FY24-25 Forecast</u>	<u>FY25-26 Proposed Budget</u>	<u>FY26 Budget vs FY25 Budget</u>	<u>Percent Variance</u>
Beginning Fund Balance	\$997,755	\$0	\$0	\$0	\$0	0.0%
Revenue:						
BEST Grant	\$0	\$0	\$0	\$0	\$0	
Other income	\$8,017	\$0	\$0	\$0	\$0	0.0%
Total Revenue	\$8,017	\$0	\$0	\$0	\$0	0.0%
Funds Available	\$1,005,772	\$0	\$0	\$0	\$0	0.0%
Expenditures:						
Facility projects	\$1,005,772	\$0	\$0	\$0	\$0	0.0%
Total Expenditures	\$1,005,772	\$0	\$0	\$0	\$0	0.0%
Surplus/(Deficit)	(\$997,755)	\$0	\$0	\$0	\$0	0.0%
Appropriated Reserve	\$0	\$0	\$0	\$0	\$0	N/A
Appropriation		\$0		\$0	\$0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

CAPITAL RESERVE FUND

	2023-24 <u>Actual</u>	FY24-25 <u>Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs FY25 Budget	Percent Variance
Beginning Fund Balance	\$318,072	\$525,097	\$525,097	\$38,641	(\$486,456)	-92.6%
Revenue:						
Transfers in	\$474,544	\$0	\$0	\$16,000	\$16,000	#DIV/0!
Other income	\$11,411	\$15,014	\$15,014	\$423	(\$14,591)	-97.2%
Total Revenue	\$485,955	\$15,014	\$15,014	\$16,423	\$1,409	9.4%
Funds Available	\$804,027	\$540,111	\$540,111	\$55,064	(\$485,047)	-89.8%
Expenditures:						
Vehicles	\$60,711	\$500,000	\$487,615	\$0	(\$500,000)	-100.0%
Facility projects	\$187,664	\$0	\$0	\$0	\$0	#DIV/0!
Equipment	\$30,556	\$13,855	\$13,855	\$55,064	(\$13,855)	
Total Expenditures	\$278,931	\$513,855	\$501,470	\$55,064	(\$458,791)	-89.0%
Surplus/(Deficit)	\$207,024	(\$498,841)	(\$486,456)	(\$38,641)	\$460,200	N/A
Appropriated Reserve	\$525,096	\$26,256	\$38,641	\$0	(\$26,256)	-100.0%
Appropriation		\$540,111		\$55,064	(\$485,047)	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

	2023-24 <u>Actual</u>	FY24-25 <u>Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs <u>FY25 Budget</u>	Percent <u>Variance</u>
Beginning Fund Balance	\$3,385,986	\$1,843,290	\$1,843,290	\$2,972,234	\$1,128,944	61.2%
Revenue:						
Property Tax	\$1,955,700	\$1,980,868	\$1,980,868	\$2,000,000	\$19,132	1.0%
Other income	\$242,738	\$50,000	\$802,000	\$1,750,000	\$1,700,000	3400.0%
Total Revenue	\$2,198,438	\$2,030,868	\$2,782,868	\$3,750,000	\$1,719,132	84.7%
Funds Available	\$5,584,424	\$3,874,158	\$4,626,158	\$6,722,234	\$2,848,076	73.5%
Expenditures:						
Treasurer Fees	\$4,880	\$5,000	\$5,000	\$5,000	\$0	0.0%
Facility projects	\$3,674,402	\$1,079,512	\$1,002,961	\$1,323,908	\$244,396	22.6%
Vehicles	\$61,852	\$615,963	\$645,963	\$1,600,000	\$984,037	
Total Expenditures	\$3,741,134	\$3,103,389	\$1,653,924	\$2,928,908	(\$174,481)	-5.6%
Surplus/(Deficit)	(\$1,542,696)	(\$1,072,521)	\$1,128,944	\$821,092	\$1,893,613	-176.6%
Appropriated Reserve	\$1,843,290	\$770,769	\$2,972,234	\$3,793,325	\$3,022,556	392.1%
Appropriation		\$3,874,158		\$6,722,233	\$2,848,075	73.5%
Mill Levy	1.146	1.146	1.146	1.146	0.000	0.0%
Assessed Valuation	1,082,633,046	1,728,505,790	1,728,505,790	1,728,505,790	0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

HEALTH FUND

	2023-24 <u>Actual</u>	FY24-25 <u>Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs FY25 Budget	Percent Variance
Beginning Net Assets	\$1,421,917	\$970,296	\$970,296	\$449,296	(\$521,000)	-53.7%
Revenue:						
Contributions	\$5,195,050	\$5,400,000	\$5,400,000	\$6,325,397	\$925,397	17.1%
Stop loss reimbursements	\$731,721	\$1,461,000	\$1,700,000	\$175,445	(\$1,285,555)	-88.0%
Other	\$334,298	\$210,000	\$250,000	\$125,000	(\$85,000)	-40.5%
Total Revenue	\$6,261,070	\$7,071,000	\$7,350,000	\$6,625,842	(\$445,158)	-6.3%
Funds Available	\$7,682,987	\$8,041,296	\$8,320,296	\$7,075,138	(\$966,158)	-12.0%
Expenditures:						
Medical & Rx Paid	\$5,902,980	\$6,500,000	\$6,800,000	\$5,866,138	(\$633,862)	-9.8%
Fees	\$809,711	\$1,071,000	\$1,071,000	\$1,209,000	\$138,000	12.9%
Total Expenditures	\$6,712,691	\$7,571,000	\$7,871,000	\$7,075,138	(\$495,862)	-6.5%
Surplus/(Deficit)	(\$451,621)	(\$500,000)	(\$521,000)	(\$449,296)	\$50,704	N/A
Appropriated Reserve	\$970,296	\$470,296	\$449,296	(\$0)	(\$470,296)	-100.0%
Appropriation		\$8,041,296		\$7,075,138	(\$966,158)	-12.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT

STUDENT ACTIVITY FUND

	2023-24 <u>Actual</u>	FY24-25 <u>Budget</u>	FY24-25 <u>Forecast</u>	FY25-26 <u>Proposed Budget</u>	FY26 Budget vs <u>FY25 Budget</u>	Percent <u>Variance</u>
Beginning Net Assets	\$576,642	\$660,897	\$660,897	\$660,897	\$0	0.0%
Revenue:						
Student programs	\$968,780	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Total Revenue	\$968,780	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Funds Available	\$1,545,422	\$2,160,897	\$2,160,897	\$2,160,897	\$0	0.0%
Expenditures:						
Student programs	\$884,525	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Total Expenditures	\$884,525	\$1,500,000	\$1,500,000	\$1,500,000	\$0	0.0%
Reserve	\$660,897	\$660,897	\$660,897	\$660,897	\$0	0.0%
Appropriation	\$1,545,422	\$2,160,897	\$2,160,897	\$2,160,897	\$0	0.0%

STEAMBOAT SPRINGS SCHOOL DISTRICT 2025-2026 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 May 19, 2025 Proposed Fiscal Year 2026 Budget

Proposed FY26 Budget FTEs		Preschool				Sped	Sped	Teach & Para					Maintenance	Tech	Para & Driver	Nurse &	Building	Total	Student	
	PreK-12	Teachers	Specials	Staff	Counselors	Teachers	Paras	EB	Gifted Ed	Intervention	Office Staf	Admin	Custodian	Support	& Nutrition	Health Tech	Sub	Staffing	by	
	Enrollment	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Soda Creek	328.00	17.00	6.00		3.00	4.00	6.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	49.50	6.63	
Strawberry Park	331.00	17.00	6.00		3.00	4.00	7.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	50.50	6.55	
SSMS	440.00	18.00	10.00		3.00	6.00	7.00	2.00	1.50	2.00	2.50	2.00	2.00				1.00	57.00	7.72	
SGS	325.00	18.00	6.60		3.00	5.00	5.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	51.10	6.36	
SSHS	870.50	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	10.74	
YVHS	30.00	2.00			1.00	1.00						1.00						5.00	6.00	
Preschool	88.00			18.00		1.00						1.00						20.00	4.40	
Support Services			10.50		1.00			3.00			7.00	11.00			10.00			42.50		
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			8.00			9.00		
Total	2,412.50	97.12	56.02	18.00	20.00	29.00	32.25	13.00	4.00	15.00	21.50	29.00	18.50	10.00	17.00	10.00	6.00	396.39	6.09	
Final FY25 Budget FTEs																				
	PreK-12	Teachers	Specials	Staff	Counselors	Teachers	Paras	EB	Gifted Ed	Intervention	Office Staf	Admin	Custodian	Support	& Nutrition	Health Tech	Sub	Staffing	by	
	Enrollment	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Soda Creek	359.00	19.00	6.00		2.50	4.00	7.50	2.00	0.50	4.00	2.00	2.00	2.00				1.00	52.50	6.84	
Strawberry Park	355.00	19.00	6.00		3.00	4.00	8.50	2.00	0.50	4.00	2.00	2.00	2.00				1.00	54.00	6.57	
SSMS	440.00	18.00	10.00		3.00	6.00	8.00	2.00	1.00	2.00	2.50	2.00	2.00				1.00	57.50	7.65	
SGS	323.00	18.00	7.60		3.00	6.00	5.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	53.10	6.08	
SSHS	868.50	25.12	16.92		5.00	8.00	11.00	2.00	1.00	1.00	6.00	4.00	3.00				2.00	85.04	10.21	
YVHS	31.50	2.00			1.00	1.00						1.00						5.00	6.30	
Preschool	51.00			15.50		1.00						1.00						17.50	2.91	
Support Services			10.50		1.00			3.00	0.50		7.00	11.00			10.00			43.00		
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	2,428.00	101.12	57.02	15.50	18.50	30.00	41.25	13.00	4.00	15.00	21.50	29.00	18.50	10.00	16.50	10.00	6.00	406.89	5.97	
FY26 Proposed Staffing v FY25 Staffing																				
	PreK-12	Teachers	Specials	Staff	Counselors	Teachers	Paras	EB	Gifted Ed	Intervention	Office Staf	Admin	Custodian	Support	& Nutrition	Health Tech	Sub	Staffing	by	
	Enrollment	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Soda Creek	-31.00	-2.00	0.00	0.00	0.50	0.00	-1.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3.00	-0.21	
Strawberry Park	-24.00	-2.00	0.00	0.00	0.00	0.00	-1.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-3.50	-0.02	
SSMS	0.00	0.00	0.00	0.00	0.00	0.00	-1.00	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-0.50	0.07	
SGS	2.00	0.00	-1.00	0.00	0.00	-1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-2.00	0.28	
SSHS	2.00	0.00	0.00	0.00	1.00	0.00	-5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-4.00	0.53	
YVHS	-1.50	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	-0.30	
Preschool	37.00	0.00	0.00	2.50	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	2.50	1.49	
Support Services		0.00	0.00	0.00	0.00	0.00	0.00	0.00	-0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-0.50	0.00	
Technology		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	
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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
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	-15.50	(4.00)	(1.00)	2.50	1.50	(1.00)	(9.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(10.50)	0.12	

STEAMBOAT SPRINGS SCHOOL DISTRICT 2025-2026 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 Proposed Fiscal Year 2026 Budget

Steamboat Springs School District

Classified Staff Wage Schedule

Fiscal Year 2025-2026

	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
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 Data Specialist	32.09	47.71
Groundskeeper	28.32	43.90
HR Generalist	32.09	49.74
Maintenance	30.07	46.61
Network Support Specialist	33.68	52.20
Nutritional Services Sous Chef	26.20	40.61
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
Speech Language Pathology Assistant	31.69	49.12
Educational Interpreter	30.50	47.28
Student Data Tech Specialist	42.33	65.61
Registered Behavioral Tech	27.34	42.38
Translator	30.41	47.14

Comment: Minimums raised by \$1.50 per hour

Returning staff raised by \$2.00 per hour

New hire placement is 1.4% per year up to 9 years maximum

Steamboat Springs School District

Licensed Salary Schedule - 185 Days

Fiscal Year 2025-2026

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: \$1,500 added to each base of the FY25 schedule.
 Steps and Lanes negotiated for FY26
 Maximum placement of new staff for all lanes is Step 9

Steamboat Springs School District

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

Fiscal Year 2025-2026

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: Added \$3,500 to the each base of the FY25 schedule
 Step and Lanes negotiated for FY26
 Maximum placement of new staff for all lanes is Step 9

Steamboat Springs School District

Nurse Salary Schedule - 185 Days

Fiscal Year 2025-2026

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: Added \$1,500 to the FY25 schedule. Each step = 4%
Year of Experience granted for FY26
Maximum placement of new staff is Step 4

Steamboat Springs School District

Extra Duty Payment Schedule - per NP11

Fiscal Year 2025-2026

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: Added 2.58% to each base of the FY25 schedule Each step down = 8%

Years of Experience granted for FY26. Maximum placement of new staff is 9 years

Steamboat Springs School District

Administration Salary Schedule

Fiscal Year 2025-2026

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
200	YVHS Principal	98,141	137,397

Comment: Minimums raised by 2.58%. Maximum is still 140% of minimum.

Returning staff receive a 4.98% raise in FY26

Maximum of 5 years of experience considered for new hire placement

Steamboat Springs School District

Professional Salary Schedule

Fiscal Year 2025-2026

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	91,124	127,574
233	Accounting Supervisor	78,660	110,124
205	Behavioral Health and Restorative Practices Manager	100,594	140,832
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

Comment: Minimums raised by 2.58%. Maximum is still 140% of minimum.
Returning staff receive a 4.98% raise in FY26
Maximum of 5 years of experience considered for new hire placement

STEAMBOAT SPRINGS SCHOOL DISTRICT 2025-2026 BUDGET



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

2025-26 School Calendar Proposed Fiscal Year 2026 Budget

2025-2026 SSSD SCHOOL CALENDAR

Board of Education approved 3-4-24

July 2025						
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 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	PK & Kinder Orientation - August 18					

SEPTEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Student days = 10

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

Student days = 20 (30)

OCTOBER 2025						
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 (50)

NOVEMBER 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	ET	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 (65)

ET= 1st Trimester Elementary = 55

DECEMBER 2025						
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	E	20
21	22	23	24	25	26	27
28	29	30	31			

Student days = 15 (80)

E= End of first semester - December 19

JANUARY 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 = 18 (98)

FEBRUARY 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	ET	28
29						

Student days = 14 (112)

ET- 2nd Trimester = 57

MARCH 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 (131)

APRIL 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 = 17 (148)

MAY 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(167)

JUNE 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 = 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 (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 19 - Professional Development Day = no school
- October 15 - Parent/Teacher conferences 4-8 pm - following normal school day
- October 16 - Parent/Teacher conferences 8 am - 7:15 pm - no school
- October 17 - Teacher Day Off = no school
- October 20 - Professional Development Day = no school
- January 5 - Staff Work Day = no school
- February 6 - Professional Development Day = no school
- March 18 - Parent/Teacher conferences 4-8 pm - following normal school day
- March 19 - Parent/Teacher conferences 8 am - 7:15 pm - no school
- March 20 - Teacher Day Off = no school
- March 23 - Professional Development Day = no school
- May 15- Professional Development Day = no school
- May 23 - 2026 SSSD Graduation
- June 3 - Staff Work Day

Holidays:

- July 4 Fourth of July
- September 1 Labor Day
- November 24 - 28 Thanksgiving Break
- Dec 22-Jan 2 Winter Break
- January 19 MLK Day
- February 16-20 Blues Break
- April 20-24 Spring Break
- May 25 Memorial Day

SSEA



Tentative Compensation & Policy Package Summary 5/16/25

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Policy Proposal

NP-6/39 Salary Placement

- **A maximum of nine (9) years of experience will be considered (NP-6 and NP-39)**
- **Educators obtaining an MA degree of 60 credits or more will be placed at MA +20/30 on the salary schedule.**
- **OT, SLP, PSY Schedule**

NP-34A RETIREMENT PLAN

(Licensed Staff)

- **A Full-time years of service in Steamboat Springs School District**
 - **Lump Sum**
 - **18-21 \$9,000**
 - **22-25 \$11,000**
 - **26+ \$13,000**
- **A licensed employee employed by the district as of September 15, 2024, shall qualify for the Retirement plan under NP-34 A. Employees hired after this date will not be eligible for this benefit.**

NP-34B RETIREMENT PLAN

(Licensed Staff)

- **An employee in the district for at least 18 years may apply for approval by the Director of Teaching & Learning to work up to 10 additional days for up to three consecutive years and will be paid their current per diem. Funds earned as a result of working the additional 10 days shall be considered “salary” per C.R.S. 24-51-101(42).**
- **NP-34 B-E - Small changes to creating the plan.**

NP-57 RETIREMENT PLAN

(Classified Staff)

- **Full-time years of service in Steamboat Springs School District**
 - **18-21 \$4,500**
 - **22-25 \$5,500**
 - **26+ \$6,500**
 - **A classified employee employed by the district as of September 15, 2024, shall qualify for the Retirement plan under NP-34 A. Employees hired after this date will not be eligible for this benefit.**
- **NP-57 B - small changes**

NP-11 EXTRA DUTY PLAN PAY

- **Mentor Pay**
- **Level 6**
- **On a step schedule**
- **Pay will increase with years of mentor experience**

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Compensation Proposal

Classified Staff Compensation

- Raise all hourly wages by \$2.00
- Raise the base of all classified categories by 75% of the increase.
- Raise the max by a commensurate rate.
- The average increase is 8.13%.

Tentative Classified Min/Max Schedule

Job Title	New Hire Min	Current Employee Min	Max Pay
Accountant	30.85	31.35	47.49
Ast. to Superintendent	36.21	36.71	55.82
Registrar - Middle School	28.77	29.27	44.27
Bus Driver	29.23	29.73	44.98
Lead Bus Mechanic	34.09	34.59	52.51
Campus Supervisor	26.32	26.82	40.47
Career/College/Credit Recovery Coord	29.40	29.90	45.25
Custodian	25.50	26.00	39.20
Custodian - Lead	27.85	28.35	42.84
Daily Building Sub	26.11	26.61	40.15
ESS Data Specialist	32.09	32.59	49.71
Groundskeeper	28.32	28.82	43.57
HR Generalist	32.09	32.59	49.41
Maintenance	30.07	30.57	46.28
Network Support Specialist	33.68	34.18	51.88
Nutritional Services Sous Chef	26.20	26.70	40.29
Office Manager	29.98	30.48	46.14
Paraprofessional - SPED	26.11	26.61	40.15
Paraprofessional - Preschool	26.11	26.61	40.15
Paraprofessional - Classroom	26.11	26.61	40.15
Paraprofessional - Health Tech	26.11	26.61	40.15
Payroll Manager	32.09	32.59	49.41
Preschool Instructor	29.28	29.78	45.06
Registrar - High School	29.40	29.90	45.25
Secretary	27.21	27.71	41.85
Senior Network Support Engineer	42.33	42.83	65.29
SLPA	31.69	32.19	48.79
Translator/Interpreter	30.41	30.91	46.81

Licensed Staff Compensation

- Raise base to \$55,000, follow formulas in current salary schedule.
 - 2.8% increase
- Steps and Lanes for all employees.
 - Step = 2.4%
- The average increase is about 4.98%

Step	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+40	MA+60	ED_DOC
0	55,000	56,007	57,014	58,021	59,028	60,035	62,047	64,059	66,071
1	56,320	57,351	58,382	59,414	60,445	61,476	63,536	65,596	67,657
2	57,672	58,728	59,784	60,839	61,895	62,951	65,061	67,171	69,280
3	59,056	60,137	61,218	62,300	63,381	64,462	66,622	68,783	70,943
4	60,473	61,580	62,688	63,795	64,902	66,009	68,221	70,434	72,646
5	61,924	63,058	64,192	65,326	66,460	67,593	69,859	72,124	74,389
6	63,411	64,572	65,733	66,894	68,055	69,216	71,535	73,855	76,175
7	64,933	66,121	67,310	68,499	69,688	70,877	73,252	75,628	78,003
8	66,491	67,708	68,926	70,143	71,360	72,578	75,010	77,443	79,875
9	68,087	69,333	70,580	71,827	73,073	74,320	76,810	79,301	81,792
10	69,721	70,997	72,274	73,550	74,827	76,103	78,654	81,204	83,755
11	71,394	72,701	74,008	75,316	76,623	77,930	80,542	83,153	85,765
12	73,108	74,446	75,785	77,123	78,462	79,800	82,475	85,149	87,823
13	74,862	76,233	77,603	78,974	80,345	81,715	84,454	87,193	89,931
14	76,659	78,062	79,466	80,869	82,273	83,677	86,481	89,285	92,090
15	78,499	79,936	81,373	82,810	84,248	85,685	88,556	91,428	94,300
16			83,326	84,798	86,270	87,741	90,682	93,622	96,563
17			85,326	86,833	88,340	89,847	92,858	95,869	98,880
18			87,374	88,917	90,460	92,003	95,087	98,170	101,254
19			89,471	91,051	92,631	94,211	97,369	100,526	103,684
20			91,618	93,236	94,854	96,473	99,706	102,939	106,172
21						98,788	102,099	105,409	108,720
22						101,159	104,549	107,939	111,329
23						103,587	107,058	110,530	114,001
24						106,073	109,628	113,182	116,737
25						108,618	112,259	115,899	119,539
26						111,225	114,953	118,680	122,408
27						113,895	117,712	121,529	125,346

Tentative
Licensed Schedule

OT, SLP, and PSY. Salary Schedule

- Increase the base of the OT, SLP, and PSY salary schedule with a base \$2000 higher than the licensed salary schedule. No one will be placed on any columns below the MA +20 Column on the OT/SLP/Psych Salary Schedule unless on a temporary or interim license.

Tentative
OT, SLP, PSY Schedule

MA+20	MA+40	MA+60	ED_DOC
62,035	64,047	66,059	68,071
63,524	65,584	67,644	69,705
65,048	67,158	69,268	71,378
66,610	68,770	70,930	73,091
68,208	70,420	72,633	74,845
69,845	72,111	74,376	76,641
71,521	73,841	76,161	78,481
73,238	75,613	77,989	80,364
74,996	77,428	79,860	82,293
76,796	79,286	81,777	84,268
78,639	81,189	83,740	86,290
80,526	83,138	85,749	88,361
82,459	85,133	87,807	90,482
84,438	87,176	89,915	92,653
86,464	89,268	92,073	94,877
88,539	91,411	94,283	97,154
90,664	93,605	96,545	99,486
92,840	95,851	98,862	101,874
95,068	98,152	101,235	104,319
97,350	100,507	103,665	106,822
99,686	102,920	106,153	109,386
102,079	105,390	108,700	112,011
104,529	107,919	111,309	114,699
107,037	110,509	113,981	117,452
109,606	113,161	116,716	120,271
112,237	115,877	119,517	123,158
114,931	118,658	122,386	126,113
117,689	121,506	125,323	129,140

Insurance

- The district projected increases at a total of 24%
- Employee increase will not begin until January.
- The district has agreed to add a insurance committee to NP-13 policy.
- SSEA will have 5 members on the committee.

Insurance

	2025-26 Renewal						
					Budget Impact	Employer Contribution Impact	Employee Contribution Impact
PPO	Total Rate	Employee Contribution	Employee % of Premium	Employer Contribution	Monthly	Monthly	Monthly
Employee Only	\$1,079.74	\$54.74	5%	\$1,025.00	\$96.42	\$80.72	\$15.70
Employee + Spouse	\$2,159.47	\$1,134.47	53%	\$1,025.00	\$554.74	\$80.72	\$474.02
Emp + Child(ren)	\$1,965.12	\$940.12	48%	\$1,025.00	\$543.36	\$80.72	\$462.64
Family	\$2,699.34	\$1,674.34	62%	\$1,025.00	\$710.25	\$80.72	\$629.53
Emp + Emp	\$2,159.47	\$109.47	5%	\$2,050.00	\$554.74	\$445.27	\$109.47
Emp + Emp + Fam	\$2,699.34	\$399.34	15%	\$2,300.00	\$710.25	\$411.44	\$298.81
HDHP							
Employee Only	\$1,047.34	\$22.34	2%	\$1,025.00	\$103.06	\$80.72	\$22.34
Emp + Spouse	\$2,094.69	\$1,069.69	51%	\$1,025.00	\$539.36	\$80.72	\$458.64
Emp + Child(ren)	\$1,906.17	\$881.17	46%	\$1,025.00	\$517.34	\$80.72	\$436.62
Family	\$2,618.36	\$1,593.36	61%	\$1,025.00	\$729.63	\$80.72	\$648.91
Emp + Emp	\$2,094.69	\$44.69	2%	\$2,050.00	\$539.36	\$494.67	\$44.69
Emp + Emp + Fam	\$2,618.36	\$318.36	12%	\$2,300.00	\$729.80	\$411.44	\$318.36

PUBLIC COMMENT DURING A BOARD OF EDUCATION MEETING

Thank you for your interest in the public comment portion of this board meeting. This meeting is being recorded and live streamed and available to view on the District's website.

All wishing to speak during public comment on items on the current agenda or not on the current agenda must be physically present at the Board meeting to address the board. Electronic participation via Zoom is not available when the Board is meeting in person.

Community Comments

The Board Chair will call for Community Comment(s) relating to items/issues not on the current agenda. The Board Chair will begin by reading this statement:

- Any members of the public wishing to speak about issues not on the current agenda or items that are on the agenda are requested to fill in the speaking log, providing your name, address and who you are representing.
- Comments are limited to 3 minutes. If four or more people wish to address the board on a single topic, the board may allot 12 minutes for a collective view.
- Speakers' comments and questions should deal with a topic related to matters of the school district.
- Speakers' remarks should be suitable for an audience that includes children.
- Individual personnel matters and comments about individual students should be sent to the Superintendent in writing with your signature in place of commenting publicly.
- Out of respect for the guests attending the Board meeting, the Board may limit public comment to 30 minutes. Registered speakers not part of the first 30 minutes, will be heard at the conclusion of the meeting.
- No action shall be taken during this portion of the meeting. Any public comment requiring additional discussion or action by the Board must be placed on a future agenda
- This meeting is being recorded and live streamed and is also available to view on the District's website. All wishing to speak during public comment will need to be present at the meeting at Sleeping Giant School.

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

Meeting Date:	May 19, 2025
Agenda Item:	<p>Second Reading and Consideration of Adoption of Revisions to Board Policies:</p> <ul style="list-style-type: none"> ● GP-1: Governance Commitment ● GP-2: Governing Style ● GP-3: Board Job Description ● GP-4: Monitoring Board Governance Process and Board/Superintendent Relationship Policies ● GP-5: President’s Role ● GP-9: Board Member’s Code of Conduct ● GP-10-E: Handling Concerns Raised by Parents, Community Members, and Staff Members ● GP-11: Board Member Conflict of Interest ● GP-12: Board Member Financial Disclosure ● GP-13: Process for Addressing Board Member Violations ● GP-14: Development and Revision of Board Policy ● GP-15-R: Regulations for Public Comment at Board Meetings ● GP-18: Gift Acceptance Policy
Presented by:	Katy Lee
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading and revision of the policies took place on May 5, 2025.
Background Info:	Copies of the revised policies are included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. To adopt the revised policies as presented 2. To make amendments to the policies and adopt with stated amendments
Backup Memoranda Provided?	Copy of the revised policies are included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the revised Governance Process policies, as presented.

Governance Commitment

The Board, on behalf of students, staff, parents and the community, holds itself accountable to the citizens of the district by ~~ensuring that all taking action it takes is consistent with the district accomplishing worthwhile results for students while avoiding undesirable circumstances~~ that supports achieving the mission of the district and the Board’s *Ends* policies. In the fulfillment of this charge, the Board is committed to rigorous, continual improvement of its capacity to govern effectively through policy by defining its concerns in terms of values and its vision in terms of expectations ~~to define its concerns in terms of values (policies) and to define its vision in terms of expectations (results).~~

Adopted	November 16, 1998
Latest Revision	May 19, 2025
Revised:	August 24, 2009
	June 20, 2007
	October 18, 2004
	July 2, 1999

Legal References:	-
Monitoring Method:	Board self-assessment
Monitoring Frequency	Annually in February
	Monitored and Reviewed : March 18, 2024
	March 6, 2023

Governing Style

The Board ~~will~~ governs ~~lawfully, ethically and prudently~~ with an emphasis on organizational vision rather than on interpersonal issues of the Board, encourages diversity in viewpoints, ~~engage in~~ focuses on strategic leadership rather than administrative detail, observes clear distinction between Board and District Superintendent roles, makes collective rather than individual decisions, ~~exhibit future-orientation rather than past or present~~, and governs pro-actively rather than reactively.

Accordingly:

1. ~~The Board will cultivate a sense of group responsibility.~~ The Board, not the District Superintendent or staff, ~~will be~~ is responsible for excellence in board governance. ~~The Board will work in partnership with the District Superintendent, staff, students, parents and the community to initiate policy.~~ The Board ~~will~~ uses the expertise of individual Board members to enhance the ability of the Board as a body, ~~rather than to~~ but does not substitute individual judgments for the Board's ~~collective~~ values.
 - a. ~~Members will attend all regularly scheduled board meetings insofar as possible and become informed concerning the issues to be considered at those meetings.~~
 - b. ~~Members will endeavor to make policy decisions only after full discussion at publicly held board meetings.~~
 - c. ~~Members will encourage free expression of opinion by all board members and seek systematic communications between the board and students, staff and all elements of the community.~~
2. The Board holds itself accountable to govern with excellence. This self-discipline applies to matters such as attendance, preparation for meetings, policymaking principles, and respect of roles, thus ensuring the continuity of effective governance.
3. The Board ~~will~~ directs, controls, and inspires the district through the careful establishment of written policies reflecting the Board's values ~~and perspectives~~. The Board's major policy focus ~~will be~~ is on the intended long-term benefits for students, not on the ~~administrative or~~ programmatic means of attaining those benefits.
4. ~~The Board will enforce upon itself whatever self-discipline is needed to govern with excellence. This self-discipline will apply to matters such as attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuity of governance capability.~~
5. ~~Continuous~~Continousual Board development ~~will~~ includes orientation of new members in the Board's governance process and periodic Board discussion and evaluation of process to assure continued improvement.
6. The Board ~~will~~ does not allow ~~no~~any officer, individual, or committee of the Board ~~or any other person~~ to hinder or be an excuse for not fulfilling its commitments.

The Board ~~will~~ monitors ~~and discuss~~ the Board’s process and performance at each meeting. Self-monitoring ~~will~~ includes comparison of Board ~~activity and discipline actions and behaviors~~ to policies in the *Governance Process* and *Board-Superintendent Relationship* categories.

Adopted November 16, 1998

Latest Revision & Renumbering May 19, 2025
March 18, 2013

Revised: August 24, 2009
June 20, 2007
October 18, 2004

Legal References: -

Monitoring Method: Board self-assessment

Monitoring Frequency: Each Board Meeting
~~Monitored and Reviewed : January 24, 2022~~
~~March 6, 2023~~

Revised policy created based on Board workshop on 4-8-25 using CASB sample policy GP-2: Governing Style. Board’s policy GP-3: Governing Style is being renumbered to match CASB’s policy GP-2 and CASB’s policy will be used and will replace wording in the Board’s current GP-3. The Board’s policy GP-2: Board Job Description will be renumbered to match CASB policy GP-3: Board Job Description. If the Board adopts the revisions and recoding recommendations, GP-3 will be recoded to GP-2.

Board Job Description

The job of the Board is to represent and lead the district by determining and demanding appropriate and excellent organizational performance. To distinguish the Board's own unique job from the jobs of the District Superintendent and staff, the Board ~~will~~ concentrates its efforts on the following:

1. Utilizing all available avenues, including the District Accountability Committee to engage students, staff, parents, and the community in conversations about student experiences and outcomes.
2. ~~Developing Governing according to~~ written governing policies which, at the broadest levels, address:
 - a. ~~Ends/Results:~~ Organizational products, impacts, benefits, results, ~~recipients,~~ and services and their relative worth (what end result is desired for whom and at what cost?).
 - b. ~~Executive Limitations:~~ Constraints on executive authority, which establish the practical, ethical, and legal boundaries within which all executive activity and decision-making will take place.
 - c. ~~Governance Process:~~ How the Board will conceive, carry out, and monitor its own work.
 - d. ~~Board/Superintendent Relationship: How authority is delegated and its proper use monitored;~~ Describes the District Superintendent role, authority, and accountability and how such authority is delegated and monitored.
3. ~~In collaboration with students, staff, parents, and the community,~~ dDetermine the executive leadership needs of the Board and the district (including support of the Board's governance philosophy and approach) and with involvement of the community, staff, and parents in the search process, employ ~~qualifications required of a Superintendent and select a superintendent~~ that meets those needs.
4. ~~Holding the Superintendent accountable by monitoring Assurance of successful District/Superintendent performance on District Results Ends and Executive Limitations policies.~~
5. ¶
 - a. ~~Holding itself accountable by monitoring Governance Process and Board-Superintendent Relationship policies.~~
 - a. 6. Focusing on organizational performance through adherence to the District Strategic Plan.
 - b. ~~Monitor Superintendent performance solely against these and goals set forth by the Board and Superintendent and take any action related thereto.¶~~
6. ~~Establish or change Superintendent compensation, benefits, or perquisites.¶~~

Adopted

November 16, 1998

Latest Revision and
renumbering

May 19, 2025

Revised: March 20, 2023
August 24, 2009
June 20, 2007
October 18, 2004

Legal References: C.R.S. 22-7-10411-301 (school district accountability committees)

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in December
~~Monitored and Reviewed:~~
~~June 22, 2015~~
~~January 29, 2018~~
~~September 27, 2021~~

Revised policy created based on Board workshop on 4-8-25 using CASB sample policy GP-3: Board Job Description. Board's policy GP-2: Board Job Description is being renumbered to match CASB's policy GP-3 and CASB's policy will be used and will replace wording in the Board's current GP-2. If the Board adopts the revisions and recoding recommendations, GP-2 will be recoded to GP-3.

Monitoring Board Governance Process and Board/Superintendent Relationship Policies

The purpose of monitoring the Board’s *Governance Process* and *Board-Superintendent Relationship* policies is to determine the degree to which the policies are being fulfilled. Information which does not contribute to this task will not be considered monitoring. While monitoring will be as systematic and automatic as possible, sufficient time and depth of attention will be given to this important Board job.

Each *Governance Process* and *Board/Superintendent Relationship* policy will be monitored through self-assessment on an annual basis.

~~Each Board member will review the policies listed in the Board agenda and scheduled for monitoring prior to the Board meeting and determine whether the Board is meeting its expectations according to:~~

- ~~a. Whether the policy remains relevant and continues to reflect the Board’s values~~
- ~~b. Whether the Board and Superintendent are meeting expectations and are in compliance with the policy. If not, the board will take action to do so.~~
- ~~c. The board may add a new policy at any time but shall reserve time once a year to discuss additions.~~

Adopted November 16, 1998

Latest Revision: May 19, 2025

Revised: May 8, 2023

March 20, 2023

January 24, 2022

July 2, 1999

October 18, 2004

June 20, 2007

Legal References: -

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in February

~~Monitored and Reviewed: March 18, 2024~~

President’s Role

The President of the Board ensures the integrity of the Board’s processes and normally serves as the Board’s official spokesperson. Accordingly, the President has the following authority and duties:

1. Monitor Board behavior to ensure that it is consistent with its own rules and policies and those ~~legitimately~~ imposed on it ~~from outside the organization by law~~.
2. ~~Conduct and M~~onitor Board meeting deliberations ~~to ensure~~ so that only Board issues, as defined in Board policy, are discussed.
 - a. ~~Conduct~~Ensure that Board meetings ~~so that~~ deliberations are fair, **open**, ~~and~~ thorough, ~~but also efficient, timely, and orderly and to the point~~.
 - b. Chair Board meetings with ~~all~~ the commonly accepted ~~power~~authority of that position ~~as described in Robert’s Rules of Order~~ and in accordance with law.
 - c. Ensure that ~~regular~~ monitoring of Board policy is placed in Board meeting agendas ~~and~~ when circumstances arise that require monitoring outside of the normal schedule.
3. Make all interpretive decisions that fall within the ~~topics covered by~~ Board policies on *Governance Process* and *Board/Superintendent Relationship*, except where the Board specifically delegates portions of this authority to others using any reasonable interpretation of the provisions in those policies.
 - a. Refrain from making any **individual interpretive** decisions about policies created by the Board in the ~~Results~~*Ends* and *Executive Limitations* policy areas.
 - b. Refrain from exercising any authority as an individual to supervise or direct the District Superintendent.
4. Serve as the liaison between the Board and the District Superintendent on Board operational issues, including development of Board meeting agendas.
5. Represent the Board to outside parties in announcing Board-stated positions and in stating decisions and interpretations within the areas delegated to the President, delegating this authority to other Board members when appropriate, but remaining accountable for its use.
6. **Sign all contracts authorized by the Board and all official Board reports.**
7. Maintain all monitoring data and reports ~~from for~~ *Executive Limitations* and ~~Results~~*Ends* policies and compile data for annual evaluation of the District Superintendent.
- 8. In the absence or inability of the President, the Vice-President has all of the powers and duties of the President.**

Adopted November 16, 1998

Latest Revision and renumbering: May 19, 2025

Revised: October 18, 2004

June 20, 2007

Legal References: C.R.S. 22-32-105 (~~Duties of the president and vice-president~~)
C.R.S. 24-6-402 (~~Meetings — open meetings law to the public~~)

Monitoring Method: Board self-assessment

Monitoring Frequency: Semi-annually in December and June
~~Monitored and Reviewed January 24, 2022~~

Revised policy created based on Board workshop on 4-8-25 using CASB sample policy GP-5: President's Role. Board's policy GP-6: President's Role is being renumbered to match CASB's policy GP-5 and CASB's policy will be used to update the wording in the Board's current GP-6. If the Board adopts the revisions and recoding recommendations, GP-6 will be recoded to GP-5.

Board Member's Code of Conduct

The Board commits itself and its members to ethical, businesslike and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members. The Board acting in its legislative capacity has the authority and responsibility to interpret and apply these standards of conduct.

Accordingly:

1. ~~Board Members represent the interests of the citizens of the entire school district. ownership, unaffected by loyalties to Staff, their organizations, and any self interest. Board members are expected and encouraged to engage the community in a variety of ways and express the community's values at the Board table. The community is broadly defined to encompass as many viewpoints as possible. In addition, Board members are expected and encouraged to fully and openly express their own viewpoints during deliberations on school district issues. This~~ Accountability to the whole district community supersedes any conflicting loyalty ~~such as that~~ to other advocacy or interest groups, ~~membership on other boards or employment.~~ It also supersedes the personal interest of any Board member who is also a parent of a student in the district or who is an employee of the district. This ultimate accountability to the whole district is not intended to stifle the democratic process essential to effective board decision making. In order to promote a dynamic exchange of ideas and viewpoints during board deliberations, Board members are expected and encouraged to engage the community in a variety of ways and express the community's values at the board table. The community is broadly defined to encompass as many viewpoints as possible. In addition, Board members are expected and encouraged to fully and openly express their own viewpoints during deliberations on school district issues.
2. Board Members may not attempt to exercise individual authority over the organization except as explicitly set forth in Board policies.
 - a. Members' interaction with the District Superintendent or with staff must recognize the lack of authority vested in individuals except when explicitly authorized by the Board.
 - b. Members' interaction with the public, press or other entities must recognize the same limitation and the inability of any Board member to speak for the Board except to repeat explicitly stated Board decisions.
 - c. Members will not publicly make or express individual negative ~~opinions~~ judgments about fellow Board Members or District Superintendent or staff performance. Any such judgments of District Superintendent performance will be made only by the Board, meeting in executive session as appropriate.

3. Board members will maintain the confidentiality of all matters required to be kept confidential by federal or state law or regulations and all matters discussed in executive session.
4. Members will make every reasonable effort to protect the integrity and promote the positive image of the district and one another.
 - ~~a. Members will take no private action that will compromise the board or administration and respect the confidentiality of information that is privilege under applicable laws.~~
 - ~~b. Members will remember always that their first and greatest concern must be the educational welfare of the students attending the public schools.~~
5. Board members will maintain a respectful demeanor during interaction and board discussion.
 - ~~a. Members will demonstrate respect for each other's opinions.~~
 - ~~b. Members will maintain positive interaction through a non-defensive posture asking clarifying questions and reserving judgment until fully informed.~~

Adopted November 16, 1998

Latest Revision and renumbering: May 19, 2025

Revised: March 18, 2013

March 1, 2010

June 20, 2007

November 15, 2004

July 2, 1999

Legal References:

C.R.S. 22-32-110(1)(k)(specific powers of Boards)

C.R.S. 24-6-201 et seq. (Public Official Disclosure Law)

C.R.S. 24-18-104(rules of conduct for all public officers, general assembly, local government officials and employees)

C.R.S. 24-18-109(rules of conduct for local government officials and employees)

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in February

~~Monitored and Reviewed: March 18, 2024~~

January 24, 2022

Revised policy created based on Board workshop on 4-8-25 using CASB sample policy GP-9: Board Member Code of Conduct. Board's policy GP-5: Board Member Code of Conduct is being renumbered to match CASB's policy GP-9 and portions of CASB's policy will be incorporated into the Board's existing policy. District doesn't have a current GP-9 because it was previously renumbered to GP-5 on 6-20-07. If the Board adopts the revisions and recoding recommendations, GP-5 will be recoded to GP-9.

Handling Concerns Raised by Parents, Community Members, and Staff Members

One-on-One – Operational Concern

When a Board member is approached by a parent, community member, or staff member with an operational concern:

1. The Board member will:
 - a. Listen to understand the issue
 - b. Ask whether the person has talked to the individual closest to the problem and explain the chain of command concept – that issues are best resolved at a level closest to the problem and people involved.
 - c. If the person hasn't initiated conversation at the level closest to the problem, help the person determine which district staff person to talk with.
 - d. Take the opportunity to explain the Board's role
 - The Board's job is to set the vision and policies that will enable students to be academically successful; and
 - While resolution of operational issues is not the Board's job, the Board is concerned and wants to see the issue resolved successfully.
 - e. Tell the person that if he or she doesn't get satisfaction, to call back (or to let the Board member know what happens regardless).
 - f. If the **situation contact** raises a high level of concern, communicate with the **District sSuperintendent** as soon as possible.
 - g. Not undertake any formal independent investigation or research.
2. The superintendent will:
 - a. Tell the Board member what he or she knows about the situation and if necessary, will investigate to get more information;
 - b. After gathering information, respond to both the person and the Board member about what was learned or what action was taken.
3. If the Board member is not comfortable with the resolution by the **District sSuperintendent**, he or she will have a one-on-one conversation with the **District sSuperintendent** before discussing the issue with other Board members or bringing the issue to the full Board.

One-on-One – Board Policy Level Concern

If the concern raised by the parent, community member or staff member rises to the level of a Board policy concern, the Board member should bring the concern to the full Board for discussion.

Group Situation – All Concerns

When one or more Board members are approached by a group of two or more parents, community members or staff members regarding any concern:

1. If the Board members who have been approached believe the issues relate to a Board policy level concern or are of the kind that might escalate into a staff or community-wide concern, the Board members will inform the full Board and the superintendent prior to the meeting or as soon as practical thereafter as to the issues discussed and the persons involved.
2. While communicating with the parents, community members, or staff members, the Board members will:
 - a. Listen to understand the issue.
 - b. Inform the group that they do not represent the full Board and do not have authority to make any decisions or direct any action, but that they will convey what is learned to the full Board.
 - c. Ask whether the persons have talked to the individual closest to the problem and explain the chain of command concept – that issues are best resolved at a level closest to the problem and people involved.
 - d. If the persons haven't initiated conversation at the level closest to the problem, help the persons determine which district staff member they should talk with.
 - e. Take the opportunity to explain the Board's role
 - The Board's job is to set the vision and policies that will enable students to be academically successful
 - While resolution of operational issues is not the Board's job, the Board is concerned and wants to see the issue resolved successfully.
3. Following the discussion, the Board members will communicate to the full Board and the **District s**Superintendent as to the nature of the discussion, providing as much information as is necessary for the Board and **the District s**Superintendent to be fully informed.
4. The superintendent will:
 - a. Tell the Board what he or she knows about the situation and if necessary, will investigate to get more information;
 - b. After gathering information, respond to both the persons with the concern and the Board about what was learned or what action was taken.

Nothing in this policy ~~shall~~**will** apply to chance social encounters where routine school district matters are discussed.

Adopted: November 15, 2004

Latest Revision and Renumbering: May 19, 2025

Revised: January 27, 2012

Legal References: -

Monitoring Method: Board self-assessment

Monitoring Frequency: Each Board Meeting

~~Monitored and Reviewed: January 24, 2022~~

Revised policy created based on Board workshop on 4-8-25 using CASB sample policy GP-10-E: Handling Operational Issues Raised by a Community or Staff Member. Board policy GP-10: Handling Concerns Raised by Parents, Community Members and Staff Members is being renumbered to match CASB's policy GP-10-E and CASB's policy will be used to update the wording in the Board's current GP-10. If the Board adopts the revisions and recoding recommendations, GP-10 will be recoded to GP-10-E.

October 26, 2009, GP-10: Board Members Covenants was deleted. Handling Concerns policy should have moved forward as GP-10. On January 27, 2012, correction to policy number was made and indexes updated to reflect the change in policy number.

Board Member Conflict of Interest

Public office is a trust created by the confidence the electorate ~~reposes~~ places in the integrity of local government officials for the common good and for the benefit of the people. A conflict of interest can arise when a public officer is unable to be devoted ~~with~~ complete loyalty and singleness of purpose to the general public interest.

It is the intent of this policy to protect the public trust placed in directors of this school district. For purposes of this policy, the Board declares that a conflict of interest is a personal, pecuniary interest that is immediate, definite, and demonstrable. ~~and which is or may be in conflict with the public interest.~~

1. A Board member who has a personal or private interest in a matter proposed or pending before the Board must: disclose such interest to the Board, ~~may abstain from not voting on it the matter,~~ and ~~will~~ attempt to influence the decisions of other Board members in voting on the matter.

However, if a Board member has complied with statutory disclosure requirements by voluntarily notifying the Secretary of State of interest in the matter, the member may vote if participation is necessary to obtain a quorum or otherwise enable the Board to act. If a member votes under these circumstances, the member ~~shall~~will state for the record the fact and summary nature of the potential conflict of interest.

The written disclosure to the Secretary of State ~~shall~~will list as applicable the amount of the member’s financial interest, the purpose and duration of any services rendered, compensation received for services, or such other information necessary to describe the interest.

2. The Board will not hire any of its members as an employee of the district nor will the Board approve any compensation for a member for services rendered to the district except for services rendered to the Board as provided by law . Members may be reimbursed for authorized expenses in carrying out Board duties as provided by law.

~~In keeping with a fundamental principle of this policy that Board members must be devoted with complete loyalty and singleness of purpose to the general public interest, the Board expressly adopts the doctrine of incompatibility of office as applied to eligibility to hold office on the Board. ¶¶~~

~~¶¶
a. Steamboat Springs School District RE2 paid employees are prohibited from serving on the Board, except as specified above in Item 2. ¶¶~~

~~¶¶
b. Employees or members of the governing board of any charter school authorized by the district are prohibited from serving on the Board, except as specified above in Item 2. ¶¶~~

3. The ~~District and the Board will~~ cannot enter into any contract ~~with any of its members or~~ with a firm, ~~or corporation, contractor, and/or vendor if in which~~ a board member ~~is a party to the contract or~~ has a financial interest in the contract unless one or more of the following apply:
 - a) The contract is awarded to the lowest responsible bidder based on competitive bidding procedures;
 - b) The merchandise is sold to the highest bidder at a public auction;
 - c) The transaction involves investing or depositing money in a financial institution, which is in the business of loaning money or receiving money;
 - d) If, because of geographic restrictions, the district could not otherwise reasonably afford the contract because the additional cost to the district would be greater than 10 percent of the contract with the interested member or if the contract is for services that must be performed within a limited time period and no other contractor can perform the services;
 - e) If the contract is one in which the Board member has disclosed a personal interest and is one on which the member has not voted or has voted as allowed in state law following disclosure to the Secretary of State and to the Board; ~~or~~
 - f) Except as described herein, a Board member ~~shall~~will not be a purchaser at any sale or a vendor for any purchase made by the district.
4. A Board member may request an advisory opinion from the Secretary of State concerning issues relating to personal conduct and potential conflict of interest.
5. A Board member must avoid conflict of interest with respect to his or her fiduciary responsibility. Accordingly, a Board member may not:
 - a) Disclose or use confidential information acquired in the course of official duties to further substantially personal financial interests;
 - b) Accept a gift of substantial value or substantial economic benefit tantamount to a gift of substantial value which would tend to improperly influence a reasonable person in that position or which the Board member knows or should know is primarily for the purpose of a reward for official action taken (The phrase “economic benefit tantamount to a gift of substantial value” includes a loan at a rate of interest substantially lower than the prevailing commercial rate and compensation received for private services rendered at a rate substantially exceeding the fair market value);
 - c) Engage in a substantial financial transaction for private business purposes with a person whom the Board member supervises in the course of official duties; ~~or~~
 - d) Perform an official act, which directly and substantially confers an economic benefit on a business or other undertaking in which the Board member has a substantial financial interest or is engaged as a counsel, consultant, representative or agent.
6. It is permissible for a Board member to receive:

- a) Campaign contributions and contributions in-kind which are reported in accordance with state law;
 - b) An occasional non pecuniary gift, which is insignificant in value;
 - c) A nonpecuniary award publicly presented by a nonprofit organization in recognition of public service;
 - d) Payment or reimbursement for actual and necessary expenditures for travel and subsistence for attendance at a convention or other meeting at which the Board member is scheduled to participate;
 - e) Reimbursement for or acceptance of an opportunity to participate in a social function or meeting, which is not extraordinary when viewed in light of the position;
 - f) Items of perishable or nonpermanent value including but not limited to meals, lodging, travel expenses or tickets to sporting, recreational, educational or cultural events. Tickets to these events may have to be reported in accordance with the public official disclosure law; and
 - g) Payment for speeches, appearances or publications reported in accordance with the public office disclosure law.
7. It is not considered a breach of conduct for a Board member to:
- a) Use school facilities and equipment to communicate or correspond with constituents, family members, or business associates; or
 - b) Accept or receive a benefit as an indirect consequence of transacting school district business.

8. Federal Funded Transactions- Separate from state law and the Board's policies concerning the Board's standards of conduct and conflict of interest, federal law imposes restrictions on the conduct of Board members whenever the transaction in question is supported by federal funds subject to the Uniform Grant Guidance (UGG).

Under the UGG, a Board member will not participate in the selection, award or administration of a contract supported by a federal award if the Board member has a conflict of interest as defined by the UGG.

A conflict of interest arises under the UGG when the Board member, any member of his or her immediate family, his or her business partner, or an organization which employs or is about to employ any of the aforementioned parties has a substantial financial or other interest or would obtain a substantial tangible personal benefit from a firm considered for a contract.

In addition, the UGG prohibits Board members from soliciting or accepting gratuities, favors, or anything of monetary value from contractors or parties to subcontracts that are federally funded, unless the gift is an unsolicited item of nominal value.

For purposes of this policy section only, "immediate family" means the Board member's spouse, partner in a civil union, children, and parents. In determining whether a financial or other interest is "substantial," or whether anything solicited or accepted for private

benefit is of “nominal value,” the Board will follow the standards of conduct and corresponding definitions applicable to local public officials under state law.

These minimum federal requirements are not waivable in connection with any transaction or contract to which they apply.

A Board member who violates the standards of conduct set forth in this policy’s section may be subject to censure or other disciplinary action, in accordance with the Board’s authority, and state law.

Adopted	November 16, 1998
Latest Revision	May 19, 2025
Revised:	April 15, 2024 January 10, 2022 November 9, 2020 July 2, 1999 November 15, 2004 August 3, 2015
Legal References:	2 C.F.R. 200.318(c)(Uniform Grant Guidance- written standards of conduct covering conflicts of interest required concerning the selection, award, and administration of contracts supported by federal funds) Colorado Constitution, Article. X, Section. 13 (prohibition on making profit out of district money or using for unlawful purpose) C.R.S. 1-45-101 et seq. (Fair Campaign Practices Act) C.R.S. 22-32-109 (1)(y) (Board duty to adopt bylaws relating to conflict of interest) C.R.S. 22-32-110(1)(k)(specific powers of Boards) C.R.S. 24-6-201 et seq. (Public Official Disclosure Law) C.R.S. 24-18-104, 109, 110 and 111 (rules of conduct for district officials/employees) C.R.S. 24-18-201 and 202 (district officials/employees may not have interest in district contract) C.R.S. 24-18-105 (Ethical principles for public officers, local government officials and employees)
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually in May Monitored and Reviewed:

Review of policy based on CASB GP-11 on 4-8-25. Minor changes based on comparison of the policies. District’s version had several Colorado Revised Statute references that were not included on CASB’s sample policy. Kristina confirmed that CASB’s Legal References are current.

It was recommended that the Board review CASB BCB policy and the federally funded transactions wording that starts on page 2.

Stephanie reviewed the wording on BCB and determined that we should add the wording from BCB to GP-11 on 4-11-25.

Board Member Financial Disclosures

~~Board members are~~ As required by law, Board members must to disclose certain items received in connection with serving on the Board. ~~If~~ Board members receivinge such items, ~~they~~ must file a report with the Secretary of State on forms prescribed by the Secretary of State. Such reports must be filed on or before January 15, April 15, July 15 and October 15 of each year and ~~shall~~ must cover the period since the last report. The report must contain the name of the person from whom the reportable item was received, its value, and the date of receipt. Board members who do not receive any items that must be reported are not required to file a report.

1. Items, which must be reported, include the following:

1. Any money received including a loan, pledge, advance or guarantee of a loan ~~or any forbearance or forgiveness of indebtedness from any person~~ with a value ~~greater than~~ of \$ 75.00 ~~or more~~.

2. Any gift of any item of real or personal property other than money with a value ~~greater than~~ of \$ 75.00 ~~or more~~.

3. Any loan of real or personal property if the value of the loan is ~~greater than~~ \$ 75.00 ~~or more~~. “Value of the loan” means the cost saved or avoided by the Board member by not borrowing, leasing or purchasing comparable property from a source available to the general public.

4. Any payment for a speech, appearance or publication.

5. Tickets to a sporting, recreational, educational, or cultural event with a value ~~greater than~~ of \$ 75.00 ~~or more~~ for any single event.

6. Payment of or reimbursement for actual and necessary expenses for travel and lodging for attendance at a convention, ~~fact-finding mission, or trip~~ or other meeting ~~if at which the Board member or candidate for the Board is scheduled to deliver a speech, make a presentation, participate on a panel, or represent the school district~~ unless the payment for such expenditures is made from public funds or from the funds of any association of public officials or public entities such as the Colorado Association of School Boards (CASB).

7. Any gift of a meal to a fundraising event of a political party.

2. The financial disclosure need not include the following:

- a. A contribution or contribution in kind that already has been reported pursuant to the Fair Campaign Practices Act.

- b. An item of perishable or nonpermanent value including meals unless such item is required to be reported under paragraph 1.e. or 1. g. above.
- c. A non-pecuniary award publicly presented by an organization in recognition of public service.
- d. Payment of or reimbursement for actual and necessary expenses for travel and lodging for attendance at a convention or other meeting in which the individual is scheduled to participate if the payment or reimbursement is made from public funds or from the funds of any association of public officials or entities such as CASB.
- e. Payment of salary from employment including other government employment.

3. To avoid misunderstanding about the value of an item, the donor must furnish the Board member with a written statement of the dollar value of the item when it is given.

Adopted	November 16, 1998
Latest Revision:	May 19, 2025 April 15, 2024 March 8, 2021 August 20, 2018
Renewed:	November 5, 2012 – no revisions
Revised:	November 15, 2004
Legal References:	C.R.S. 24-6-201 et seq. (Public Official Disclosure Law)
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually in May

Process for Addressing Board Member Violations

The Board and its members are committed to faithful compliance with the provisions of the Board’s policies. In the event of a member’s alleged violation of policy, the Board may seek remedy by the following process:

- a. **f**First, conversation in a private setting between the Board member alleged to have violated Board policy and the Board president or other Board member (in no event more than two Board members)
- b. **s**Second, if the alleged violation continues, discussion in a work session between the Board member and the full Board regarding the policy issues involved
- c. **t**Third, if the Board determines there to be a substantial violation of Board policy, public censure of the Board member may occur

Adopted: November 15, 2004

Latest Revision: May 19, 2025

Revised: December 14, 2009

Legal References: -

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in May
 Monitored and Reviewed: April 1, 2024

Policy reviewed at Board Policy Workshop on 4-8-25. No changes to wording at this time and it matches the CASB sample policy. Only correction was capitalization to “First”, “Second”, and “Third” in the body of the policy.

Development and Revision of Board Policy

It is the Board's responsibility to develop and maintain governing policy. A systematic, predictable means of developing and revising policy promotes community, school, parent, and student involvement in policy decisions of the Board and encourages careful and well informed decision-making by the Board. Accordingly, the Board will develop new policy or substantially revise existing policy as follows:

1. Introduction

Proposals regarding District policies and operations may originate at any of several sources, including but not limited to: a parent, a community member, an employee, a member of the School board, the Superintendent, a professional consultant, or a civic group. Proposals should be submitted to either a board member or the superintendent for Board consideration.

2. First Reading

Any policy or policy revision proposal that is introduced pursuant to Item 1 above, will be given a "first reading" by the Board at the scheduled time on the agenda. After the first reading, if the Board feels it will be helpful to its decision-making process, the Board will open discussion to those attending the meeting. After all comments have been received, the Board will discuss the policy.

If the policy or policy revision fails to meet with the approval of a majority of the Board, it will be eliminated from further discussion. The policy may be redrafted and resubmitted for another first reading.

If the policy or policy revision, with or without amendments, meets with approval of a majority of the Board it will be placed on the agenda for the next monthly business meeting under "action items."

3. Second Reading and Adoption

A policy or policy revision that is placed on the agenda as an action item pursuant to being given a "first reading" ~~shall~~will receive a second reading. After the reading, the Board will open discussion to those attending the meeting. After all comments have been received, the Board will discuss the policy.

After the second reading, upon motion and second, the policy or policy revision may be adopted, with or without amendments, by approval of a majority of the Board. If extensive or controversial amendments are necessary as determined by the Board President, the policy will be rescheduled as an action item, as amended, for the next monthly business meeting of the Board and will receive another reading.

Readings may be aloud or silent, at the discretion of the President. Copies of the proposal will be provided for those attending the meeting.

In case of an emergency, with a vote of the majority of the Board, the process can be expedited.

Adopted: November 15, 2004

Latest Revision: May 19, 2025
April 15, 2024

Revised: October 22, 2012

Legal References: C.R.S. 22-32-109 (specific duties of board)-

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in May
Monitored and Reviewed:

Policy reviewed at Board Policy Workshop on 4-8-25. The Board opted to keep their own current version of GP-14 related to "Introduction". Minor changes made to the existing policy by added commas as needed and changing "shall" to "will" where needed.

Regulations for Public Comment at Board Meetings

Community Comment for Items not on the Current Board Agenda at Regular Business Meetings

If the Board Chair will calls for Community Comment(s) relating to items/issues not on the current agenda.

1. The Board Chair will begin by reading this a statement with protocol for public comment.
 - Any members of the public wishing to speak about issues not on the current agenda or items that are on the agenda are requested to fill in the speaking log, providing your name, address and who you are representing. ¶
 - Comments are limited to three minutes. If four or more people wish to address the board on a single topic, the board may allot 12 minutes for a collective view. ¶
 - Speakers' comments and questions should deal with a topic related to matters of the school district. ¶
 - Speakers' remarks should be suitable for an audience that includes children. ¶
 - Individual personnel matters and comments about individual students should be sent to the Superintendent in writing with your signature in place of commenting publicly. ¶
 - Out of respect for the guests attending the Board meeting, the Board may limit public comment to 30 minutes. Registered speakers not part of the first 30 minutes, will be heard at the conclusion of the meeting. ¶
 - No action shall be taken during this portion of the meeting. Any public comment requiring additional discussion or action by the Board must be placed on a future agenda. ¶
 - ¶
2. Virtual Meetings In the event that the Board holds a virtual meeting, the Board has adopted a Public Comment Protocol for Virtual Meetings. The public comment virtual protocol is included in Boardbook for each meeting. Please review this information in order to participate in public comment virtually. ¶
3. ¶
2. Out of respect for the guests attending the Board meeting, the Board may limit public comment to 30 minutes. Registered speakers not part of the first 30 minutes, will be heard at the conclusion of the meeting.
3. Individuals wishing to address the Board are limited to three minutes per person wishing to address the Board. If four or more people wish to address the board on a single topic the Board may allot up to 15 minutes for a collective commentary.
4. When recognized by the Board, individuals wishing to address the Board, the speaker should provide their name and who they are representing.
5. No action will be taken on any item not scheduled on the agenda. No action will be taken during this portion of the meeting. Any public comment requiring additional discussion or action by the Board must be placed on a future agenda.
6. On a scheduled agenda item, the Board may or may not ask clarifying questions of the speaker. However, discussion is limited to Board members.

Community Comment on Scheduled Agenda Items ¶

¶

~~The Board will take community comment prior to any vote and during all public discussions at regular Board business meetings. It is the Board’s choice whether or not to take public comment at other meetings.¶~~

~~Generally the flow will be as follows:¶~~

~~¶~~

- ~~1. Board Chair asks for a motion or introduces the topic.¶~~
 - ~~● Chair receives a motion and second if required.¶~~
- ~~2. Board Directors make comments and discuss the motion or topic.¶~~
- ~~3. Board Chair calls for Community Comment.¶~~
 - ~~● Any members of the public wishing to speak about issues on the agenda are requested to fill in the speaking log providing your name, address, and who you are representing.¶~~
 - ~~● Personal comments are limited to three minutes per person wishing to address the Board. If four or more people wish to address the board on a single topic, the board may allot 12 minutes for a collective view.¶~~
 - ~~● When recognized by the Board, please identify yourself by providing your name and who you are representing.¶~~
- ~~4. Community Comment on scheduled agenda items will follow the same regulations as non-agenda items as listed above. ¶~~

Adopted	November 21, 2016
Latest Revision:	May 19, 2025
	October 11, 2021
	September 24, 2018
Legal References:	C.R.S. 22-32-108(4) Meetings of the Board of Education
	C.R.S. 24-6-402 Meetings Open to Public
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Board election year in November
	Monitored and reviewed: 3-28-22

Gift Acceptance Policy

The Board of Education is duly appreciative of public interest in and goodwill toward students and the schools manifested through gifts, grants, bequests, and endowments. The purpose of this policy is to provide guidelines for acceptance of gifts, grants, bequests, and endowments. ~~In order to~~ To accept gifts, grants, bequests, or endowments that provide a benefit rather than a detriment to the Steamboat Springs School District RE-2, the Board of Education will consider the following ~~information~~ **criteria** for all proposed gifts, grants, bequests, and endowments that require Board approval:

- Value & Source: Consider the amount and who is providing the funding.
- Solicitation: Determine if it was solicited, by whom, and for what purpose.
- Conditions: Review any attached terms or requirements.
- Appropriateness: Ensure any elements of promotion or recognition align with District values and do not result in undue endorsement of a particular service or organization.
- Usage & Scope: Clarify how, where, and when the funds will be used (e.g. district-wide or specific school).
- Financial Clarity: Confirm a detailed and transparent financial plan.
- Contingency: Understand implications if the gift is declined.
- Student Impact: Evaluate how the funding supports student outcomes.
- Duration: Define the time frame for use of the gift.
- ~~What is the amount of the gift, grant, bequest, or endowment?¶~~
- ~~Who is the provider of the gift, grant, bequest, or endowment?¶~~
- ~~Was the gift, grant, bequest, or endowment solicited? If so, by whom and for what purpose?¶~~
- ~~What are the conditions attached to the acceptance of the gift, grant, bequest, or endowment?¶~~
- ~~Do the gifts, grants, bequests, or endowments that include advertising or promotion of a particular product or service meet standards of good taste and reflect positive values?¶~~
- ~~Is there a definite understanding with regard to the use of the gift, grant, bequest, or endowment including whether it is intended for the use of one particular school or for all schools in the district and a timeline for using it?¶~~
- ~~Is there a clear financial picture of the proposed use of the gift, grant, bequest, or endowment?¶~~
- ~~What happens if the Board does not accept the gift, grant, bequest, or endowment?¶~~
- ~~What is the data that demonstrates how the proposed funding supports results for students?¶~~
- ~~What is the time frame for this gift, grant, bequest, or endowment?¶~~

The Board reserves the right to accept or decline the proposed gift, grant, bequest, or endowment.

Adopted: June 15, 2009

Latest Revision: May 19, 2025

Revised: September 11, 2023

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in August

~~Monitored and Reviewed: May 22, 2017~~

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

Meeting Date:	May 19, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Governance Process Policy GP-6: Board Committee Principles
Presented by:	Katy Lee
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading of the new policy took place on May 5, 2025. Board policy GP-6 was formerly known as President’s Role, which is now known as GP-5
Background Info:	Copy of the new policy is included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. To adopt the new policy as presented 2. To make amendments to the policy and adopt with stated amendments, as amended
Backup Memoranda Provided?	Copy of the revised policy is included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the new policy GP-6:Board Committee Principles, as presented.

Board Committee Principles

Board committees, when used, will be used to support the work of the Board and not to interfere with delegation of authority from the Board to the District Superintendent.

Accordingly:

1. Board committees are to assist the Board to do its job, not to direct or advise the staff. Committees ordinarily assist the Board by preparing policy alternatives and implications for Board deliberation. In keeping with the Board's broader focus, Board committees do not have direct dealings with current staff operations unless specifically given that authority by the Board.
2. Board committees may not speak or act for the Board except when formally given such authority for specific and time-limited purposes. Expectations and authority are carefully stated by the Board to assure that committee authority will not conflict with authority delegated to the District Superintendent.
3. Board committees may not exercise authority over the District Superintendent or staff. The District Superintendent works for the full Board and any direction to the District Superintendent related to a committee recommendation must come from the full Board.
4. Board committees are expected to avoid over-identification with organizational parts rather than the whole. Therefore, the work of a Board committee is not used to monitor organizational performance on that same subject.
5. This policy applies only to committees formed by Board action, whether or not the committees include Board members. It does not apply to committees formed under the authority of the District Superintendent.
6. All Board committee meetings are subject to the open meetings law.

Adopted: May 19, 2025

Monitoring Method: Internal report

Monitoring Frequency: Annual

Monitored and Reviews:

LEGAL REFS: C.R.S. 22-11-301 (district accountability committees)

C.R.S. 22-11-401 (school accountability committees)

C.R.S. 24-6-402 (open meetings law)

Sample policy created for Board to review 2025 based on sample policy provided by CASB. District's GP-6: President's Role will be renumbered to GP-5 if the Board decides to adopt the President's Role CASB version. Board did not have a Board Committee Principles policy so this will be a new policy.

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

Meeting Date:	May 19, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Governance Process Policy GP-10: Board Member Covenants
Presented by:	Katy Lee
Core Issues:	Pursuant to GP-14: Development and Revision of Board Policy, after the second reading, the policy revisions may be adopted, with or without amendments, by approval of a majority of the Board. A first reading of the new policy took place on May 5, 2025. Board policy GP-10 was formerly known as Handling Concerns Raised by Parents, Community Members, and Staff Members, which is now known as GP-10-E
Background Info:	Copy of the new policy is included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-14: Development and Revision of Board Policy
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. To adopt the new policy as presented 2. To make amendments to the policy and adopt with stated amendments, as amended
Backup Memoranda Provided?	Copy of the revised policy is included in the packet for review
Recommended Action:	Resolved, that the Board of Education adopt the new policy GP-10:Board Member Covenants, as presented.

Board Member Covenants

In order to build effective relationships between Board members, Board members will establish a system of communication that builds on mutual expectations and trust.

Accordingly, Board members have voluntarily agreed to strive to:

1. Exercise honesty in all communication;
2. Demonstrate respect for each other's opinions;
3. Focus on issues, not personalities;
4. Assume and practice trust;
5. Maintain focus on shared goals;
6. Communicate in a timely manner to avoid surprises;
7. Withhold judgment on issues until fully informed;
8. Seek first to understand rather than be understood;
9. Criticize privately, praise publicly;
10. Use executive sessions appropriately and judiciously;
11. Maintain confidentiality, to the extent possible;
12. Follow the chain of command;
13. Openly share personal concerns, issues, and agendas;
14. Assume a non-defensive posture, taking the initiative to communicate and ask questions for clarification;
15. Share information and knowledge;
16. Give direction as the whole, not as individuals;
17. Make every reasonable effort to protect the integrity and promote the positive image of the district and one another;
18. Once the Board has taken final action on a matter before it, we will publicly support the decision.

Adopted: May 19, 2025

Monitoring Method: Internal report

Monitoring Frequency: Annual

Monitored and Reviews:

Sample policy created for Board to review 2025 based on sample policy provided by CASB. District's GP-10: Handling Concerns Raised by Parents, Community Members and Staff Members will be renumbered to GP-10-E if the Board decides to adopt the Board Member Covenants CASB version. Board did not have a Board Member Covenants policy so this will be a new policy.

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

Meeting Date:	May 19, 2025
Agenda Item:	Consideration of Repeal of Board Policy GP-16: East Routt Library Board
Presented by:	Katy Lee
Core Issues:	On April 8, 2025, the Board reviewed policy GP-16 and Katy Lee contacted the East Routt Library Board for clarification. A recommendation was made to repeal the policy because it is not a required policy. The Board will continue its practice and review and adopt resolutions provided by the Library Board when submitted.
Background Info:	Copy of the policy is included in the packet for review
Policy Implications:	GP-1: Governance Commitment; GP-2: Board Job Description
Fiscal Implications:	None
Options:	<ol style="list-style-type: none"> 1. To repeal the policy as presented 2. Not repeal the policy and bring back for second reading and adoption of revisions on June 2, 2025
Backup Memoranda Provided?	Copy of the policy is included in the packet for review
Recommended Action:	Resolved, that the Board of Education repeal policy GP-16: East Routt Library Board.

East Routt Library Board

In agreement with the City of Steamboat Springs and the East Routt Library Board, the Board of Education will review and take action on recommendations for directors to serve on the East Routt Library Board. The East Routt Library Board of Directors will make the recommendations.

Adopted	August 19, 2002
Revised:	November 15, 2004
Legal References:	-
Monitoring Method:	Board self-assessment
Monitoring Frequency:	Annually in August Monitored and Reviewed: August 28,2023

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

Meeting Date:	May 19, 2025
Agenda Item:	Consideration of Adoption and Implementation of the 2026-27 School Year Calendar
Presented by:	Superintendent Dr. Celine Wicks and 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 April 7, 2025. 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. The calendar reflects removing one day from the first semester to add to the end of the school year in order to have 2 school days following Memorial weekend.
Policy Implications:	EL-7: Treatment of Students, Parents and Community; DO-4: School Year/School Calendar/Instruction Time
Fiscal Implications:	NONE
Options:	<ol style="list-style-type: none"> 1. Adopt and implement the proposed draft calendar for the 2026-27 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 2026-27 school year, as presented.

2026-2027 SCHOOL CALENDAR DFT

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

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

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

Student days = 10
First day of school 6th & 9th - August 18

Student days = 20 (30)

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

Student days = 19 (49)

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

Student days = 16 (65)
ET= 1st Trimester Elementary = 54

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

Student days = 14 (79)
E= End of First Semester - December 18

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

Student days = 18 (97)

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

Student days = 14 (111)
ET = 2nd Trimester Elementary = 57

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

Student days = 20 (131)

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

Student days = 17 (148)

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

Student days = 19(167)

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

Student days = 2 (169)

June 2 - Last day of school

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

First Day of School = August 18 (K, 6th, 9th grade students) PK & Kindergarten Orientation - August 18 Last Day of School = June 2

Staff Work Days (No Students): 4 Parent/Teacher Conference Days: 2 BOY Professional Development Days: 3 (1.5 Building & 1.5 District)

Student Release Days:

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

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

Meeting Date:	May 19, 2025
Agenda Item:	Consideration of Approval of the Proposed Staff Compensation Package for 2025-26
Presented by:	Superintendent Dr. CelineWicks
Core Issues:	The proposed staff compensation package has been voted on by all certified and classified staff. Voting is open through the end of the school day on Monday, May 19, 2025. The tally of staff votes was not available at the time of posting the Board packet. If the staff doesn't approve the package, the Board will not vote on it.
Background Info:	The staff compensation proposal presented to staff is included for review.
Policy Implications:	EL-4: Communication and Counsel to the Board; NP-3: Bargaining Agent; NNP- 31: Collaborative Bargaining Team Voting Procedures; EL-5: Staff Compensation; EL-11: Budgeting; EL-12: Financial Management
Fiscal Implications:	
Options:	<ol style="list-style-type: none"> 1. approve the staff compensation package for 2025-26 that was approved by a majority of staff that voted on May 19, 2025 2. not approve the staff compensation package and provide further direction to District Administration for next steps
Backup Memoranda Provided?	The staff compensation proposal presented to staff is included for review
Recommended Action:	Resolved, that the Board of Education approve the Staff Compensation package for 2025-26, as presented, that was approved by a majority of staff that voted on May 19, 2025.

SSEA



Tentative Compensation & Policy Package Summary 5/16/25

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Policy Proposal

NP-6/39 Salary Placement

- **A maximum of nine (9) years of experience will be considered (NP-6 and NP-39)**
- **Educators obtaining an MA degree of 60 credits or more will be placed at MA +20/30 on the salary schedule.**
- **OT, SLP, PSY Schedule**

NP-34A RETIREMENT PLAN

(Licensed Staff)

- **A Full-time years of service in Steamboat Springs School District**
 - **Lump Sum**
 - **18-21 \$9,000**
 - **22-25 \$11,000**
 - **26+ \$13,000**
- **A licensed employee employed by the district as of September 15, 2024, shall qualify for the Retirement plan under NP-34 A. Employees hired after this date will not be eligible for this benefit.**

NP-34B RETIREMENT PLAN

(Licensed Staff)

- **An employee in the district for at least 18 years may apply for approval by the Director of Teaching & Learning to work up to 10 additional days for up to three consecutive years and will be paid their current per diem. Funds earned as a result of working the additional 10 days shall be considered “salary” per C.R.S. 24-51-101(42).**
- **NP-34 B-E - Small changes to creating the plan.**

NP-57 RETIREMENT PLAN

(Classified Staff)

- **Full-time years of service in Steamboat Springs School District**
 - **18-21 \$4,500**
 - **22-25 \$5,500**
 - **26+ \$6,500**
 - **A classified employee employed by the district as of September 15, 2024, shall qualify for the Retirement plan under NP-34 A. Employees hired after this date will not be eligible for this benefit.**
- **NP-57 B - small changes**

NP-11 EXTRA DUTY PLAN PAY

- **Mentor Pay**
- **Level 6**
- **On a step schedule**
- **Pay will increase with years of mentor experience**

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Compensation Proposal

Classified Staff Compensation

- Raise all hourly wages by \$2.00
- Raise the base of all classified categories by 75% of the increase.
- Raise the max by a commensurate rate.
- The average increase is 8.13%.

Tentative Classified Min/Max Schedule

Job Title	New Hire Min	Current Employee Min	Max Pay
Accountant	30.85	31.35	47.49
Ast. to Superintendent	36.21	36.71	55.82
Registrar - Middle School	28.77	29.27	44.27
Bus Driver	29.23	29.73	44.98
Lead Bus Mechanic	34.09	34.59	52.51
Campus Supervisor	26.32	26.82	40.47
Career/College/Credit Recovery Coord	29.40	29.90	45.25
Custodian	25.50	26.00	39.20
Custodian - Lead	27.85	28.35	42.84
Daily Building Sub	26.11	26.61	40.15
ESS Data Specialist	32.09	32.59	49.71
Groundskeeper	28.32	28.82	43.57
HR Generalist	32.09	32.59	49.41
Maintenance	30.07	30.57	46.28
Network Support Specialist	33.68	34.18	51.88
Nutritional Services Sous Chef	26.20	26.70	40.29
Office Manager	29.98	30.48	46.14
Paraprofessional - SPED	26.11	26.61	40.15
Paraprofessional - Preschool	26.11	26.61	40.15
Paraprofessional - Classroom	26.11	26.61	40.15
Paraprofessional - Health Tech	26.11	26.61	40.15
Payroll Manager	32.09	32.59	49.41
Preschool Instructor	29.28	29.78	45.06
Registrar - High School	29.40	29.90	45.25
Secretary	27.21	27.71	41.85
Senior Network Support Engineer	42.33	42.83	65.29
SLPA	31.69	32.19	48.79
Translator/Interpreter	30.41	30.91	46.81

Licensed Staff Compensation

- Raise base to \$55,000, follow formulas in current salary schedule.
 - 2.8% increase
- Steps and Lanes for all employees.
 - Step = 2.4%
- The average increase is about 4.98%

Step	BA	BA+10	BA+20	MA	MA+10	MA+20	MA+40	MA+60	ED_DOC
0	55,000	56,007	57,014	58,021	59,028	60,035	62,047	64,059	66,071
1	56,320	57,351	58,382	59,414	60,445	61,476	63,536	65,596	67,657
2	57,672	58,728	59,784	60,839	61,895	62,951	65,061	67,171	69,280
3	59,056	60,137	61,218	62,300	63,381	64,462	66,622	68,783	70,943
4	60,473	61,580	62,688	63,795	64,902	66,009	68,221	70,434	72,646
5	61,924	63,058	64,192	65,326	66,460	67,593	69,859	72,124	74,389
6	63,411	64,572	65,733	66,894	68,055	69,216	71,535	73,855	76,175
7	64,933	66,121	67,310	68,499	69,688	70,877	73,252	75,628	78,003
8	66,491	67,708	68,926	70,143	71,360	72,578	75,010	77,443	79,875
9	68,087	69,333	70,580	71,827	73,073	74,320	76,810	79,301	81,792
10	69,721	70,997	72,274	73,550	74,827	76,103	78,654	81,204	83,755
11	71,394	72,701	74,008	75,316	76,623	77,930	80,542	83,153	85,765
12	73,108	74,446	75,785	77,123	78,462	79,800	82,475	85,149	87,823
13	74,862	76,233	77,603	78,974	80,345	81,715	84,454	87,193	89,931
14	76,659	78,062	79,466	80,869	82,273	83,677	86,481	89,285	92,090
15	78,499	79,936	81,373	82,810	84,248	85,685	88,556	91,428	94,300
16			83,326	84,798	86,270	87,741	90,682	93,622	96,563
17			85,326	86,833	88,340	89,847	92,858	95,869	98,880
18			87,374	88,917	90,460	92,003	95,087	98,170	101,254
19			89,471	91,051	92,631	94,211	97,369	100,526	103,684
20			91,618	93,236	94,854	96,473	99,706	102,939	106,172
21						98,788	102,099	105,409	108,720
22						101,159	104,549	107,939	111,329
23						103,587	107,058	110,530	114,001
24						106,073	109,628	113,182	116,737
25						108,618	112,259	115,899	119,539
26						111,225	114,953	118,680	122,408
27						113,895	117,712	121,529	125,346

Tentative
Licensed Schedule

OT, SLP, and PSY. Salary Schedule

- Increase the base of the OT, SLP, and PSY salary schedule with a base \$2000 higher than the licensed salary schedule. No one will be placed on any columns below the MA +20 Column on the OT/SLP/Psych Salary Schedule unless on a temporary or interim license.

Tentative
OT, SLP, PSY Schedule

MA+20	MA+40	MA+60	ED_DOC
62,035	64,047	66,059	68,071
63,524	65,584	67,644	69,705
65,048	67,158	69,268	71,378
66,610	68,770	70,930	73,091
68,208	70,420	72,633	74,845
69,845	72,111	74,376	76,641
71,521	73,841	76,161	78,481
73,238	75,613	77,989	80,364
74,996	77,428	79,860	82,293
76,796	79,286	81,777	84,268
78,639	81,189	83,740	86,290
80,526	83,138	85,749	88,361
82,459	85,133	87,807	90,482
84,438	87,176	89,915	92,653
86,464	89,268	92,073	94,877
88,539	91,411	94,283	97,154
90,664	93,605	96,545	99,486
92,840	95,851	98,862	101,874
95,068	98,152	101,235	104,319
97,350	100,507	103,665	106,822
99,686	102,920	106,153	109,386
102,079	105,390	108,700	112,011
104,529	107,919	111,309	114,699
107,037	110,509	113,981	117,452
109,606	113,161	116,716	120,271
112,237	115,877	119,517	123,158
114,931	118,658	122,386	126,113
117,689	121,506	125,323	129,140

Insurance

- The district projected increases at a total of 24%
- Employee increase will not begin until January.
- The district has agreed to add a insurance committee to NP-13 policy.
- SSEA will have 5 members on the committee.

Insurance

	2025-26 Renewal						
					Budget Impact	Employer Contribution Impact	Employee Contribution Impact
PPO	Total Rate	Employee Contribution	Employee % of Premium	Employer Contribution	Monthly	Monthly	Monthly
Employee Only	\$1,079.74	\$54.74	5%	\$1,025.00	\$96.42	\$80.72	\$15.70
Employee + Spouse	\$2,159.47	\$1,134.47	53%	\$1,025.00	\$554.74	\$80.72	\$474.02
Emp + Child(ren)	\$1,965.12	\$940.12	48%	\$1,025.00	\$543.36	\$80.72	\$462.64
Family	\$2,699.34	\$1,674.34	62%	\$1,025.00	\$710.25	\$80.72	\$629.53
Emp + Emp	\$2,159.47	\$109.47	5%	\$2,050.00	\$554.74	\$445.27	\$109.47
Emp + Emp + Fam	\$2,699.34	\$399.34	15%	\$2,300.00	\$710.25	\$411.44	\$298.81
HDHP							
Employee Only	\$1,047.34	\$22.34	2%	\$1,025.00	\$103.06	\$80.72	\$22.34
Emp + Spouse	\$2,094.69	\$1,069.69	51%	\$1,025.00	\$539.36	\$80.72	\$458.64
Emp + Child(ren)	\$1,906.17	\$881.17	46%	\$1,025.00	\$517.34	\$80.72	\$436.62
Family	\$2,618.36	\$1,593.36	61%	\$1,025.00	\$729.63	\$80.72	\$648.91
Emp + Emp	\$2,094.69	\$44.69	2%	\$2,050.00	\$539.36	\$494.67	\$44.69
Emp + Emp + Fam	\$2,618.36	\$318.36	12%	\$2,300.00	\$729.80	\$411.44	\$318.36

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025**

**AGENDA ITEM
EXECUTIVE LIMITATIONS POLICY REVIEW**

Background Information:

Pursuant to GP-14: Development and Revision of Board Policy:

Any policy or policy revision proposal that is introduced shall be given a “first reading” by the Board at the scheduled time on the agenda.

First Reading of Revisions to Policy and Consideration of Adoption of New Policies

If the policy or policy revision, with or without amendments, meets with approval of the majority of the Board it will be placed on the agenda for the next monthly business meeting under “Action Items”. This will be the first reading of revisions to the following policies and consideration of adoption of new policies:

EL-1: Global Executive Constraint - Changes to policy based on CASB EL-1 as reviewed at Board workshop on April 8.

EL-2: Emergency District Superintendent Succession - Changes to policy based on CASB EL-2 as reviewed at Board workshop on April 8.

EL-3: Development of Administration Policy- NEW- New policy consideration based on CASB EL-3 as reviewed at Board workshop on April 8. The original Board policy EL-3 had been repealed May 19, 2008 so this number was available to use for this new policy. Policy will be known as EL-3 to match CASB sample policies.

EL-4: Communication and Counsel to the Board - Changes to policy based on CASB EL-4 as reviewed at Board workshop on April 8.

EL-5: Commitment to Accomplishment and Accountability- NEW - New policy consideration based on CASB EL-5. District has an Administrative Policy PL-12 with the same title. Changes to District policy wording based on AcademyDistrict20 AE policy. Explanation of changes included on the redlined version of EL-5 included in the packet. Changes include renumbering District policy EL-5: Staff Compensation to EL-13 to match CASB sample policy numbering.

EL-6: Educational Program - NEW - New policy consideration based on CASB EL-6 as reviewed at the Board workshop on April 8. The original Board policy EL-6 had been repealed May 19, 2008 so this number was available to use for this new policy. Policy will be known as EL-6 to match CASB sample policies.

EL-7: Instructional Materials Selection and Adoption - NEW - New policy consideration based on CASB EL-7 as reviewed at the Board workshop on April 8. Board’s previous EL-7: Treatment of Students, Parents, and Community will be renumbered to EL-9 to match CASB sample policies.

EL-8: School Year Calendar - further review required

EL-9: Treatment of Students, Parents, and Community (fka EL-7)- Changes to policy based on CASB EL-9 as reviewed at Board workshop on April 8. Changes include renumbering District policy EL-7 to EL-9 to match CASB sample policy numbering.

EL-10: Student Conduct, Discipline, and Attendance - NEW- New policy consideration based on CASB EL-10 as reviewed at Board workshop on April 8. District's previous EL-10 had been repealed so the number was available to use for this new policy.

EL-11: School Safety - NEW - New policy consideration based on CASB EL-11 as reviewed at Board workshop on April 8. Changes include renumbering District policy EL-11: Budgeting to EL-15 to match CASB sample policies.

EL-12: Staff Treatment - Changes to policy based on CASB EL-12 as reviewed at Board workshop on April 8. Changes include renumbering District policy EL-8 to EL-12 and revising the title to match CASB sample policies.

EL-13: Staff Compensation (fka EL-5)- Changes to policy based on CASB EL-13 as reviewed at Board workshop on April 8. Changes include renumbering District policy EL-5 to EL-13 to match CASB sample policies. The Board doesn't have an existing EL-13 so the number is available to use.

EL-14: Staff Evaluation - NEW - New policy consideration based on CASB EL-14 as reviewed at Board workshop on April 8. Once policy is adopted by the Board, the District will delete Administration Policy DL-6.

EL-15: Budgeting (fka EL-11)- Changes to policy based on CASB EL-15 as reviewed at Board workshop on April 8. Changes include renumbering District policy EL-11 to EL-15 to match CASB sample policies.

EL-16: Financial Administration (fka EL-12) - Changes to policy based on CASB EL-16 as reviewed at Board workshop on April 8. Changes include renumbering District previous policy EL-12: Financial Management to EL-16 and revising the title to match CASB sample policies.

EL-17: Asset Protection (fka EL-9)- Changes to policy based on CASB EL-17 as reviewed at Board workshop on April 8. Changes include renumbering District previous policy EL-9 to EL-17 to match CASB sample policies.

Note: The use of "will" or "must" is CASB's recommendation for clarity and consistency moving forward - to the benefit of the general public as well as staff. This change is only for clarity so that policies are more clear and less ambiguous. Deb Ginesta is recommending that since the Board is considering revisions to these policies that the revisions include changing "shall" to "will" or "must" in accordance with CASB's previous recommendation.

Global Executive Constraint

The District Superintendent ~~will develop and maintain an organizational culture consistent with the beliefs expressed in GP-1: *Governance Commitment*, and will take reasonable steps to avoid causing or allowing any practice, activity, decision, or organizational circumstance that is either unlawful, imprudent, unethical, unsafe, knowingly disrespectful, or in violation of Board policy, as further defined in these policies.~~

Latest Revision: 2025
September 26, 2023

Adopted: October 11, 2021
November 16, 1998
Revised: July 2, 1999
February 14, 2005
June 20, 2007

Legal References: C.R.S. 24-18-104 (government employee rules of conduct)
C.R.S. 24-18-109 (local government employee rules of conduct)

Monitoring Method: Internal report
Monitoring Frequency: September

Monitored and Reviewed: June 22, 2015

Revisions to policy created for Board to review March 2025 based on sample policy provided by CASB.

Reviewed at Board Workshop April 8. No additional changes required.
Board will go through the process of first and second reading for all EL policies in 2025.

Emergency District Superintendent Succession

~~In order to~~To protect the Board ~~in the event from~~ of the sudden loss of District Superintendent services, the District Superintendent will assure that no fewer than one other executive staff member is familiar with Board and District Superintendent ~~responsibilities~~, issues, and processes and is capable ~~and prepared to~~ ~~assuming~~ Superintendent ~~duties~~ responsibilities on an interim basis, should the need arise.

Adopted	November 16, 1998
Latest Revision:	2025
	September 26, 2023
Revised:	February 14, 2005
Legal References:	C.R.S. 22-32-109(1)(b)(Board duty to adopt policies necessary and proper for the efficient administration of the district)
Monitoring Method:	Internal report
Monitoring Frequency:	Annually in September
	Monitored and Reviewed: February 8, 2021

Revisions to policy created for Board to review March 2025 based on sample policy provided by CASB.

Reviewed at Board Workshop April 8. No additional changes required.
Board will go through the process of first and second reading for all EL policies in 2025.

Development of Administration Policy

The Superintendent will ~~not~~ operate without written policies that are consistent with law and Board policy and ensure reasonable progress toward achieving the Board's *Ends*.

Accordingly, the District Superintendent will develop and promulgate administration policies that:

1. Are designed to achieve the Board's *Ends*;
2. Are consistent with constraints set forth in the Board's *Executive Limitations* policies;
3. Are consistent with federal and state law; and
4. Contain all legally required and recommended policies.

The Superintendent will communicate to the Board regarding:

1. Circumstances which indicate the need to draft new administration policy or revise existing administration policy;
2. Suggestions from CASB or other recognized education policy experts regarding new policy language or revisions to existing policy; and
3. Administration policies that are inconsistent with current law or Board policy.

The Superintendent will consult, when appropriate and at his or her discretion, with staff, students, parents, and other community members in the development of administration policy.

The Superintendent will provide copies of all newly promulgated or revised administration policies to the Board and all administrators with instructions to distribute to staff and students.

Adopted: 2025

Monitoring Method: Internal report

Monitoring Frequency: September

Monitored and Reviews:

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Original EL-3 was repealed by the Board on May 19, 2008.

Reviewed at Board Workshop April 8. No additional changes required from CASB sample policy. The Board would like to consider adoption of the CASB policy wording as Board policy EL-3. Board will go through the process of first and second reading for all EL policies in 2025. This will be a new policy adoption.

Communication and Counsel to the Board

With respect to providing information and counsel to the Board, the District Superintendent will give the Board as much the information as necessary to allow Board members to execute its duties be adequately informed.

Accordingly, the District Superintendent will:

General

1. ~~Will a~~ Advise the Board in a timely manner of relevant trends, facts, and information, including:
 - (a) ~~The Rationale and monitoring assurance for any consent agenda behind any District Superintendent recommendation;~~
 - (b) ~~Supplying for the consent agenda all items delegated to the Superintendent that are required by law or by contract for Board approval along with the necessary supporting data and the rationale for the superintendent's decision;~~
 - (c) ~~Implications of any alternative consent agenda items presented by the Superintendent;~~
 - (d) ~~Information regarding any serious student discipline or safety matter or crisis situation;~~
 - (e) ~~Information regarding the cancellation of school or any important event;~~
 - (f) ~~Best practices and reform trends in K-12 education;~~
 - (g) ~~Information regarding any matter that may expose the district to legal liability;~~
 - (h) ~~The District Superintendent's unavailability out of town travel;~~
2. ~~Will p~~ Present information in language that is easy to understand; ~~able.~~
3. ~~Will a~~ Advise the Board of changes in assumptions upon which Board policy has been established; ~~and:~~

~~Will p~~ Provide for the Board as many staff with internal and external points of view and opinions as needed for fully informed Board choices. ~~decisions including alternatives and their implications.~~

Financial Condition

¶

4. ~~Will a~~ Advise the Board of significant transfers of moneys within funds, any single non-budgeted purchase or expenditure of greater than \$25,000 and any other change substantially affecting the ~~d~~District's financial condition or the ~~d~~District's ability to achieve its mission, or that which is in violation of the Board's policies. ~~The superintendent will not transfer unencumbered moneys from one fund to another unless authorized by the Board.~~¶

Media Coverage

~~Will a~~1. Advise the Board of anticipated or potential adverse media coverage or significant negative citizen or employee reaction to actual, proposed, or anticipated decisions, circumstances, policies, procedures, or practices; ~~and:~~

¶

5. ~~Will a~~2. Advise the Board of anticipated positive media coverage when knowledge of the coverage occurs within sufficient time to include in the District Superintendent's regular communications with the Board.

Monitoring

6. ~~Will~~ Submit ~~written~~ monitoring data required by the Board in a timely, accurate, and understandable fashion, ~~directly addressing provisions of the Board policies being monitored~~;
7. ~~Will~~, ~~w~~ With the understanding that it is primarily the Board's responsibility to monitor its own compliance, advise the Board if, in the District Superintendent's opinion, the Board is not in compliance with its policies on *Governance Process* and *Board-Superintendent Relationship*; ~~and~~
8. ~~Will~~ Report in a timely manner any actual or anticipated noncompliance with Board ~~Results~~ *Ends* or *Executive Limitations* ~~policy or policies~~.

Board communications

9. ~~Will~~ ~~p~~ Provide a mechanism for official Board, officer, or committee communications; ~~and~~
10. ~~Will~~ ~~w~~ Work with the Board as a whole ~~on Board policy issues~~ except when:
 - a) Fulfilling individual requests for information as long as such requests do not require a material amount of staff time ~~or~~ resources, or are not disruptive;
 - b) Working with officers or committees duly charged by the Board;
 - c) Communicating with the ~~P~~ ~~resident~~ ~~and~~ ~~Vice~~ ~~President~~.

Consent Agenda

Supply for the consent agenda all items delegated to the District Superintendent that are required by law or contract to be Board-approved, along with the minimum amount of supporting data necessary to keep the Board informed and a rationale for the superintendent's decision.

State reporting

11. ~~Will~~ ~~inform the Board about attracting and retaining top quality staff~~.
12. ~~Will~~ ~~p~~ Provide a summary to the Board of any significant data submitted to the State Board of Education regarding accreditation, accountability, or safety.

Personnel decisions

13. ~~Will~~ ~~As permitted by law~~, provide, as soon as possible after ~~personnel~~ decisions are made, information to the Board regarding the nature of and the reason for the ~~personnel~~ decision and information regarding how the decision impacts the ~~d~~ District's ability to operate and to achieve the Board's ~~Result~~ *Ends*.

Latest Revision: 2025
 September 26, 2023
 Revised: August 18, 2008
 Adopted: March 7, 2005

Legal References:

C.R.S. 22-11-101 et seq. (*state accreditation*)
 C.R.S. 24-6-201 et seq. (*Colorado Sunshine Act - public disclosure law*)

Cross Reference: B/SR-5 Monitoring District Superintendent Performance

Monitoring Method: Internal report

Monitoring Frequency: September
~~Monitored and Reviewed: May 22, 2017~~

Revisions to policy created for Board to review March 2025 based on sample policy provided by CASB.

Reviewed at Board Workshop April 8. Additional changes made as related to formatting. Board will go through the process of first and second reading for all EL policies in 2025.

Commitment to Accomplishment and Accountability

The Board accepts its ultimate responsibility for the academic accomplishments of District students. Consistent with the responsibility and as required by law, the Board will adopt and maintain an accountability program to measure the adequacy and efficiency of the educational program.

In accordance with state law, the District Superintendent will take reasonable steps to maintain an effective accountability program. ¶

¶

Accordingly, the District Superintendent will take reasonable steps to ensure school-level accountability committees and the District Accountability Committee meet the expectations as outlined in Colorado Revised Statutes 22-11-301 and 302, and 22-11-401 and 402.

The Board and the District Accountability Committee will, at least annually, cooperatively determine the areas and issues, in addition to budget issues, that the District Accountability Committee will study and the issues on which it may make recommendations to the Board.

All District Accountability Committee meetings and School Accountability Committee meetings will be open to the public. Meeting notices for District Accountability Committee meetings will be posted in the same place and manner as notices of Board meetings. Notices for School Accountability Committee meetings will be posted in the school.

~~1. Take reasonable steps to ensure school-level accountability committees: ¶~~

- ~~● Serve the purposes and functions stated in law for the school advisory council and the school accountability committee; ¶~~
- ~~● Adopt building goals/objectives for the improvement of education in the building, by September 1 each year; ¶~~
- ~~● Adopt a plan to improve educational achievement, maximize graduation rates, and increase the ratings for the school's accreditation category, by September 1 each year; ¶~~
- ~~● Discuss the means for determining whether decisions affecting the educational process are advancing or impeding student achievement in the school; ¶~~
- ~~● Discuss reporting educational performance of the school and providing data for appraising such performance to students, parents, Board members, and educators; ¶~~
- ~~● Prior to the Board's adoption of the annual budget, make recommendations to the Superintendent (with copies of the recommendations sent to the district accountability committee and the Board of Education), regarding prioritization of expenditures of district moneys by the school; ¶~~
- ~~● Make recommendations to the principal regarding expenditure of school grants; ¶~~

- ~~• Discuss safety issues related to the school environment and develop, revise, and implement a safe school plan for the school consistent with the district’s safe school plan and policies; and~~
- ~~• Report to the Board on a regular basis as to its progress~~

~~¶~~

~~2. Ensure that district accountability committees make efforts to fulfill the responsibilities inherent in the Educational Accountability Act and the Educational Accreditation Act;~~

~~¶~~

~~3. Take reasonable steps so that accountability committee meetings are open to the public and that meeting notices are posted in the same place and manner as notices of Board meetings and in school buildings, as appropriate, one week in advance and sent to the local news media;~~

~~¶~~

~~4. By October 1st each year, report to the public the district's goals and objectives for the improvement of education in the district and the district’s plan to improve educational achievement, maximize graduation rates, and increase the ratings for each school’s accreditation category;~~

~~¶~~

~~5. Gather and accurately report data, as required by law, to the Colorado Department of Education for the state-generated accountability report;~~

~~¶~~

~~6. Develop a program that enables and supports the administrators of the district schools who wish to develop their own school reports, as long as the reports do not refute information included in the state report, for distribution to parents and community members;~~

~~¶~~

~~7. By December 1st each year, disseminate a report containing all legally required elements from the Board to the taxpayers of the district and the community regarding progress on districts and school accreditation indicators and make the report available to others;~~

~~¶~~

~~8. Adopt policies and procedures that reasonably ensure the adequate collection and ethical use of data to inform and support the district’s educational program.~~

Adopted: 2025

- Legal References: C.R.S. 22-2-117(waivers from State Board of Education)
 C.R.S. 22-11-101 et seq. (Educational Accreditation Act of 19982009)
- C.R.S. 22-11-301 and 302 (district accountability committee)
 C.R.S. 22-11-401 and 402 (school accountability committees)
 C.R.S. 24-6-402 (open meetings law)
 1 CCR 301-1, Rules 2202-R-1.00 et. seq. (accreditation rules)
 C.R.S. 22-32-109.1(2)(b)(safe school reporting requirements)

~~¶~~

Monitoring Method: Internal report
Monitoring Frequency: October
~~Monitored and Reviews;~~

As of 5-14-25, Deb Ginesta is recommending that this policy be revised using the AcademyDistrict20 Policy AE:Accountability/Commitment to Accomplishment. This will give us the most current version of what is required under statute. The rest of the information below is included in order to help track the progress of this revision and the version being brought forward for Board consideration on 5-19-25.

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Original EL-5: Staff Compensation - may be renumbered to EL-13 if Board decides to adopt the Commitment to Accomplishment and Accountability CASB version.

Reviewed at Board Workshop April 8.

5-2-25 - Deb is verifying with CASB items 4 & 7 and whether or not they still belong in this policy based on the fact that I believe that it references the School Accountability Report that used to be mailed out to parents back in 2010.

In March, CASB had recommended the following related to this policy and I am looking for a copy of a CASB updated version of EL-5.

For EL-5, we also agree, minimizing #1 and refer it to the CRS, depending on if you have a district accountability committee and school accountability committees, you can add one or both references: C.R.S. [22-11-301](#) and 302 (*district accountability committee*), and C.R.S. [22-11-401](#) and 402 (*school accountability committees*).

As far as the reporting piece, I believe we took the specifics out of the policy and had the note at the bottom which speaks to responsibilities.

NOTE 2: The Colorado Department of Education has created a [District Accountability Handbook](#) that provides an overview of accountability requirements for districts and schools.

District currently has a policy with the same title known as PL-12 which is a Principal Limitations policy. If the Board decides to adopt EL-5: Commitment to Accomplishment and Accountability, PL-12 should contain similar wording.

Board will go through the process of first and second reading for all EL policies in 2025.

Educational Program

The Superintendent will adapt and develop the educational program of the district as necessary to make reasonable progress toward meeting content standards, fulfilling the Board's *Ends* policies, and meeting the general academic educational needs of each student in the district.

Accordingly, the District Superintendent will:

1. Develop a plan to implement content standards that meet or exceed the model state content standards, ensure that educational programs of the district actively address the needs of exceptional students, consciously avoid gender or cultural bias, and conform with all timelines established by law;
2. Take reasonable steps to involve educators, parents, students (including youth representatives required by law), business persons, members of the community, and the district accountability committee in the review and revision of content standards, curriculum, and programs of instruction as necessary to ensure maximum effectiveness;
3. Revise curriculum and programs of instruction to align them with the District's adopted content standards to provide students with educational experiences and opportunities to achieve the district's standards and make adequate yearly progress as required by state and federal law;
4. Develop assessments that will adequately measure each student's progress toward achievement of the content standards;
5. Include both formal studies to meet the general academic needs of each student and, to the extent possible, opportunities for individual students to develop specific talents and interest in more specialized fields;
6. Take reasonable steps to address the different learning styles and needs of students of various backgrounds and abilities, and eliminate barriers to achieving equitable outcomes;
7. Include all legally required courses and programs; and
8. Seek waivers of state law and regulation that impede the district's progress toward achieving its mission.

Adopted: June 2025

Monitoring Method: Internal report

Monitoring Frequency: September

Monitored and Reviews:

LEGAL REFS: Colo. Const. Art IX, Sec 15 (school board directors have control of instruction in district)

Colo Const. Art IX, Sect 15 (Board has control of instruction within the district)

C.R.S. 22-7-1013 (adoption of academic standards; alignment of curriculum, inclusion of youth representatives)
C.R.S. 22-20-101 et. seq. (Exceptional Children’s Educational Act)
C.R.S. 22-20-201 et. seq. (education of gifted children)
C.R.S. 22-32-109 (Board duty to determine educational program and prescribe textbooks)
C.R.S. 22-32-110 (Board power to exclude immoral or pernicious materials and books)

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Original EL-6: Staff Evaluation was repealed by the Board on May 19, 2008.

Educational Program was previously known as I-21 which was deleted on October 29, 2024.

Reviewed at Board Workshop April 8. No additional changes required.
Board will go through the process of first and second reading for all EL policies in 2025.

DRAFT

Instructional Materials Selection and Adoption

The Superintendent will recommend to the Board for approval, the instructional materials and textbook programs to be used in the district.

Accordingly, the District Superintendent will:

1. Take reasonable steps to obtain appropriate input from the following groups as instructional materials are reviewed: teachers who will use the materials, administrator and other staff members who are involved in developing the educational program, students, parents, and community members;
2. Recommend textbooks and instructional materials that advance the achievement of the Board's Ends policies and contribute toward continuity, integration, and articulation of the curriculum by course and program;
3. Consider the needs of all learners when recommending textbooks and instructional materials;
4. Include, insofar as possible, multiethnic materials which depict a pluralistic society;
5. Provide for inspection of materials or textbooks upon request by a parent/guardian; and
6. Develop and implement appropriate policies governing access to and utilization of electronic means of communication

Adopted and renumbering: 2025

Monitoring Method: Internal report

Monitoring Frequency: September

Monitored and Reviews:

LEGAL REFS: Colo Const. Art IX, Sect 15 (Board has control of instruction within the district)
 C.R.S. 22-32-109 (Board duty to determine educational program and prescribe textbooks)
 C.R.S. 22-32-110 (Board power to exclude immoral or pernicious materials and books)
 C.R.S. 22-54-105 (budgeting for instructional supplies and materials)

CROSS REFS: I-9: Instructional Materials Selection and Adoption

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. District's EL-7: Treatment of Students, Parents and Community may be renumbered to EL-9 if the Board decides to adopt the Instructional Materials Selection and Adoption CASB version.

I-9: Instructional Materials Selection Adoption is currently a District Admin policy that only contains 2 of the items mentioned in this policy

Reviewed at Board Workshop April 8. No additional changes required.
Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-7: Treatment of Students, Parents and Community will be renumbered to EL-9 to match CASB sample policies upon adoption of this version of EL-7: Instructional Materials Selection and Adoption

DRAFT

Instructional Materials Selection and Adoption

The Superintendent will recommend to the Board for approval, the instructional materials and textbook programs to be used in the district.

Accordingly, the District Superintendent will:

1. Take reasonable steps to obtain appropriate input from the following groups as instructional materials are reviewed: teachers who will use the materials, administrator and other staff members who are involved in developing the educational program, students, parents, and community members;
2. Recommend textbooks and instructional materials that advance the achievement of the Board's Ends policies and contribute toward continuity, integration, and articulation of the curriculum by course and program;
3. Consider the needs of all learners when recommending textbooks and instructional materials;
4. Include, insofar as possible, multiethnic materials which depict a pluralistic society;
5. Provide for inspection of materials or textbooks upon request by a parent/guardian; and
6. Develop and implement appropriate policies governing access to and utilization of electronic means of communication

Adopted and renumbering: 2025

Monitoring Method: Internal report

Monitoring Frequency: September

Monitored and Reviews:

LEGAL REFS: Colo Const. Art IX, Sect 15 (Board has control of instruction within the district)
 C.R.S. 22-32-109 (Board duty to determine educational program and prescribe textbooks)
 C.R.S. 22-32-110 (Board power to exclude immoral or pernicious materials and books)
 C.R.S. 22-54-105 (budgeting for instructional supplies and materials)

CROSS REFS: I-9: Instructional Materials Selection and Adoption

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. District's EL-7: Treatment of Students, Parents and Community may be renumbered to EL-9 if the Board decides to adopt the Instructional Materials Selection and Adoption CASB version.

I-9: Instructional Materials Selection Adoption is currently a District Admin policy that only contains 2 of the items mentioned in this policy

Reviewed at Board Workshop April 8. No additional changes required.
Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-7: Treatment of Students, Parents and Community will be renumbered to EL-9 to match CASB sample policies upon adoption of this version of EL-7: Instructional Materials Selection and Adoption

DRAFT

Treatment of Students, Parents, and Community

With respect to staff interactions with students, parents and the community, ~~In order to ensure a safe, welcoming, and inclusive environment for our students, parents/guardians, families, and community,~~ the District Superintendent will ~~establish and foster~~ take reasonable steps to avoid causing or allowing conditions, procedures, actions or decisions that are or have the potential of being; unlawful, unethical, unsafe, disrespectful, disruptive, undignified, ~~inclusive, and culturally responsive conditions, procedures, and actions that are consistent with~~ or in violation of Board policy.

Accordingly, the District Superintendent will:

1. Use methods of collecting, reviewing, transmitting, or storing information that reasonably protects confidential information;
2. ~~Take reasonable steps to~~ inform students, parents/guardians and the community of district policies, ~~and~~ procedures, and school choices within the district;
3. ~~Provide for effective handling of grievances and complaints;~~ ~~Establish systems for expedient, responsive communication among students, parents/guardians, teachers, and administrators;~~
4. ~~Respond m~~Meaningfully and ~~in a~~ timely ~~respond~~manner to ~~grievances and complaints,~~ and effectively address concerns raised by students, parents/guardians and community members, ~~and timely report on reviewing and reporting~~ any serious or repeated concerns and responses to the Board;
5. ~~Take reasonable steps to protect against illegal conditions and procedures;;~~ ~~Consult,~~ when appropriate, with staff, students, parents/guardians, and ~~other community members who may be affected in the development of administrative, facilities, finance, instruction, student, or transportation policies;~~ and
6. Establish policies and procedures that comply with applicable federal and state laws. ~~Operate facilities with appropriate safety, privacy, cleanliness, and accessibility and allow community members reasonable access to school facilities to use for permissible activities at an appropriate cost.~~

Latest Revision:	April 2025 - EL-7 renumbered to EL-9
November 6, 2023	May 19, 2008
_____	February 14, 2005
_____	February 16, 2004
_____	July 2, 1999
Adopted:	November 16, 1998
Legal References:	20 U.S.C. 1232g (Family Educational Rights and Privacy Act) 20 U.S.C. 1232h (protection of pupil rights) C.R.S. 22-32-109(1)(b)(Board duty to adopt policies necessary and proper for the efficient administration of the district)
Monitoring Method:	Internal Report
Monitoring Frequency:	October

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Board's EL-7: Treatment of Students, Parents and Community is being renumbered to EL-9 if the Board decides to adopt the Treatment of Students Parents and Community CASB version. Board's original EL-7 will become known as Instructional Materials Selection and Adoption if the Board decides to adopt CASB's EL-7 policy.

STUDENT CONDUCT, DISCIPLINE, AND ATTENDANCE

The Superintendent will take reasonable steps to create a positive school environment that is reasonably safe, conducive to the learning process, and free from unnecessary disruption.

Accordingly, the Superintendent will:

1. Adopt a comprehensive written student conduct and discipline code in accordance with state and federal law;
2. Consult with teachers, administrators, students, and the community in developing the code;
3. To the extent permitted by law, report on each denial of admission or expulsion at the next meeting of the Board, briefly describing the circumstances and the reasons for the action;
4. Make reasonable arrangements to have the code distributed once to each student in elementary, middle, and high school, once to each new student in school, and to each student when there are significant changes in the code;
5. Post a copy of the code, and any significant change to the code, in each school building;
6. Take reasonable steps to uniformly, fairly, and consistently enforce the code in accordance with state and federal law;
7. Take reasonable steps to identify students at risk for suspension or expulsion and provide them with the necessary support services to help them avoid expulsion, except that such failure will not be grounds to prevent school personnel from suspending or expelling any student and may not be used in any way as a defense in suspension or expulsion proceedings;
8. Offer in accordance with law, an alternative to suspension that allow sth pupil to remain in school;
9. Adopt a written policy that states that a student will not be expelled or denied admission unless it is considered whether alternative remedies are appropriate and whether excluding the student from school is necessary to preserve the learning environment, in accordance with law;
10. Take reasonable steps to provide information to an expelled student's parent/guardian concerning the educational alternatives available to the student during the period of expulsion or fail to provide services as determined by the district to any expelled student when requested to do so by the student or the student's parent/guardian;
11. Establish procedures for use of physical intervention for student interrogations, searches and arrests that conform to state and federal law;
12. Adopt a written policy setting forth the district's attendance requirements in accordance with law;
13. Establish procedures to afford students, parents, and school personnel due process with regard to student conduct and discipline issues;
14. Establish procedures for written appeal to the Board from a decision of the Superintendent to expel or deny admission to a student;

15. Establish enrollment/re-enrollment procedures consistent with state law to protect victims of previously expelled students;
16. Take reasonable steps to communicate appropriate disciplinary information to teachers/counselors who have direct contact with the student;
17. Take reasonable steps to discipline, suspend, or expel students when required by law or district policy;
18. Adopt a policy that allows for the removal of disruptive students from the classroom in accordance with law;
19. Take reasonable steps to discipline a student with disabilities in accordance with the student's IEP or Section 504 plan or if the disciplinary measure is not authorized by the student's IEP or Section 504 plan, contact the special education director or Section 504 coordinator prior to imposing any such measure; and
20. Operate within the delegation of authority with regard to student discipline.

Adopted: June 2025
 Monitoring Method: Internal report
 Monitoring Frequency: Annual

Legal References: 20 U.S.C. 1401 et seq. (Individuals with Disabilities Education Improvement Act of 2004)
 29 U.S.C. 794 (Section 504 of the Rehabilitation Act of 1973)
 C.R.S. 22-11-302(1)(f)(district accountability committee shall provide input to the board regarding the creation and enforcement of the conduct and discipline code)
 C.R.S. 22-20-101 et seq. (Exceptional Children's Educational Act)
 C.R.S. 22-33-101 et seq. (school attendance law)
 C.R.S. 22-32-109.1(2)(a)(policy required as part of safe schools plan)
 C.R.S. 22-32-109.1(2)(a)(III)(discipline of habitually disruptive students is required part of safe schools plan)
 C.R.S. 22-32-126(5)(disciplinary information to staff)
 C.R.S. 22-33-105(policy required regarding considerations prior to suspension, expulsion or denial of admission)
 C.R.S. 22-33-106(1)(a-e)(grounds for suspension, expulsion and denial of admission)
 C.R.S. 22-33-106(1)(c.5)(habitually disruptive students)
 C.R.S. 22-33-106.3(use of student's written statements in expulsion hearings)
 C.R.S. 22-33-202(identification of at-risk students)
 C.R.S. 22-33-203(educational alternatives for expelled students)
 C.R.S. 26-20-102 et seq. (protection of persons from restraint)

This will be an addition of a new Board policy.

Sample policy created for Board to review March 2025 based on a sample policy provided by CASB. District did not have a current EL-10 policy so the number was available for use for a new policy.

Administrative Policy- Director Limitations policy DL-3: Student Conduct and Discipline is somewhat similar to this CASB policy but the recommendation is to delete DL-3 because the policy wording really belongs as a Board policy.

Board's previous EL-7: Treatment of Students, Parents, and Community will be renumbered to EL-9 to match CASB sample policies upon adoption of this version of EL-7: Instructional materials Selection and Adoption

SCHOOL SAFETY

The Board of Education recognizes that effective learning and teaching takes place in a safe, secure and welcoming environment and that safe schools contribute to improved attendance, increased student achievement and community support. Safe schools are a priority of the district and the district is committed to providing a safe environment in school, in school vehicles, and at school-sponsored activities.

Accordingly, the Superintendent will develop a safe schools plan, following consultation with school and school district accountability committees, parents, teachers, administrators, students, and when appropriate, members of the community, that provides for a safe learning environment conducive to the learning process and free from unnecessary disruption that includes:

1. Procedures that address the supervision and security of school buildings and grounds.
2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.
3. Procedures that address persons visiting school buildings and attending school-sponsored activities.
4. Training programs for staff and students in crisis prevention and management.
5. Training programs for staff and students in emergency response procedures that include practice drills.
6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.
7. Training and support for students that aims to relieve the fear, embarrassment and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.
8. Procedures for safe, confidential reporting of security and safety concerns at each school building.
9. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.
10. Procedures for regular assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.
11. Procedures to provide for regular communications between district officials, law enforcement officers, fire department officials, city and county officials and local medical

personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of crisis prevention and management plans.

12. Training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.

13. Procedures for the reporting of criminal activity to law enforcement.

14. A child sexual abuse and assault prevention plan, including comprehensive, age-appropriate curricula regarding child sexual abuse and assault awareness and prevention and professional development for school personnel and parents in preventing, identifying, and responding to child sexual abuse and assault.

15. Procedures for notifying parents of an employee's criminal charges when such notification is required by state law.

Each building principal will be responsible for the supervision and implementation of the safe school program for his/her school. The Facilities Manager will have overall responsibility for the safety program of the district. It will be the responsibility of the Facilities Manager to see that appropriate staff members are kept informed of current state and local safety requirements.

The principal will submit annually, in the manner and by the date specified by the State Board of Education, a written report to the superintendent concerning the learning environment in the school during that school year. The report will contain, at a minimum, the information required by law.

It will be the responsibility of the superintendent to compile the annual safety reports from every school in the district and submit the compilation to the state department of education in a format specified by the State Board of Education. The report will be made available to the public.

Originally Adopted: June 2025

LEGAL REFS.: C.R.S. 9-1-101 through 9-1-106 (construction requirements, fire escapes, etc.)
 C.R.S. 22-3-101 through 22-3-104 (eye protective devices)
 C.R.S. 22-1-130 (6) (safe school plan must include parent notification of employee criminal charges)
 C.R.S. 22-32-109.1 (1)(b.5) (definition of "community partners" that board may wish to consult with in developing and implementing its safe school plan)
 C.R.S. 22-32-109.1 (2) (safe school plan)
 C.R.S. 22-32-109.1 (2)(b) (detailing information required in annual principal reports on the learning environment)
 C.R.S. 22-32-109.1 (2.5) (districts are "encouraged" to adopt a child sexual abuse and assault prevention plan as part of a safe school plan)
 C.R.S. 22-32-110 (1) (k) (board authority to adopt policies related to employee safety and official conduct)
 C.R.S. 22-32-124 (2), (3) (building inspections)
 C.R.S. 24-10-106.5 (duty of care)

Monitoring Method: Internal report
Monitoring Frequency: Annual

This will be an addition of a new Board policy.

Sample policy created for Board to review March 2025 based on sample policy provided by CASB.

District's EL-11: Budgeting will need to be renumbered to EL-15 to match CASB's policies.

If the Board decides to adopt CASB's EL-11: School Safety, the District's EL-11 will be revised to reflect the School Safety policy instead of the Budgeting policy.

Administrative Policy- Facilities policy F-1: Safe Schools will be updated to match CASB's EL-11: School Safety 3-11-25.

Reviewed at Board Workshop April 8. No additional changes required. Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-11: Budgeting has been renumbered to EL-15 to match CASB sample policies.

~~Staff Hiring and Treatment~~

With respect to ~~hiring and~~ treatment of paid and volunteer staff, the District Superintendent ~~shall~~ will avoid causing or allowing conditions, procedures, actions or decisions which are ~~unlawful, unethical, unsafe, disrespectful, disruptive, undignified, unprofessional, or unfair~~ or in violation of Board policy.

Accordingly, ~~the~~ District Superintendent will:

1. ~~1.~~ Make inquiries required by law prior to hiring personnel and during employment;
2. Recommend candidates to the Board for instructional staff positions that meet all qualifications required by federal and state law.
3. ~~Shall protect against wrongful conditions such as nepotism. Shall avoid preferential treatment for personal or non-professional reasons. Shall~~ Operate within written personnel policies ~~which~~ that:
 - a. Comply with state and federal law;
 - b. Clarify personnel rules and procedures for staff;
 - c. Provide for effective handling of grievances;
 - d. Protect against illegal conditions;
 - e. Include adequate job descriptions for all district positions;
 - f. Include adequate salary and compensation plans that comply with law;
 - g. Include a personnel performance evaluation system that complies with law; and
 - h. Comply with statutory requirements regarding reductions in force and other termination processes.
2. ~~Shall meaningfully and promptly respond to grievances and complaints. Shall effectively handle concerns raised by staff and report in a timely manner to the Board on any serious or repeated concerns and responses.~~
3. ~~Shall not prevent~~ Permit staff ~~from to~~ grieving to the Board when internal grievance procedures have been exhausted and the employee alleges that Board policy has been violated;
4. ~~Shall not retaliate or~~ Prohibit discrimination against any staff members for alleging a violation of law or civil rights; ~~or for non-disruptive expression of dissent.~~
5. ~~Shall~~ Use methods of collecting, reviewing, transmitting, or storing information that reasonably protects confidential information;
6. ~~Shall acquaint~~ Provide staff with an opportunity to become familiar with their rights and responsibilities under district policy;
7. ~~Shall~~ Honor the terms of negotiated agreements ~~and policies~~ with staff;
8. When appropriate and at the discretion of the District Superintendent respond to concerns raised by staff and timely report on such concerns and responses to the Board.

Adopted November 16, 1998
 Latest Revision: June 2025 EL-8 renumbered and name change to EL-12
 August 7, 2023
 Revised: June 19, 2023
 May 19, 2008
 June 20, 2007
 June 19, 2006
 May 16, 2005
 February 14, 2005
 February 16, 2004
 July 2, 1999

Legal References:

~~15 U.S.C. 1681 et seq. (Fair Credit Reporting Act)~~¶

~~20 U.S.C. 7941 through 7948 (Coverdell Teacher Protection Act limits liability of school personnel)~~¶

~~20 U.S.C. 6312 ©(6)(teacher licensure requirements under Every Student Succeeds Act)~~¶

~~42 U.S.C. 653 (a) (Personnel Responsibility and Work Opportunity Reconciliation Act)~~¶

¶

~~C.R.S. 14-14-111.5 (Child Support Enforcement procedures)~~¶

~~C.R.S. 22-2-119 (duty to make inquiries prior to hiring)~~

~~C.R.S. 22-9-103 (1.5) (definition of licensed personnel)~~

~~C.R.S. 22-12-101 et seq. (Teacher and School Administrator Protection Act)~~

~~C.R.S. 22-32-109(1)(Board of Education- specific duties)~~

~~C.R.S. 22-32-109.1(Board of education- specific duties)~~

~~C.R.S. 22-32-109 (1)(cc) (district required to adopt staff dress code)~~¶

~~C.R.S. 22-32-109 (1)(f) (Board duty to employ personnel to carry out educational programs of the district)~~¶

~~C.R.S. 22-32-109.1 (8) (inquiries to Colorado Department of Education regarding employees)~~¶

~~C.R.S. 22-32-109.1(9) (immunity provisions in safe schools law)~~¶

~~C.R.S. 22-32-109.7 (inquiries prior to hiring)~~

~~C.R.S. 22-32-110 (1)(h) (Board power to be exercised in its judgment to discharge personnel)~~

~~C.R.S. 22-32-110 (cc) (Employee teachers aides and other auxiliary, nonlicensed personnel to assist licensed personnel)~~¶

~~C.R.S. 22-32-126 (employment and authority of principals)~~

~~C.R.S. 22-32-126 (5) (disciplinary information to staff)~~

~~C.R.S. 22-60.5-101 (Colorado Educator Licensing Act)~~

~~C.R.S. 22-60.5-114(3) (State Board can waive some requirements for provisional license applicants upon request of school district)~~

~~C.R.S. 22-60.5-201 (licensure reciprocity for out-of-state applicants)~~

~~C.R.S. 22-61-101 (discrimination in employment of teachers prohibited)~~

~~C.R.S. 22-61-103 (Teacher's oath, affirmation or pledge)~~

~~C.R.S. 22-63-201 (all teachers must hold a teacher's license or letter of authorization)~~

~~C.R.S. 22-63-202 (teacher employment contracts)~~

~~C.R.S. 24-10-102 et seq. (governmental immunity)~~

~~C.R.S. 24-34-402 (1) (discriminatory or unfair employment practices)~~

~~C.R.S. 24-72-202 (4.5) (definition of personnel file in open records law)~~

Monitoring Method: Internal Report

Monitoring Frequency: Annually in May

Revised policy for Board review March 2025 based on CASB sample policy EL-12. Board's EL-8: Staff Hiring and Treatment being renumbered to EL-12: Staff Treatment and reflecting CASB policy wording.

Board's EL-12: Financial Management will need to be renumbered to EL-16 to match CASB's sample policies.

Reviewed at Board Workshop April 8. No additional changes required. Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-8: Staff Hiring and Treatment has been renumbered to EL-12 to match CASB sample policies.

Staff Compensation

With respect to employment compensation and benefits for employees, the District Superintendent will ~~take reasonable steps to ensure not cause or allow jeopardy to the fiscal integrity or reputation of the district.~~ **take reasonable steps to ensure**

Accordingly, the District Superintendent will:

1. ~~Will not~~ Honor the most recent modifications to ~~Board or Administrative~~ personnel policies including all negotiated policies (NPs) ~~of the Board.~~
2. ~~Will not~~ Maintain the Bargaining Procedure between the Steamboat Springs Education Association and the District to assist in development of benefits/compensation plans (NPs).
3. ~~Will not~~ Cause teachers and administrators to be paid competitively with those in similar districts.
4. **Develop and implement compensation plans to attract and maintain top quality staff;**
5. **Develop and implement salary schedules and pay plans for licensed personnel that:**
 - a. **Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience pursuant to NP-6;**
 - b. **Condition salary increments upon evidence of the continued professional growth of the teacher pursuant to NP-8;**
6. ~~Will not~~ **Refrain from promising or implying permanent or guaranteed employment;**
7. ~~Will not~~ **Not change his or her own compensation or benefits;**
8. ~~Pertaining to consultants and contract vendors, will not~~ **Create an obligations only for over a longer term in which than revenues can be safely projected, and in no event create obligations longer than one year.**

Adopted: November 16, 1998
 Latest Revision: June 2025 EL-5 renumbered to EL-13
 October 23, 2023
 Revised: January 24, 2022
 August 18, 2008
 February 14, 2005
 September 23, 2002
 January 15, 2001
 July 2, 1999

Cross Refs: NP-6: Licensed Staff Salary Schedule Placement
 NP-8: Eligibility for Salary Increase - Licensed Staff
 Legal References: ~~CRS 22-32-109(1)(f)(employ, fix and order paid compensation)~~
 CRS 22-32-110(5)(salaries/benefits subject to reopening)
 CRS 22-44-115.5(2)(reductions in salary or alteration of work year due to fiscal emergency)
 CRS 22-63-202(teacher employment contracts and RIF)

CRS Title 22 Article 63(teacher employment, compensation and dismissal)

CRS 22-69-101 et seq. (grant program for alternative teacher compensation plans)

Monitoring Method: Internal report
Monitoring Frequency: October
Monitored and Reviews: May 22, 2017

Revised policy for Board review March 2025 based on CASB sample policy EL-13. Board's EL-5: Staff Compensation being renumbered to EL-13: Staff Compensation and reflecting CASB policy wording.

Item 4 c, d, e and Items 6 and 7 of CASB's sample policy are related to performance pay. SSSD does not have a performance pay plan. Salary schedules for licensed staff, special service providers, nurses, and classified staff are part of the bargaining process with the SSEA.

Board doesn't have an existing EL-13.

Reviewed at Board Workshop April 8. Minor additional changes requested. Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-5: Staff Compensation has been renumbered to EL-13 to match CASB sample policies.

Staff Evaluation

With respect to evaluation of employees, the District Superintendent will take reasonable steps to develop and implement an evaluation system that links employee performance with the district's mission statement and belief system, complies with state law, and measures employee performance in terms of achieving the Board *Ends* policies.

Accordingly, the District Superintendent will:

1. Develop and administer an evaluation system for licensed personnel that is designed to:
 - a. Improve instruction;
 - b. Enhance the implementation of curricular programs;
 - c. Measure professional growth, development, and performance;
 - d. Document unsatisfactory performance;
 - e. Link teacher performance with multiple measures of student performance;
 - f. Link performance with compensation;
 - g. Assure that instructional time is used to students' maximum advantage;
 - h. Maximize resources; and
 - i. Enhance professionalism and teamwork among staff members.
2. Develop and administer an evaluation system for classified personnel that ~~links performance with compensation~~ is designed to:
 - a. Improve or support teaching and learning;
 - b. Enhance implementation of curricular programs;
 - c. Measure professional growth, development, and performance;
 - d. Promote and improve communications between the employee and supervisor;
 - e. Provide insight and feedback regarding the employee's performance, including areas of strength, opportunities for growth, and need for improvement;
 - f. Provide recognition for outstanding performance;•
 - g. Ensure that consistent procedures and uniform performance standards are used for the evaluation of all employees who hold the same position;
 - h. Explain the responsibilities of the employee and employer in the evaluation process;
 - i. Provide additional information that may relate to personnel decisions.
3. Develop and administer an evaluation system for administrative personnel that links performance with compensation that is designed to:
 - a. Improve instruction;
 - b. Enhance the implementation of curricular programs;
 - c. Measure professional growth, development, and performance;
 - d. Document unsatisfactory performance;
 - e. Link performance with multiple measures of student performance;
 - f. Link performance with compensation;¶

- ~~g.~~ Assure that instruction time is used to students' maximum advantage;
 - h. Maximize resources;
 - i. Enhance professionalism and teamwork among staff members;
 - j. Document effective management of the building's resources;
 - k. Ensure appropriate professional development of building staff;
 - l. Provide technology access to every student; and
 - m. Measure the effectiveness of communication with staff, parents, students and community.
4. Provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Ends* policies.

Originally adopted: June 2025

LEGAL REFS: C.R.S. 22-9-101 et seq. (licensed personnel performance evaluation act)
 C.R.S. 22-63-301 and 302(8)(grounds for teacher dismissal and burden of proof)
 1 CCR 301-87(State Board of Education rules for administration of a system to evaluate the effectiveness of licensed personnel)

Monitoring Method: Internal Report

Monitoring Frequency: October

This will be an addition of a new Board policy.

Sample policy created for Board to review March 2025 based on a sample policy provided by CASB. District did not have a current EL-14 policy so the number was available for use for a new policy. I pulled information for classified personnel from CASB GDO in order to make the classified personnel section similar to licensed staff and administrators.

Administrative Policy- Director Limitations policy DL-6: Staff Evaluation starts out the same as this CASB policy but the recommendation is to delete DL-6 because the policy wording really belongs as a Board policy.

“Link to performance with compensation” is based on a “performance pay plan” and we do not operate under a “performance pay plan.” This wording was in the sample CASB policy and does not apply to SSSD.

Reviewed at Board Workshop April 8. No additional changes requested. Board will go through the process of first and second reading for all EL policies in 2025.

Budgeting

Financial planning for any fiscal year ~~shall will not deviate materially from align with the~~ Board's ~~Results~~ *Ends* policies, not risk fiscal jeopardy, and ~~or fail to be derived from the system-wide multi-year school-district plan.~~

Accordingly, the District Superintendent will present to the Board a recommended budget that:

1. Includes information regarding school-level expenditures;
2. Adequately described expenditures;
3. Takes into consideration spending limitations in the state constitution;
4. Does not excessively rely on nonrecurring revenue;
5. ~~Shall not plan or budget in a manner that risks incurring those conditions set forth in the Board's policy EL-12: Financial Management;~~¶
6. ~~Shall p~~Provide adequate and reasonable budget support for Board development and other governance priorities, including the ~~such as~~ costs of fiscal audit, Board and committee meetings, Board memberships and ~~Board~~District legal fees;
7. ~~Shall consider input about the budget from others (representative sample from community);~~¶
8. ~~Is developed with the Superintendent~~Shall considering the recommendations made by each school-level accountability committee relative to priorities for expenditures of district funds; ~~Considerations shall include improving academic achievement, maximizing graduation rates, and improving the school's accreditation category;~~
9. ~~Shall present a budget which c~~Contains adequate enough information to enable credible projection of revenue and ~~cash flow~~ expenses ~~as such information is available;~~
10. ~~Shall d~~Discloses budget-planning assumptions and includes contingency plans in the event budget assumptions prove erroneous;
11. Provides for expenditures, interfund transfers, or reserves in alignment with available revenues and beginning fund balances;
12. Includes the use of beginning fund balance, unless the Board has adopted a resolution as described in state law specifically authorizing such use;
13. Ensures the current cash reserves are not reduced without approval of the Board, at any time to less than the minimum amount required by the spending limitations set forth in the state constitution;
14. ~~Achieves and maintains a year-end general fund balance of 2%;~~¶
15. ~~Shall not jeopardize the future fiscal integrity and organizational capacity of the district;~~
16. ~~Shall provide~~Is in a format that is understandable by a lay person;
17. ~~Shall include i~~Itemizes ~~d~~ district expenditures by fund and ~~describe expenditures by student;~~
18. ~~Shall s~~Shows the amount budgeted for the current fiscal ~~current and the ensuing fiscal~~ year and the amount budgeted for the ensuing fiscal year
19. Takes into consideration fiscal soundness in futures years and considers the building of organizational capabilities sufficient to achieve ends in futures year;
20. Reflects anticipated changes in employee compensation including inflationary adjustments, step increases, performance increases, and benefits; and

21. Complies with state and federal law ;~~s. ff~~
~~22.~~

Latest Revision: June 2025 - EL-11 renumbered to EL-15
August 7, 2023
March 22, 2021

Adopted November 16, 1998
Revised: August 18, 2008
September 26, 2005
February 14, 2005
February 16, 2004

Legal References:

- R.S. 22-11-101 *et seq.* (Education Accountability Act of 2009)
- C.R.S. 22-44-101 through 117 (school district budget law, Board shall cause a proposed budget to be prepared and shall adopt a budget for each fiscal year)
- C.R.S. 29-1-103 (3) (budget to reflect lease-purchase payment obligations)
- C.R.S. 22-11-302(1)(a)(district accountability committee budget recommendations)
- C.R.S. 22-11-402(1)(a)(school level accountability committee budget recommendations)
- ~~C.R.S. 22-32-109(1)(b) (To adopt policies and prescribe rules and regulations necessary and proper for the efficient administration of the affairs of the district)~~
- C.R.S. 22-44-105(1.5)(a)(budget parameters regarding expenses not exceeding revenue and use of beginning fund balance)
- C.R.S. 22-44-106(operating reserve)
- C.R.S. 22-44-301 et. seq. (Public School Financial Transparency Act)
- C.R.S. 22-45-103(1)(c)(authorized expenditures from capital reserve fund)

Monitoring Method: Internal Report
Monitoring Frequency: Annually in June

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Board’s EL-11: Budgeting is being renumbered to EL-15 if the Board decides to adopt the Budgeting CASB version. The Board’s original EL-11 will become known as School Safety if the Board decides to adopt CASB’s EL-11 policy.

Reviewed at Board Workshop April 8. Reviewed by Stephanie Juneau regarding item #14. She recommended that it be removed. It referenced a percentage of the general fund balance.

Board's previous EL-11: Budgeting has been renumbered to EL-15 to match CASB sample policies.

Financial Management Administration

With respect to the actual, ongoing condition of the district's financial health, the District Superintendent shall will take reasonable steps to avoid causing or allowing any fiscal condition that is inconsistent with achieving the Board's *Ends*, disregards the Board's ultimate authority to determine financial matters of the district, places long-term financial health of the district in jeopardy, or causes or a material deviation in spending from the annual budget or budget policy adopted by the Board.

Accordingly, the District Superintendent will:

1. ~~Shall not~~ Expend ~~more~~ only those funds that have been received in the fiscal year to date unless the Board authorizes ~~by the Board~~ additional expenditures through the use of reserves or ~~unless other~~ revenues are made available through other legal means;
2. ~~Shall not~~ ~~indebt the organization unless authorized by~~ Seek appropriate loans with approval of the Board of Education ;
3. Expend fund amounts set forth in the budget unless the Board approves additional expenditures; ~~Shall not have inadequate reserves in any fund or expend Board-designated reserves;~~
4. ~~Shall~~ Ssettle payroll and debts in a timely manner;
5. ~~Shall not allow~~ File reports or filings required by any state or federal agency ~~to be overdue or inaccurately filed~~ in a timely and accurate manner;
6. ~~Shall~~ Arrange for the annual audit of all district funds and accounts following the close of the fiscal year in accordance with law;
7. ~~Shall~~ Aggressively pursue receivables after a reasonable grace period;
8. ~~Shall~~ Keep complete and accurate financial records by funds and accounts in accordance with generally recognized principles of governmental accounting;
9. ~~Shall obtain~~ Seek all federal and state funds to which the district is or may be entitled;
10. Follow state law with regard to inebting the organization, special elections for bonded indebtedness, expending contingency reserves, and transferring unencumbered moneys form one fund to another; ~~Shall not rely on non-recurring revenue;~~
11. Make quarterly financial reports and year-end reconciliation reports available to the Board as required by law; ~~Shall not have insufficient liquidity.~~
12. Publish and post financial condition statements, notices, and information required by law;
13. ~~Seek, after completing a cost/benefit analysis and obtaining Board approval, all non-public funds which may benefit the district. ¶~~

Adopted

November 16, 1998

Latest Revision:

June 2025 EL-12 renumbered and renamed to EL-16

August 7, 2023

Revised: March 8, 2021
 October 8, 2012
 August 18, 2008
 February 14, 2005
 February 16, 2004
 July 2, 1999

Legal References:

Constitution of Colorado, Article X, Section 20

~~C.R.S. 1-1-101 through 1-13-108 et seq. (Uniform Election Code of 1992)~~

~~C.R.S. 1-7-908 (financial information district must post prior to any financial election)~~

~~C.R.S. 1-45-117 (Fair Campaign Practices Act)~~

C.R.S. 22-2-113.8(annual report required regarding additional local property tax revenues received and the amount distributed directly to the district's schools)

~~C.R.S. 22-32-109 (1) (i), (j), (k), (l) (Board policy must ensure proper record keeping and annual audit)~~

~~C.R.S. 22-40-107 (short term loans)~~

~~C.R.S. 22-42 et seq. (bonded indebtedness)~~

C.R.S. 22-44-105 (1.5)(b) (budget priorities regarding expenses not exceeding revenues and use of beginning fund balance Itemized reconciliation)

C.R.S. 22-44-301 et seq. (Public School Financial Transparency Act)

C.R.S. 22-45-102 (1)(b) (quarterly financial reports)

~~C.R.S. 22-45-103 (Funds)~~

~~C.R.S. 22-45-112(2)(a) (sale of real property if fiscal emergency)~~

~~C.R.S. 22-54-108~~

~~C.R.S. 22-54-110 (loans to alleviate cash flow deficits)~~

~~C.R.S. 22-54-110(2)(d) (loans in form of lease purchase agreements with state treasurer if fiscal emergency)~~

~~C.R.S. 24-18-201 (employees of district may not be interested in contract made by district)~~

~~C.R.S. 24-75-601 et seq.~~

~~C.R.S. 24-75-701 et seq.~~

~~C.R.S. 29-1-601 et seq. (local government audit law)~~

~~C.R.S. 29-15-101 et seq. (Tax Anticipation Note Act)~~

Monitoring Method: Internal report, external audit
 Monitoring Frequency: Review of Quarterly Financial Reports

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Board's EL-12:Financial Management is being renumbered to EL-16 if the Board decides to adopt the Financial Administration CASB version. The Board's original EL-12 will become known as Staff Treatment if the Board decides to adopt CASB's EL-12 policy.

Reviewed at Board Workshop April 8. No additional changes requested. The Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-12: Financial Management has been renumbered to EL-16 to match CASB sample policies and renamed Financial Administration.

Asset Protection

The District Superintendent ~~shall not allow~~ will ensure that district assets are reasonably ~~to be unprotected, inadequately maintained, and inappropriately used or unnecessarily risked~~ by the school community..

Accordingly, the District Superintendent will:

1. ~~Shall~~ Obtain insurance coverage against theft and casualty losses to 100% of replacement value and against liability losses to Board members, staff or the district itself in an amount that is reasonable for school districts of like size ~~and in accordance with law~~;
2. ~~Shall not allow~~ Restrict access to unbonded ~~or uninsured~~ personnel ~~access~~ to funds in excess of \$ 50;
3. ~~Shall not subject~~ Take reasonable steps to ensure that the facilities and equipment are ~~not subject~~ to improper wear and tear or insufficient maintenance;
4. ~~Shall not unnecessarily~~ Guard against the knowing or reckless exposure ~~to the~~ District, its Board, or staff to a substantial risk of legal liability;
5. ~~Without Board consent, shall not commit to any~~ Limit single, ~~unusual/non-recurring/non-budgeted purchase or expenditures including personnel, of greater~~ to less than \$100,000 without approval of the Board;
6. ~~Shall not~~ Make any purchase:
 - a. ~~Wherein~~ Only when normally prudent protection has ~~not~~ been given against conflict of interest;
 - b. ~~Following consideration~~ Without a stringent method of assuring the balance ~~of~~ between long-term quality and cost;
 - c. After obtaining comparative prices based on similar quality. ~~Without a competitive bidding purchasing/selection procedure for all contracted services and purchases of supplies, materials and equipment in the amount of \$ 100,000 or more.~~
7. Use a competitive bidding procedure for all contracted services, except professional services, and for all purchases of supplies, materials, and equipment in the amount of \$100,000 or more.
8. ~~Shall not fail to~~ Protect intellectual property, information, ~~records~~ and files from loss, ~~improper access~~, or significant damage;
9. Preserve and dispose of all records related to affairs or business of the district in accordance with state and federal law;
10. ~~Shall not~~ Receive, process, or disburse funds under controls which are insufficient under generally accepted accounting procedures; ~~as interpreted by the board appointed auditor~~;
11. Invest funds in securities when aligned with law;
12. Ensure that real property is not acquired, encumbered, or disposed;
13. Guard against the knowing or reckless ~~Shall not~~ endangerment of the district's public image or credibility, which thereby jeopardizing the district's ability ~~such that it makes it extremely difficult to accomplish the district's~~ its mission.

14. Prevent the district from entering into a contract in which a Board member has an interest unless one of the statutory exceptions applies.

Adopted	November 16, 1998
Latest Revision:	June 2025 EL-9 renumbered to EL-17
Revised:	June 19, 2023
	March 8, 2021
	August 18, 2008
	February 14, 2005
	September 15, 2003
	May 19, 2003
Legal References:	20 U.S.C. 7941 through 7948 (Coverdell Teacher Protection Act limits liability of school board members) ¶ C.R.S. 22-12-101 et Seq. (Teacher and School Administrator Protection Act also limits liability of school board members) C.R.S. 22-32-109 (1)(b) (Board must have policy on competitive bidding) C.R.S. 22-32-109 (1)(h) (employees with access to funds in excess of \$50 must be bonded) C.R.S. 22-32-109 (m) (Board policy must ensure preservation and disposal of district records by law) C.R.S. 24-18-201 and 202 (local government officials/employees may not have interest in contract made in their official capacity) C.R.S. 24-75-601 et seq. (legal investments by public entities)
Monitoring Method:	Internal report
Monitoring Frequency:	Annually in June

Sample policy created for Board to review March 2025 based on sample policy provided by CASB. Board's EL-9:Asset Protection is being renumbered to EL-17 if the Board decides to adopt the Asset Protection CASB version. The Board's original EL-9 will become known as Treatment of Students, Parents and Community if the Board decides to adopt CASB's EL-9 version.

Reviewed at Board Workshop April 8. No additional changes requested. The Board will go through the process of first and second reading for all EL policies in 2025.

Board's previous EL-9: Asset Protection has been renumbered to EL-17 to match CASB sample policies.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025**

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

Background Information:

- Board Member Updates
- Meeting Review

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
BOARD OF EDUCATION
May 19, 2025**

**AGENDA ITEM
PLAN FOR FUTURE MEETINGS**

Plan for future meetings

- YVHA Update - Cottonwoods - June 2
- Budget - Public Hearing - June 2
- Budget Adoption - June 16
- End of Year Data Report - June 16
- CASB Annual Convention - December 11-13

Board Workshops

- Board Retreat - Review District Strategic Plan and Priority Discussion - August 12
- Board Policy Monitoring Workshop - TBD
- Workshops - TBD

Coffee with the Board - Off the Beaten Path Bookstore

- TBD

November 4, 2025 Election Timeline

- Call for Nominations - Petitions available for candidates - August 6
- Petitions Due to DEO - with required signatures and documents - August 29
- Cancellation of Election by SSSD (if applicable) - September 2
- Election Day - November 4
- Oath of Office - between November 5 and December 5
- Board Organizational Meeting - between November 5 and December 11