

Workshop and Business Meeting

Monday, June 2, 2025 4:00 PM

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

1. **Workshop**
4:00 pm
2. **Adjourn Workshop** 4:29 pm
3. **Business Meeting - Call to Order** 4:30 pm
4. **Pledge of Allegiance**
5. **Roll Call**
6. **Agenda Review - Approval of Agenda**
7. **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
 - 7.1. Resignations
 - 7.2. Employment
 - 7.3. Renewal of Administrators' Contracts for the 2025-26 School Year
 - 7.4. Renewal of Directors' Contracts for the 2025-26 School Year
 - 7.5. Renewal of Special Service Providers' Contracts for the 2025-26 School Year
 - 7.6. Nonrenewal Classified Staff Resolution 2025-06-01
 - 7.7. Approval of Memorandum of Understanding with South Routt School District for Technology Services for 2025-26
 - 7.8. Acceptance of Education Fund Board Gifts for 2025-26
8. **Approval of Minutes**
Pursuant to Policies: EL-7; GP-1: Governance Commitment; GP-2
9. **Reports and Communications**
Pursuant to Policies: EL-4; GP-1; GP-2 and SSSD Strategic Plan
10. **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:
11. **Action Items**
Pursuant to Policies: GP-1; GP-2; GP-14: Development and Revision of Board Policy
 - 11.1. Second Reading and Consideration of Adoption of Revisions to Board Executive Limitations Policies

Purpose: To consider adoption of revisions to multiple Board Executive Limitations policies as reviewed and discussed by the Board at the May 19, 2025, meeting and considered ready for second reading and adoption

11.2. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-3: Development of Administration Policy

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

11.3. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-5: Commitment to Accomplishment and Accountability

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

11.4. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-6: Educational Program

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

11.5. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-7: Instructional Materials Selection and Adoption

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

11.6. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-10: Student Conduct, Discipline, and Attendance

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

11.7. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-11: School Safety

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

11.8. Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-14: Staff Evaluation

Purpose: To consider adoption of a new Executive Limitations policy as reviewed by the Board at the May 19, 2025, meeting

12. **Board Member Updates/ Comments/Debrief** - Pursuant to Policies: GP-1; GP-2; EL-4

13. **Plan for Future Meetings**

14. **Adjourn Business Meeting**

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

**AGENDA ITEM
BOARD WORKSHOP TOPICS**

Background Information:

Board of Education Election, November 4, 2025

- How to become a school board candidate
- How to prepare to serve on the school board
- What are the expectations and responsibilities of a school board member?

No decisions will be made and no action taken during the workshop.
The agenda and supporting documents will be available to view in Boardbook.



SCHOOL BOARD CANDIDATE GUIDE

COLORADO ASSOCIATION OF SCHOOL BOARDS

2253 S. Oneida St., Ste. 300
Denver, CO 80224
303-832-1000
www.casb.org

2025 ELECTIONS

WELCOME!

Congratulations on taking the first step toward becoming a candidate for your school district's board of education. We are pleased to support your interest in serving and look forward to assisting you throughout the 2025 election process.

We recognize that running for office involves many important details. To help you navigate this process, we have prepared this guide, which includes essential information on:

- The role of the school board and its members
- Qualifications for nomination
- Election procedures
- Campaign finance requirements
- FAQs and additional resources

Should you have any questions regarding the election process or your responsibilities as a candidate, the Colorado Association of School Boards (CASB) is available to provide guidance and support.

HAVE A QUESTION? WE'RE HERE TO HELP!



WHAT IS A SCHOOL BOARD?

The local school board has its roots in town meetings from over 200 years ago, during the early days of the 13 colonies. While times have changed, the role of school boards remains the same: to give local citizens a say in their public education.

A school board should represent all citizens in its district, not just a select few. This can be challenging, as people often have different views on what schools should be like.



WHAT DO SCHOOL BOARDS DO?

School boards are local policymakers. The policies they set have the force of law at the local level. The guidance that the board provides through its policies is critical to the successful operation of the local school system and sets the direction for district staff.

Board members spend anywhere from 15-50 hours each month on board duties, depending on the size of their district and current scope of work.

One of the most important jobs of a school board is to employ and work with a superintendent to manage the district's schools. The board also sets educational goals for students in their district that align with state law and community values.

WHAT MAKES AN EFFECTIVE SCHOOL BOARD MEMBER?

School board members come from many diverse and unique backgrounds. Some qualities often shared by effective board members include:

- An open mind and readiness to learn
- A desire to serve children and the community
- A strong belief in the value of public schools
- A commitment to teamwork & open dialogue
- The ability to listen and communicate well

WHAT IS THE ELECTION PROCESS FOR SCHOOL BOARDS?

Local school board elections are held on the first Tuesday after the first Monday in November of each odd-numbered year.

Some school districts have a director-district plan of representation, which means that school board members must reside within certain geographic boundaries to be eligible for office.

Board members are limited to serving two consecutive elected four-year terms unless the board has locally extended or removed term limits.

WHO IS ELIGIBLE TO RUN FOR SCHOOL BOARD?



In Colorado, a candidate for the school board must:

- Reside in the school district and be a registered voter for at least 12 consecutive months prior to the election
- Not be convicted of a sexual offense against a child
- Candidates may not campaign as members of a political party, as schoolboard elections are nonpartisan.

I'VE DECIDED TO RUN. WHAT ARE THE NEXT STEPS?

Research and learn more about your school district:

- Attend board meetings
- Visit www.casb.org to learn more about the role of school boards in Colorado

Obtain and file your nomination petition:

- Available at the district office beginning on **August 6, 2025**
- Contact the district office to learn more about petition requirements

NOMINATION PROCEDURES

Colorado election law requires all candidates to file a nomination petition with the school district's designated election official (DEO).

- In school districts with fewer than 1,000 students, the petition must be signed by at least 25 registered voters who live within the school district.
- If the district has 1,000 students or more, candidate petitions must be signed by at least 50 registered voters who live within the school district.

It is highly recommended that candidates obtain more than the minimum number of signatures required in case some of the signatures are invalidated.

2025 ELECTION: KEY DATES



August 6

First day that nomination petitions may be circulated



August 29

Nomination petitions and accompanying forms must be filed



August 29

Deadline to file as a write-in candidate



September 2

First day on which a school district may cancel an election if there is no contest



November 4

Election Day

CAMPAIGN FINANCE FILING REQUIREMENTS

School board candidates must comply with the Colorado Fair Campaign Practices Act (FCPA).

All candidates must file a **candidate affidavit** with the Colorado Secretary of State's office within **10 days** of becoming a candidate.

Candidates are also required to report contributions and expenditures through the Secretary of State's online TRACER program. These reports are required even if you spend \$0.00 campaigning.

For more information about FCPA reporting requirements and timelines for filing these reports, visit the Colorado Secretary of State's website: www.sos.state.co.us.



CANDIDATE CHECKLIST

- Pick up Candidate Info Packet from the District Office**
- File Candidate Affidavit with the Secretary of State**
 - File electronically via TRACER system within 10 days of becoming a candidate
- Complete Notice of Intent to be a Candidate for School Director Board of Education**
 - Due by August 29
 - Must be signed by candidate and district DEO
- Submit Affidavit of School Director Candidate on Qualifications for Office**
 - Due by August 29
 - Must be signed by candidate and notarized
- Circulate and Submit Nomination Petition**
 - Due by August 29
 - Must be signed by the required number of registered electors
 - The circulator affidavit attached to the candidate petition must be signed by the petition circulator and notarized
- File Write-In Candidate Affidavit (if necessary)**
 - Due by August 29
 - CASB recommends filing if candidate submits petition on day of petition deadline, August 29
- Submit Acceptance of Nomination to be a Candidate**
 - Due by August 29
 - Typically signed AFTER candidate's petition has been verified and accepted
 - Must be signed by candidate and notarized

WHAT IS CASB?

CASB is a nonprofit membership organization that helps school board members in Colorado connect and share ideas while promoting the interests and welfare of Colorado students. CASB is guided and governed by a board of directors, comprised of local school board members representing 13 CASB regions across the state. Find out more at www.casb.org.

MEMBERS BENEFITS AND SOLUTIONS

CASB provides services, information and training programs to support school board members as they govern their local districts. A diverse range of benefits and services is included in membership dues, as well as additional fee-based customized solutions that are offered far below market value.

Advocacy: CASB advocates on behalf of local school boards during the legislative session and throughout the year.

Legal Resources: CASB members receive periodic legal updates, access to legal resources on our website, and phone/email support from our legal team.

Policy: CASB members have access to sample policies, timely implementation guidance, and direct support from our policy department for help with board policy issues.

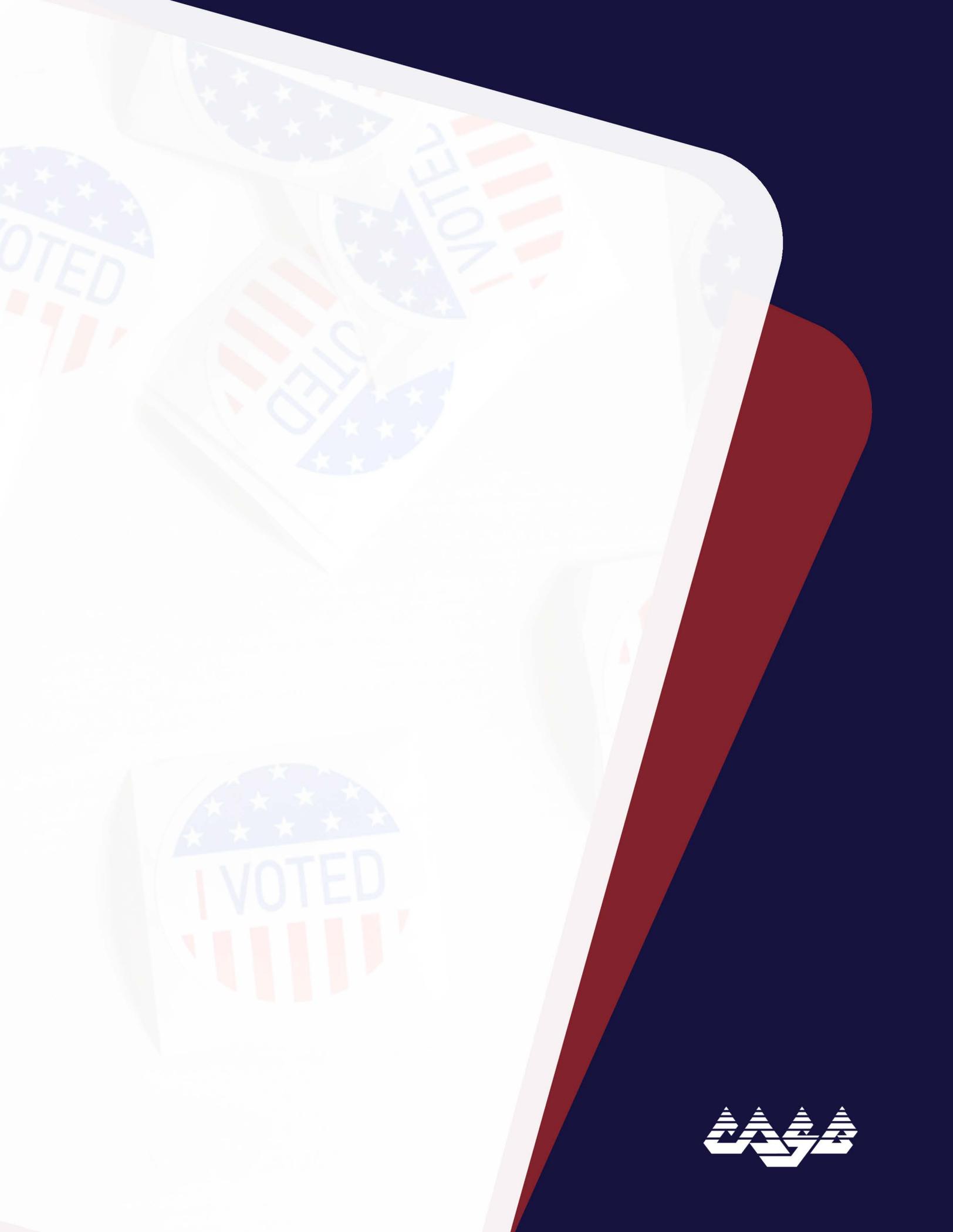
Events: Members receive discounted pricing for CASB events, including the Annual Convention, Fall and Winter conferences, and regional meetings.

Board Development: CASB offers a number of ways to help build your school board team. We are available to facilitate board training in a variety of focused areas.

WHAT DOES CASB OFFER FOR NEW BOARD MEMBERS?

To help newly elected board members gain a better understanding of the board's role and responsibilities, CASB offers a variety of training tools and information. Throughout the year, CASB offers a wide range of professional development opportunities, both in-person and virtually.

All school board members from CASB member districts also receive access to the [CASB School Board Leadership Workbook](#), the go-to guide for information and inspiration related to your work as a school board member.



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

**AGENDA ITEM
EMPLOYMENT OF PERSONNEL**

The administration is recommending the following candidates for the 2025-26 school year:

Background Information:

- Elizabeth (Liz) Diefendorf - SGS Physical Education teacher 25-26
- Kelaine Sowards - SCE STEM Teacher 25-26
- Erin Swanson - SGS .66 FTE Spanish and .34 FTE Health and Wellness 25-26
- Kimber Tatman - SCE 2nd Grade teacher 25-26

Recommended Action:

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

Sleeping Giant School :

Opening created by:

Kailyn Sweeney resignation

- Elizabeth (Liz) Diefendorf - Physical Education teacher 25-26 - change of status from Kindergarten teacher

District Need

- Erin Swanson - .66 FTE Spanish and .34 FTE Health and Wellness - change of teaching schedule

Soda Creek Elementary School :

Opening created by:

Scott Furgueson retirement

- Kelaine Sowards - STEM teacher - change of status from 4th grade teacher

Mary Yamamoto retirement

- Kimber Tatman - 2nd Grade teacher - previous limited term contract

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

AGENDA ITEM
RENEWAL OF ADMINISTRATORS' CONTRACTS FOR THE 2025-26 SCHOOL YEAR

Background Information:

Annually, the Board of Education must take specific action to renew the contracts of each administrator. The superintendent is recommending a one year contract for the following administrators for the Steamboat Springs School District for the 2025-26 school year.

- | | |
|-----------------------------|--|
| ● Alt, Dennis | Asst. Principal, SSMS |
| ● Bohmer, Amy | Principal, SCE |
| ● Boies, Kristyl | Principal, YVHS |
| ● Chapman-Hoy, Heidi | Principal, SSMS |
| ● DeWolfe, Luke | Asst. Principal, Athletic Director, SSHS |
| ● Draper, Karen | Asst. Principal, SGS |
| ● Hamric, Jay | Principal, SSHS |
| ● Haubert, Katherine "Eron" | Principal, SPE |
| ● Laliberte, Joseph | Principal, SGS |
| ● McHaffie, Kalie | Asst. Principal, SCE |
| ● Passchier, Jaime | Asst. Principal, SPE |
| ● Rivera Vigil, Tanya | Asst. Principal, SSHS |
| ● Setter, Karla | Asst. Principal, SSHS |

Recommended Action:

Resolved, that the Board of Education accept the recommendation of the superintendent and renew the 2025-26 contracts for:

- | | |
|-----------------------------|--|
| ● Alt, Dennis | Asst. Principal, SSMS |
| ● Bohmer, Amy | Principal, SCE |
| ● Boies, Kristyl | Principal, YVHS |
| ● Chapman-Hoy, Heidi | Principal, SSMS |
| ● DeWolfe, Luke | Asst. Principal, Athletic Director, SSHS |
| ● Draper, Karen | Asst. Principal, SGS |
| ● Hamric, Jay | Principal, SSHS |
| ● Haubert, Katherine "Eron" | Principal, SPE |
| ● Laliberte, Joseph | Principal, SGS |
| ● McHaffie, Kalie | Asst. Principal, SCE |
| ● Passchier, Jaime | Asst. Principal, SPE |
| ● Rivera Vigil, Tanya | Asst. Principal, SSHS |
| ● Setter, Karla | Asst. Principal, SSHS |

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

**AGENDA ITEM
RENEWAL OF DIRECTORS' CONTRACTS
FOR THE 2025-26 SCHOOL YEAR**

Background Information:

Annually, the Board of Education must take specific action to renew the contracts of each director. The superintendent is recommending a one year contract for the following directors for the Steamboat Springs School District for the 2025-26 school year.

- | | |
|----------------------------|---|
| ● Atwood, Kristen | Director of Exceptional Student Services |
| ● Barbier, Anne | School Improvement Coordinator |
| ● Beyer, Emily | Competitive Grants and Strategic Partnerships Manager |
| ● Delaney, Kimberly | Preschool Director |
| ● DeWolfe, Shelby | Behavioral Health and Restorative Practices Manager |
| ● Ginesta, Pascal | Facilities Manager |
| ● Huppert, Christian "Max" | Nutritional Services Director |
| ● Jacobs, Dorothy "Katie" | Director of Human Resources |
| ● Juneau, Stephanie | Director of Finance and Operations |
| ● Linneman, Matthew | Accounting Supervisor |
| ● Mayrand, Brooke | Special Education Coordinator |
| ● Milius, Laura | Director of Communications |
| ● Miles, Timothy | Director of Technology |
| ● Dr. Ridder, Timothy | Director of Teaching and Learning |
| ● Unga, Casey | Transportation Manager |

Recommended Action:

Resolved, that the Board of Education accept the recommendation of the superintendent and renew the 2025-26 contracts for:

- | | |
|----------------------------|---|
| ● Atwood, Kristen | Director of Exceptional Student Services |
| ● Barbier, Anne | School Improvement Coordinator |
| ● Beyer, Emily | Competitive Grants and Strategic Partnerships Manager |
| ● Delaney, Kimberly | Preschool Director |
| ● DeWolfe, Shelby | Behavioral Health and Restorative Practices Manager |
| ● Ginesta, Pascal | Facilities Manager |
| ● Huppert, Christian "Max" | Nutritional Services Director |
| ● Jacobs, Dorothy "Katie" | Director of Human Resources |
| ● Juneau, Stephanie | Director of Finance and Operations |
| ● Linneman, Matthew | Accounting Supervisor |
| ● Mayrand, Brooke | Special Education Coordinator |

- Milius, Laura Director of Communications
- Miles, Timothy Director of Technology
- Dr. Ridder, Timothy Director of Teaching and Learning
- Unga, Casey Transportation Manager

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

**AGENDA ITEM
RENEWAL OF SPECIAL SERVICE PROVIDERS' CONTRACTS
FOR THE 2025-26 SCHOOL YEAR**

Background Information:

Annually, the Board of Education must take specific action to renew the contracts of each special service provider. The superintendent is recommending a one year contract for the following special service providers for the Steamboat Springs School District for the 2025-26 school year.

Special Service Providers, Nurse, Counselors, and BCBA:

- LaPointe, Catherine School Nurse
- Freschi, Josyanne School Nurse
- Rusk, Char School Nurse (.5)
- Mudgett, Anne School Nurse
- Whitehead, Laura School Nurse
- Graham, Rachel Counselor
- Kube, Jessica Behavior Analyst
- Valand, Thomas School Health Professional/Social Worker
- Pendleton, Elizabeth School Health Professional/Social Worker (.5)
- Howard, Meghan School Health Professional/Social Worker
- Weekley, Danielle School Health Professional/Social Worker
- Anderson, Heather Occupational Therapist (.5)
- Arndt, Melissa Occupational Therapist
- Steelman, Melissa Occupational Therapist
- Jenkins, Molly Speech Language Pathologist
- Peterson, Samantha Speech Language Pathologist

Recommended Action:

Resolved, that the Board of Education accept the recommendation of the superintendent and renew the 2025-26 contracts for Special Service Providers:

Special Service Providers, Nurse, Counselors and BCBA:

- LaPointe, Catherine School Nurse
- Freschi, Josyanne School Nurse
- Rusk, Char School Nurse (.5)
- Mudgett, Anne School Nurse
- Whitehead, Laura School Nurse
- Graham, Rachel Counselor
- Kube, Jessica Behavior Analyst

- Valand, Thomas School Health Professional/Social Worker
- Pendleton, Elizabeth School Health Professional/Social Worker (.5)
- Howard, Meghan School Health Professional/Social Worker
- Weekley, Danielle School Health Professional/Social Worker
- Anderson, Heather Occupational Therapist (.5)
- Arndt, Melissa Occupational Therapist
- Steelman, Melissa Occupational Therapist
- Jenkins, Molly Speech Language Pathologist
- Peterson, Samantha Speech Language Pathologist

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

**AGENDA ITEM
NONRENEWAL CLASSIFIED STAFF RESOLUTION 2025-06-01**

Background Information:

Upon recommendation of the superintendent, the Board is asked to adopt Resolution 2025-06-01 to nonrenew long-term substitute classified staff positions for 2025-26.

Recommended Action:

Resolved, that the Board of Education adopt Resolution 2025-06-01 to nonrenew long-term substitute classified staff positions for the 2025-26 school year.

**STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2025-06-01**

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

WHEREAS, the Board of Education of the Steamboat Springs School District RE-2 has received the recommendation of the Superintendent of Schools that certain classified staff positions listed on Attachment A not be renewed for the 2025-2026 school year; and

WHEREAS, the Board has duly considered the recommendation and the matter of the reemployment of the classified staff positions; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Steamboat Springs School District RE-2 that the classified staff positions listed on Attachment A to this Resolution not be reemployed for the 2025-2026 school year; and

BE IT FURTHER RESOLVED that the Superintendent of Schools or her designee is hereby directed to give timely written notice of nonrenewal to the classified staff listed on Attachment A.

Adopted this 2nd day of June, 2025.

Steamboat Springs School District RE-2

By: _____
President, Board of Education

Attest:

Secretary to the Board of Education

ATTACHMENT A

Classified Staff – Non-Renewed for the 2025-2026 School Year

- | | |
|--|------------------|
| <input type="checkbox"/> SGS Special Education paraprofessional long-term substitute | Kirsten Delaney |
| <input type="checkbox"/> SPE Preschool paraprofessional long-term substitute | Brenna Futch |
| <input type="checkbox"/> SSSS Special Education paraprofessional long-term substitute | Jenetta Durand |
| <input type="checkbox"/> SSSS Campus supervisor long-term substitute - | Stephanie Harvey |
| <input type="checkbox"/> SGS Special Education paraprofessional long-term substitute - | Ellie Dorsey |

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

**AGENDA ITEM
APPROVAL OF THE MEMORANDUM OF UNDERSTANDING WITH
SOROCO FOR TECHNOLOGY SERVICES 2025-26**

Background Information:

This memorandum of understanding is between Steamboat Springs School District and South Routt School District for technology collaboration for the 2025-26 school year. The MOU merges certain functions and operations of the two districts' technology departments in order to more efficiently and economically support and maintain the computer network, computers and other technology hardware in SSSD and SOROCO.

Recommended Action:

Resolved, that the Board of Education approve the Memorandum of Understanding for Technology Services between Steamboat Springs School District and South Routt School District for the 2025-26 school year.

MEMORANDUM OF UNDERSTANDING (MOU) REGARDING TECHNOLOGY SERVICES

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made and effective as of the 1st day of July, 2025 by and between **South Routt School District RE-3 (SOROCO)**, and **STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2 (SSSDRe2)**

PREAMBLE

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

GENERAL PURPOSE

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

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. SOROCO will contribute \$159,406 to SSSD Re-2.
2. There will be an annual evaluation of this merger to determine the service and financial benefits of the arrangement.
3. The SSSD Re2 Technology Department will monitor and maintain all aspects of the network and computers. SOROCO is currently sharing network usage with SSSD at no additional charge.
4. When needed, the SSSD Re2 Technology Department will provide onsite assistance during the school year and summer through June 30, 2026. The SSSD Re-2 will supply the following personnel: One full time year round technician and the technology director on average of one day a week. The full time technician will be a consistent individual assigned to SOROCO. However, when needed, the combined technology department will be responsible to assist each other with work needs.
5. Work Requests (Technology Help Desk) will remain separate for each district. However, SOROCO will, for all practical purposes, enjoy the same technology services as provided to the SSSD Re2.
6. Software and hardware will remain separate for each district unless both districts agree that benefits are sufficient to combine one or the other or both. Each district shall be responsible for complying with any software licensing and support requirements and payments with respect to those portions of the network and computers owned by that district. The tasks of license renewal and purchasing will be done by the SOROCO technician, using the procedures set-up with the South Routt School District.
7. The SSSD Re2 Technology Director will meet with the SOROCO superintendent to discuss services provided to SOROCO. The Director will attend SOROCO District

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

8. Each district will be responsible as its own entity for all applicable state or federal reporting requirements, with the exception of E-rate.
9. Unless otherwise agreed, this MOU will remain in force from July 1, 2025 through June 30, 2026, provided, however, that either district may terminate the MOU upon giving 30 days' prior written notice to the other.
10. In the event of any disagreement concerning any party's duties and responsibilities under this MOU, the parties agree that the matter will first be referred to the technology team and if not resolved at that level, then the matter will be resolved by agreement between the superintendents of the respective districts.
11. Neither district will extend the faith or credit of the other district to any third person or entity.

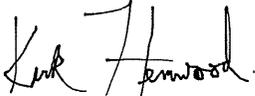
IN WITNESS WHEREOF, the undersigned has caused this MOU to be executed and delivered on its behalf.

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2:

BY: 
Dr. Celine Wicks, Superintendent

5/27/2025
Date

SOUTH ROUTT SCHOOL DISTRICT RE: 3

BY: 
Dr. Kirk Henwood, Superintendent

May 21, 2025
Date

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

**AGENDA ITEM
ACCEPTANCE OF EDUCATION FUND BOARD GIFTS FOR 2025-26**

Background Information:

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

Recommended Action:

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

Exhibit A

1. A gift of up to \$4,121,378 to be used to fund student- facing staff as described in the grant application G26-06-SBS.
2. A gift of up to \$1,099,446 to be used to fund technology as described in the grant application G26-07-SBS.
3. A gift of up to \$566,357 to be used to fund curriculum/materials as described in the grant application G26-08-SBS.
4. A gift of up to \$206,949 to be used to fund collaborative grant writers as described in the grant application G26-22-SBS/H/SR.



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

May 28, 2025

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

Dear Board of Education:

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

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$4,121,378 to be used to fund student-facing staff.

Grant identification number: G26-06-SBS

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2025 and June 30, 2026, and staff contracted for the remainder of the fiscal year.

The payments schedule for the 2025-26 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2026. Templates for these reports will be provided.

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

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

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

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach **Date:** May 28, 2025

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G26-06-SBS

By: _____ **Date:** _____



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

May 28, 2025

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

Dear Board of Education:

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

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$1,099,446 to be used to fund technology.

Grant identification number: G26-07-SBS

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2025 and June 30, 2026, and staff contracted for the remainder of the fiscal year.

The payments schedule for the 2025-26 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2026. Templates for these reports will be provided.

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

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

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

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach Date: May 28, 2025

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G26-07-SBS

By: _____ Date: _____



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

May 28, 2025

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

Dear Board of Education:

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

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$566,357 to be used to fund curriculum/materials.

Grant identification number: G26-08-SBS

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2025 and June 30, 2026, and staff contracted for the remainder of the fiscal year.

The payments schedule for the 2025-26 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2026. Templates for these reports will be provided.

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

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

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

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach **Date:** May 28, 2025

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G26-08-SBS

By: _____ **Date:** _____



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

May 29, 2025

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

Dear Board of Education:

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

School District Grant – Steamboat Springs School District

Grant in an amount not to exceed \$206,949 to be used to fund collaborative grant writers.

Grant identification number: G26-22-SBS/H/SR

This grant is for the **reimbursement** of funds spent (or expenses incurred) during the period between July 1, 2025 and June 30, 2026, and staff contracted for the remainder of the fiscal year.

The payments schedule for 2025-26 fiscal year will be set up in four equal installments with payments of no more than 25% of the grant at each installment. The target payment dates are December, February, June, and September. Adjustments to the payment dates may be made at the discretion of the SSEF board. In accordance with SSEF policies, a full accounting of how funds were spent must be submitted, along with a robust accountability report, in October of 2025. Templates for these reports will be provided.

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

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

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

Sincerely yours,

STEAMBOAT SPRINGS EDUCATION FUND

By: Adam Alspach **Date:** May 29, 2025

ACCEPTED:

Steamboat Springs School District

FEIN: _____

Grant number: G26-22-SBS/H/SR

By: _____ **Date:** _____

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

Meeting Date:	June 2, 2025
Agenda Item:	Approval of the minutes for the Board of Education May 19, 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 19, 2025, as presented.



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

Minutes
May 19, 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, Director of Exceptional Student Services Kristen Atwood, Special Education Coordinator Brooke Mayrand, and Director of Finance and Operations Stephanie Juneau

1. Business Meeting - Call to Order

Katy Lee called the business meeting to order at 4:30 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

4. Approval of Agenda

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

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

5.1 Resignations

5.2 Acknowledge Dismissal of Classified Staff

5.3 Acknowledge Receipt of Quarterly Financials through March 31, 2025

Leah Helme made a motion and Lara Craig seconded to approve consent agenda items 5.1, 5.2, and 5.3 as presented. The motion passed unanimously.

6. Approval of Minutes- May 5, 2025 Business Meeting

Background information is provided in Boardbook under item 6.

Katy Lee made a motion and Kevin Callahan seconded to approve the minutes for the May 5, 2025 business meeting, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

District Wide Celebrations - Superintendent Dr. Celine Wicks

- On Thursday, May 29th, we will have our “End of Year Celebration.” At the event, the District Educator of the Year will be awarded to one of the building representatives. We will also be honoring this year’s retirees. Congratulations to all of the nominees and retirees
- SSHS Educator of the Year Nominees: Kirsten Brendtro, Jay Hamric, Chris Hasenbalg, Katy Kingsland, Steve McDonald, Susanmarie Oddo, and Ken Vener; SSHS 2025 EOY is Jay Hamric
- SSMS Educator of the Year Nominees: Meghan Alexander, Monica Feagler, Skyler Kling, Elena Maddox, Kayleigh McCannon, Nikki O’Hara, Amalia Pappanastos, and Cindy Ruzicka; SSMS 2025 EOY is Nikki O’Hara
- SGS Educator of the Year Nominees: Ben Barbier, Rebecca McNamara, Teri Whitbeck, Jen Wiedel, and Darcy Walters; SGS 2025 EOY is Teri Whitbeck
- SPE Educator of the Year Nominees: Robin Alt and Susanna Lewis; SPE 2025 EOY is Robin Alt



- SCE Educator of the Year Nominees: Libby Creamer, Ann Henderson, Cailin Ryan McKeever, and Mary Yamamoto; SCE 2025 EOY is Mary Yamamoto
- District retiring staff are: Mickey Badaracca, Ben Barbier, Mari Jo Brown, Scott Furgueson, Kandise Gilbertson, Kathy Gonio, Susanmarie Oddo, Nikki O'Hara, Brenda Schmidt, and Mary Yamamoto

District Accountability Committee Update - DAC chair Julie Tourigny

- Last meeting of the DAC for 24-25 was May 14 and the focus of the meeting was to talk about end of year celebrations and recruitment of new SAC members and chairpersons for next year
- SPE: recruited a new member and plans to recruit more in the fall; Early Literacy Grant - Dibels - all grade levels made or exceeded goals; School is a John Irwin Award winner; 5th Grade Leadership did a presentation to the Board on single use plastics and are working with the District on options; all 5th graders took part in a pirate play; streamlined MTSS process- getting kids into the process earlier in the fall; 4th & 5th grades are piloting a new curriculum in English Language Arts
- SCE: teachers pleased with the master calendar; end of year survey- will keep it open to gather data that will be reviewed by the Culture & Climate Committee; end of year testing showed great growth; Parents appreciate info from teachers/communications; areas of improvement include increase in community involvement for Spanish speaking families; current SAC members will remain on the committee next year
- SGS: Climate & Culture committee working on community engagement with K-2 Math Night; working on more programs for parent involvement; holding community meetings for grade clusters with shout outs for students by students; students owning their learning; utilizing self-assessments as a tool for learning; hit all Early Literacy Grant goals for the year - only 9% of students K-3 are in the red (started year at 33%); student survey for grades 3 through 8; high school students returned to SGS to talk about their successes and how SGS prepared them for high school
- SSMS: School communication is positive and consistent; strong connection to staff and PIC; great participation in sports and extracurricular activities; need better vertical alignment and working on transition years; continue working on recognition of students and staff; make sure to onboard new staff
- YVHS: Dina Fisher will be new SAC chair replacing Jenn Haden; Class of 2025 has 10 seniors; Senior Night and capstone projects was well attended; Project Based Learning event took place on May 15, with a \$5K grant to fund the food service pathway event hosted by CMC with 80 people in attendance; had 10 wellness field trips this year; reviewed career focused pathways all year; CDE diagnostic review report - Climate & Cultures is strong; opportunities are countless; need to work on data & growth (collection of data; process for continuous improvement); CTE options: eDynamic Learning to be piloted at YVHS; exploration of 300 courses- if a course sparks interest, YVHS will match the student to courses/pathways
- SSHS: Kelly Vanderbosch will be new SAC chair replacing Julie Tourigny; Culture has been improved; students have a voice; systems have improved and structures are supporting students; EB parents are more connected to the school; SpEd students are more connected to school with targeted events; students have trusted adults to speak to at school; cell phone policy is working; attendance policy has improved overall attendance; have a cohesive counseling department; CTE is growing; Curriculum committee looking at relevant curriculum opportunities that are meaningful and relevant; making sure professional development is relevant to staff; focusing on MTSS next year and helping new teachers with tiered interventions
- District: Carol Sehnert will be the new DAC chair next year; full draft FY26 budget will be reviewed at this meeting; projecting 50 fewer students at the elementary level for 25-26; costs will be going up next year; budget cuts were made at the District and all buildings without impacting students

Exceptional Student Services Update - Director of Exceptional Student Services Director Kristen Atwood and Special Education Coordinator Brooke Mayrand

- Presentation is included in Boardbook for review
- There are 383 students (about 15% of student population) that qualify for services; District also supports a group of students at private schools in town
- This is our first year as our own Administrative Unit (AU); We have a team with Director Kristen Atwood, Special Education Coordinator Brooke Mayrand, Behavioral Specialist Jessie Kube, and Data Specialist Kristi Bertron
- Under the direction of Kristi Bertron, we successfully moved our IEP system from SPED Advantage to ENRICH
- We have 9 special service providers and 10 independent contractors who provide specialized services to some of our district's most impacted students



- Under the leadership of SSHS assistant principal Karla Setter, we have a high-functioning SEAC (Special Education Advisory Committee) engaged in proactive work to increase Parent Involvement and Communication regarding our Special Education programs
- We had one state complaint with 6 allegations and 5 were 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 providing services to 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
- We created a Special Education Handbook in an effort to strategically align our special education systems, policies, and practices across all of our schools; topics covered include IEP meeting procedural guidance, special education teacher and chair roles and responsibilities, accommodations vs modifications, writing effective goals; working on version two release in August 2025
- Paraprofessional Allocation Determination - developed a step by step process for students who may qualify for additional support
- End goal is to increase student independence throughout their experience in K-12 and have them be independent by graduation
- We have increased Child Find Initiatives and Response; We have developed systems and trainings to identify students sooner, implement the appropriate interventions as needed, and evaluate; we have screened over 200 kids
- Multilingual Evaluation Training and Development - hard to determine if child has special education needs when there is a language barrier
- We will continue to work on ongoing development of quality IEP writing and working with team and staff
- Dr. Wicks - Kristen lives it, breathes it, and understands exceptional student services; so much was accomplished this year with Kristen, Brooke, and the team
- Lara Craig - I am impressed with the multilingual training and the staff handbook and providing opportunities for the entire district to be successful

FY26 Budget: Presentation of Budget Draft; Nutritional Services and Options related to Single-Use Plastics- Director of Finance and Operations Stephanie Juneau

- FY26 Budget Draft document is included in Boardbook for review
- Budget focuses on 3 priorities: 1) maintaining small class sizes; 2) preserving programs despite declining enrollment, and 3) ensuring a balanced budget ahead of staff negotiations
- The budget includes a one-time use of over \$2M from the fund balance to cover the gap between rising costs and declining revenues; this is not a sustainable long-term funding source
- Proposed budgeted General Fund is anticipated to decrease by \$65K even though there will be an increase in state revenue via the school finance formula; We will see a decrease in state grants, a decrease in federal revenue, and an anticipated decline in interest earnings
- General Fund expenses are projected to increase by over \$1M , a 2% rise, primarily to support staff compensation and benefits
- The budget also includes targeted reductions in staffing, purchased services, and supplies
- Per pupil funding will be \$12,002
- Education Fund Board (EFB) has increased their funding, but 3 other local revenue sources will decrease
- Expenditures in the draft budget represent the negotiated package that will be presented tonight
- The District Administrative Team worked on their budgets in order to create savings for next year
- Fund Balance is approximately 22% of budgeted expenditures
- Food Service Fund - We will opt-into the Colorado Healthy School Meals for All program, and continue offering only the Federal National School Lunch program to students; expect a \$169K deficit in Nutritional Services
- Single-Use Plastic Discussion - 5 kids and a teacher met with Stephanie and Nutritional Services (NS) Director Max Huppert to discuss options: melamine is no longer a recommended option; glass and ceramic have a high cost for purchase and replacement; stainless steel products (tested at one of the schools) gets too hot under the heat lamps; a student recommended items that they use when camping- items were purchased and will be piloted at one of the schools; in order to wash the new items, NS will require an additional employee; cost of purchase and additional employee are included in draft budget
- Kevin Callahan - appreciate the follow through on this topic and including kids in the process



- Health Benefits Fund - plan is administered by a third-party administrator and has a “stop loss” of \$125K; the Health Benefits Fund is budgeted to collect \$6.6 M and expected to spend \$7.07M
- Lara Craig - Can you explain how the state affects our budget and how they allocate funds at the state level? Stephanie - State had a shortfall this year; directors from all over the state went to the state to ask for funds for education and we are grateful that they put resources in education funding
- Kevin Callahan - State was talking about changing the per pupil count for funding- can you explain? Stephanie - Governor wanted to go to a different averaging method; reduction in funding by 50 students a year could decimate a small district; this year we are able to use the 4 year average and then will move to a 3 year average which is helpful for districts
- Katy Lee - thank you to everyone that advocated for education funding at the capitol
- Leah Helme - State has a significant budget deficit this year and next year it will be even more difficult
- Draft FY26 Budget will have a public hearing at the Board meeting on June 2 and will be presented to the Board for consideration of adoption on June 16, 2025
- Chresta Brinkman - thank you to our community voters who support the ½ cent sales tax for the Education Fund Board (EFB)
- Stephanie - EFB and our Mill Levy Override bring in important revenue to our budget
- SSEA Kim Waldschmidt and Jenn Sherman - SSEA members pay monthly dues of which 95% go to the Colorado Education Association (CEA) for lobbyists and to provide a voice at the state level for school districts; SSEA is not a passive participant in the budget; we host public forums, collaborate with colleagues across the state; we are actively pushing at the state level for education
- Dr. Wicks - thank you to SSEA and all the people that visited the capital in support of education funding; District has also helped the SSEA be active by adding paid days off to attend events

Negotiations Update - Superintendent Dr. Celine Wicks, Board Vice President Chresta Brinkman, SSEA President Kim Waldschmidt, and SSEA Vice President Jenn Sherman

- Presentation is included in Boardbook for review
- Dr. Wicks - Negotiations Team had 4 meetings; Board had recommended that the District stay at 23% of the fund balance but the package puts us at 22 %; package offers a salary increase double the inflation rate and more than double for classified staff
- Chresta Brinkman - thank you to SSEA for everything that you do; package before you has been agreed upon by both parties and the staff and reflects a 22% Fund Balance; the Board had expressed a willingness to go to 23%; the negotiations team felt that going below the 23% Fund Balance was necessary
- Chresta Brinkman - Some aspects of the insurance may result in disproportionate benefits or burdens across our workforce; part of the negotiations added an insurance committee that is advisory in nature and will provide for a more collaborative approach to discuss insurance options for our staff; while I support this package, it is my hope that through this committee, greater balance in insurance premiums can be achieved for our staff
- Chresta Brinkman - Public school funding in the state of Colorado consistently ranks near the bottom nationally; until we fundamentally change the way our schools are funded, we will keep encountering the same systemic challenges, year after year; the time is now to get creative and expand conversation on nontraditional options as we progress in broader, collaborative conversation - one that looks at both short-term relief and long-term solutions
- Kim Waldschmidt - Appreciate Dr. Wicks and her openness to dialogue and responsiveness to our concerns; she demonstrates genuine care and support for staff; We continue to face financial pressure and financial negotiations are never easy
- Katy Lee - We need to clarify what fund balance is and why we set limits; We receive revenue in chunks over the school year; We need to have money in our fund balance to pay expenses when we don't have money coming in; our health costs are going to continue to go up and we need to have some cushion in our budget for increases
- Kim Waldschmidt - We never suggested that the District was hiding money; The fund balance has increased by nearly \$6M over the last 5 years; Part of our request was to not continue to grow the fund balance
- Stephanie Juneau - We spend \$3M a month on payroll; when our fund balance gets below 25%, it becomes a concern on getting through the lean times of the budget cycle
- Katy Lee - Expenses have gone up every year so our fund balance needs to increase
- Kevin Callahan - I am part of the EFB meetings and there is concern about their funding future; We rely heavily on EFB funds while they discuss how much they can promise this year when they don't know if the funds will come in next year
- Dr. Wicks - District is required to have the reserves available to cover what EFB grants if they are not able to cover it
- Lara Craig - What has the Board done over the years with dipping into reserves to cover raises?



- Stephanie - We anticipated growth in the fund balance due to positions not being filled; We do conservative budgeting in order to make smart decisions over the long term; We do the best that we can to forecast the budget; Fund Balance is expected to be 27% on June 30
- Kim Waldschmidt - We are excited to move forward with an insurance committee; previous committee was able to help reduce costs
- Leah Helme - Can you explain the thinking behind the Employee + Employee + Family receiving more towards insurance premium than other groups?
- Kim Waldschmidt - the focus of the previous insurance committee (10 years ago) was to help non-employees be able to use the District insurance (families, children, spouses); this year we prioritized employee only first, then employee + employee, then employee + employee + family; felt it was important to keep costs down for the last group; this was a very hard decision to make
- Katy Lee - Every employee should receive an equal contribution from the District towards their insurance premiums
- Chresta Brinkman - Insurance renewal should sink up with the District's fiscal year; this would be more effective for negotiations; (Insurance renews January 1 but contracts begin July 1)
- Katy Lee - I would like for the District and SSEA to get back to collaborative negotiations instead of the traditional bargaining that has been used the last couple years
- Lara Craig - I support paying educators but we only have so much money; the public feedback we have received with this package seems unsettling
- Jenn Sherman - We are interested in the insurance committee work and how much our voice is heard; this could be a trial for something more collaborative
- Chresta Brinkman - I don't want to see us versus them; SSEA provided incredible presentations and created a policy tracker document that helped with the process; We have a great relationship; We work really hard for what's best for our students and staff
- Lara Craig - State is ridiculous about funding education; funding is the issue while we work towards long-term sustainability and maintain a thriving school district
- Leah Helme - I am also on the CASB board and part of our job is to educate our community about TABOR
- Katy Lee - The concern is staff's ability to be to continue to live here; I'm afraid that we are not going to be able to catch you up to the cost of living
- Jenn Sherman - This is about survival with inflation and rising insurance costs; We shouldn't have to fight this hard every year for a livable wage; I urge you to approve the compensation package
- Kindra Stanfill - teacher - please vote yes for the package; teachers are important; this compensation package is the safest investment for the District
- Emily Berarducci - teacher - This package is a fair and much needed increase for staff; by affirming fair compensation you are showing that you value our staff

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

8. Public Comment - 6:48 pm

No public comment on non agenda items.

The Board took a short recess at 6:48 pm

The Board of Education Business meeting resumed at 6:53 pm with all members present.

9. Action Items

9.1 Second Reading and Consideration of Adoption of Revisions to Board Policies

Chresta Brinkman made a motion and Lara Craig seconded to adopt the revised Governance Process policies GP-1, GP-2, GP-3, GP-4, GP-5, G-9, GP-10-E, GP-11, GP-12, GP-13, GP-14, G-15-R, and GP-18, as presented.

- Revised versions of the policies are included in Boardbook for review
- Policies were reviewed at a Board workshop on April 8
- Revisions to policies were made based on CASB sample policies



- A first reading and revisions of the policies took place on May 5, 2025
- Board members did not have any additional changes for the policies at this time

The motion to adopt the revised Governance Process policies GP-1, GP-2, GP-3, GP-4, GP-5, GP-9, GP-10-E, GP-11, GP-12, GP-13, GP-14, GP-15-R, and GP-18, as presented, passed unanimously.

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

Katy Lee made a motion and Leah Helme seconded to adopt the new policy GP-6: Board Committee Principles, as presented.

- A copy of the draft policy is included in Boardbook for review
- Policy was reviewed at a Board workshop on April 8
- Policy was created based on CASB sample policy
- A first reading of the new policy took place on May 5, 2025
- Board's GP-6: President's Role will be renumbered to GP-5
- Board members did not have any additional changes for the policy at this time

The motion to adopt the new policy GP-6: Board Committee Principles, as presented, passed unanimously.

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

Katy Lee made a motion and Leah Helme seconded to adopt the new policy GP-10: Board Member Covenants, as presented.

- A copy of the draft policy is included in Boardbook for review
- Policy was reviewed at a Board workshop on April 8
- Revisions to policy were made based on CASB sample policy
- A first reading of the new policy took place on May 5, 2025
- Board's GP-10: Handling Concerns Raised by Parents, Community Members, and Staff Members will be renumbered to GP-10-E
- Board members did not have any additional changes for the policy at this time

The motion to adopt the new policy GP-10: Board Member Covenants, as presented, passed unanimously.

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

Chresta Brinkman made a motion and Leah Helme seconded to repeal Board GP-16: East Routt Library Board.

- A copy of the current policy is included in Boardbook for review
- Policy was reviewed at a Board workshop on April 8
- A recommendation was made by Katy Lee 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
- Board members did not have any additional comments at this time

The motion to repeal Board policy GP-16: East Routt Library Board, passed unanimously.

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

Lara Craig made a motion and Chresta Brinkman seconded to adopt and implement the proposed draft calendar for the 2026-27 school year, as presented.

- A copy of the draft calendar is included in Boardbook for review
- The draft calendar was presented to the Board for review and discussion on April 7, 2025
- The Director of Teaching & Learning Dr. Tim Ridder worked with a Calendar Committee 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
- The calendar basically resembles the 2025-26 school year calendar in number of contact days, professional development days, staff work days, and holiday breaks
- The draft school calendar was shared with staff and parents following the presentation on April 7 and was posted on the District website for review
- Board members did not have any additional changes or comments on the calendar at this time

The motion to adopt and implement the proposed draft calendar for the 2026-27 school year, as presented, passed unanimously.



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

Chresta Brinkman made a motion and Leah Helme seconded to approve the Staff Compensation package for 2025-26, as presented, that was approved by a majority of staff that voted on May 19, 2025.

- A copy of the compensation and policy package summary presentation is included in Boardbook for review
- The Board reviewed and discussed the package with SSEA under Reports and Communications earlier in this meeting
- Katy Lee - I still have a concern about Fund Balance at 22% but I am willing to support our staff with this package. I would like to move to more equitable contributions for insurance in the future.
- Kevin Callahan - We need to have equity in the insurance contributions for staff. I am excited for the insurance committee to review these options. Thank you for explaining why the negotiations process has changed over the last few years.

The motion to approve the Staff Compensation package for 2025-26, as presented, that was approved by a majority of staff that voted on May 19, 2025, passed unanimously.

10. Executive Limitations Policy Review

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

- EL-1: Global Executive Constraint - bring forward for second reading and adoption of revisions June 2
- EL-2: Emergency District Superintendent Succession - bring forward for second reading and adoption of revisions June 2
- EL-3: Development of Administration Policy - New policy - bring forward for second reading and adoption of new policy June 2
- EL-4: Communication and Counsel to the Board -bring forward for second reading and adoption of revisions June 2
- EL-5: Commitment to Accomplishment and Accountability (fka Staff Compensation) - New policy - bring forward for second reading and adoption of new policy June 2
- EL-6: Educational Program- New policy - bring forward for second reading and adoption of new policy June 2
- EL-7: Instructional Materials Selection and Adoption (fka Treatment of Students, Parents, and Community) - New policy - bring forward for second reading and adoption of new policy June 2
- EL-8: School Year Calendar - further review required; Katy Lee and Kevin Callahan may have revisions available for review on June 2
- EL-9: Treatment of Students, Parents, and Community (fka EL-7) - bring forward for second reading and adoption of revisions June 2
- EL-10: Student Conduct, Discipline, and Attendance - New policy - bring forward for second reading and adoption of new policy June 2
- EL-11: School Safety (fka Budgeting) - New policy - bring forward for second reading and adoption of new policy June 2
- EL-12: Staff Treatment (fka EL-8: Staff Hiring and Treatment) - bring forward for second reading and adoption of revisions June 2
- EL-13: Staff Compensation (fka EL-5) - bring forward for second reading and adoption of revisions June 2
- EL-14: Staff Evaluation- New policy - bring forward for second reading and adoption of new policy June 2
- EL-15: Budgeting (fka EL-11) - bring forward for second reading and adoption of revisions June 2
- EL-16: Financial Administration (fka EL-12: Financial Management) - bring forward for second reading and adoption of revisions June 2
- EL-17: Asset Protection (fka EL-9) - bring forward for second reading and adoption of revisions June 2

11. Board Member Updates/Comments/Debrief

Kevin Callahan

- Attended Coffee with the Board event with Leah Helme
- Attended the SGS Casino night - creative ways to use math

Chresta Brinkman

- Attended boys and girls lacrosse games and playoff games
- Attended SCE and SSHA PIC meetings
- Attended the SCE Art Show
- Attended SSMS track meet
- SSHA After Prom decorations - thank you so much to the After Prom Committee and volunteers who make this safe, special event possible
- Attended Bargaining Meetings

For our two phenomenal high schools:

Dear Class of 2025,

On behalf of the Board of Education, congratulations on reaching this incredible milestone. You've already shown resilience, adaptability, and determination- qualities that will carry you far in life. As you step into the next chapter, remember: as you know your future is not just something that happens because you are already change makers - it's something you create. Dream big, work



hard, and never stop believing in the power of your potential. We are proud of you. Go forward and make your mark on the world!
With pride and hope, The Board of Education

Leah Helme

- CASB Legislative wrap up is scheduled for May 22
- Attended Coffee with the Board with Kevin
- Attended the YVHS dinner at CMC
- Attended Wellness Conference
- August 26 is the CASB Regional Meeting - board members can sign up to attend

Lara Craig

- Attended DAC meeting
- Attended a Craig Scheckman workshop on collaboration - great to connect with people in our community

Katy Lee

- Worked with the After Prom committee - thank you to the football players that helped with the tear down
- SSHS had a Spring Fest two nights - students wrote and presented their own shows

12. 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
- Lara Craig - Are we going to talk about Gifted Talented? Dr. Wicks - I will be attending the GEAC meeting this week and will have an update at the next Board meeting
- June 2 - add a Board Recruitment event at 4 pm
- Housing Update - may have an update on the process on June 16

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

13. Adjourn

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 7:22 pm.

Board of Education Business Meeting minutes for May 19, 2025 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on June 2, 2025:

=====
Katy Lee, President

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

**AGENDA ITEM
REPORTS & COMMUNICATIONS**

Reports & Communications

- Celebrations SSSD - Superintendent Dr. Celine Wicks
- Yampa Valley Housing Authority - Cottonwoods - YVHA Alyssa Cartmill and Araceli Googins
- Craig Housing Opportunity - Shannon Scott, Economic Development Manager - City of Craig
- FY26 Budget - Public Hearing - Director of Finance and Operations Stephanie Juneau

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

The Cottonwoods at Mid Valley

A place to land

Alyssa Cartmill, Sales and Asset Manager, YVHA

Araceli Googins, Housing Navigator, YVHA

June 2, 2025

Agenda

The Cottonwoods at Mid Valley

Eligibility and qualifications

The path to homeownership

A PLACE TO LAND

Imagine owning a home in one of Colorado's most iconic mountain communities, designed specifically for those who have helped shape Steamboat Springs into the place it is today. The Cottonwoods at Mid Valley offers a rare and exciting chance to secure your future, build equity, and invest in your family's well-being.



The Cottonwoods at Mid Valley

Live where you work



Types of units: 86 one-, two-, and three-bedroom condos

Features: Each unit features a private balcony, covered parking, and dedicated gear storage

Location: Ideally situated on the Core Trail, with easy access to the Yampa River

Access to services and shops: These homes are minutes from local shops and the Steamboat Ski Area, easily reached by free bus, bike, or on foot

UNIT AMENITIES

The Cottonwoods is where modern mountain living meets sophisticated design. Every home is designed for comfort, sustainability, and lasting value.

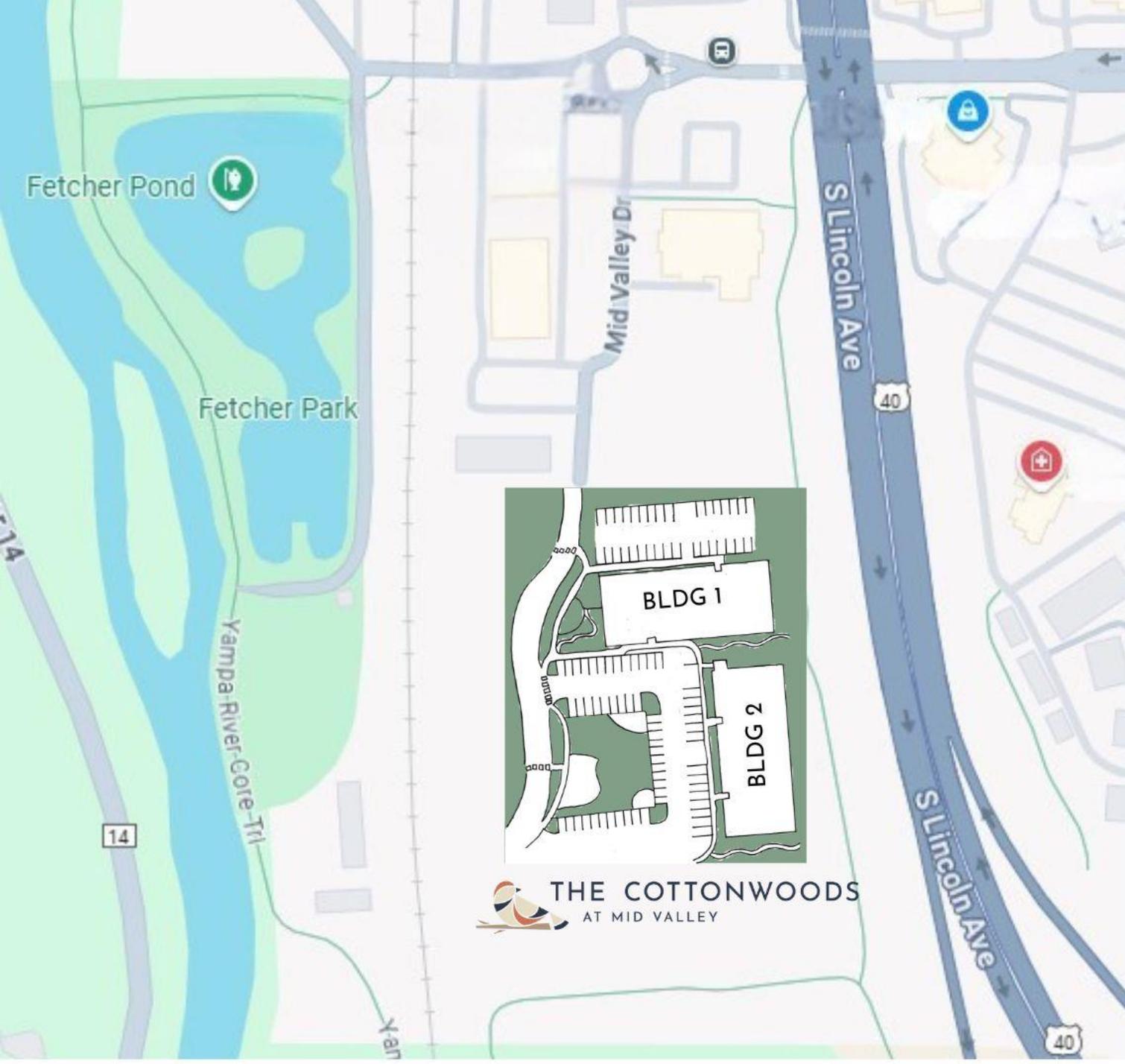


- SPACIOUS OPEN LAYOUTS
- SLEEK STONE COUNTERTOPS
- RICH WOOD CABINETS
- 9FT CEILINGS
- PRIVATE BALCONY
- ENERGY STAR-CERTIFIED STAINLESS STEEL APPLIANCES
- IN UNIT WASHER AND DRYER
- HEATED UNDERGROUND PARKING OR COVERED PARKING
- ACCESS TO GEAR STORAGE

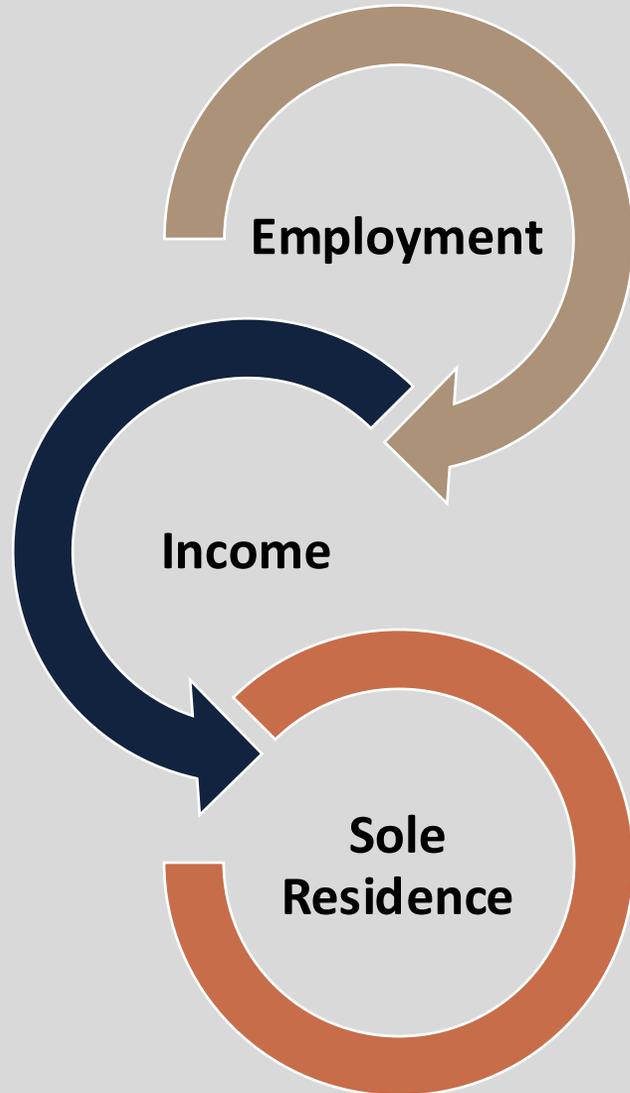
AREA AMENITIES

Experience exceptional nearby amenities that blend recreation, convenience, and natural beauty. Perfectly positioned for effortless access to everything Steamboat Springs has to offer.

- CORE TRAIL & YAMPA RIVER ACCESS
- EV CHARGING
- PLAYGROUND
- DOG PARK
- PICNIC AREA AND GREENSPACES
- SHORT BUS RIDE TO THE SKI AREA
- 1.6 MILES TO DOWNTOWN STEAMBOAT SPRINGS
- CLOSE TO SHOPPING AND DINING



Eligibility requirements limit purchase to workers and retirees in Routt County



Employment

- One of the applicants in the household must **work or have worked for a Routt County employer**

Income

- Applicant **income must not exceed 140%** of Area Median Income (AMI)

Sole Residence

- Applicant must intend to **live in unit full time** and **cannot own another property** (home, condo, or mobile home) **in Colorado**



The Cottonwoods enables renters to become buyers

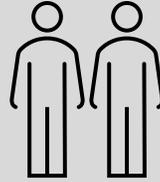
Each financial situation is unique; easier for households of two or more



\$127k

maximum income/yr

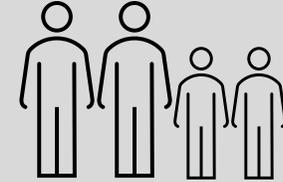
- 1BR
- One-person household
- First step: meet with lender



\$145k

maximum income/yr

- 2BR
- Two-person household
- First step: meet with lender



\$182k

maximum income/yr

- 2BR or 3BR
- Four-person household
- First step: meet with lender





THE PATH TO HOMEOWNERSHIP



Interested? What should you do next?

Meet with a lender

Sign up for the YVHA
newsletter



Appendix



THE NEST

1 BED/1 BATH
665 SQ. FT



THE GLADE

2 BED/2 BATH
983 SQ. FT



THE PERCH

2 BED/2 BATH
947 SQ. FT





THE EYRIE

2 BED/2 BATH
907 SQ. FT



THE HAVEN

3 BED/2 BATH
1129 SQ. FT



Market rate vs deed restricted housing

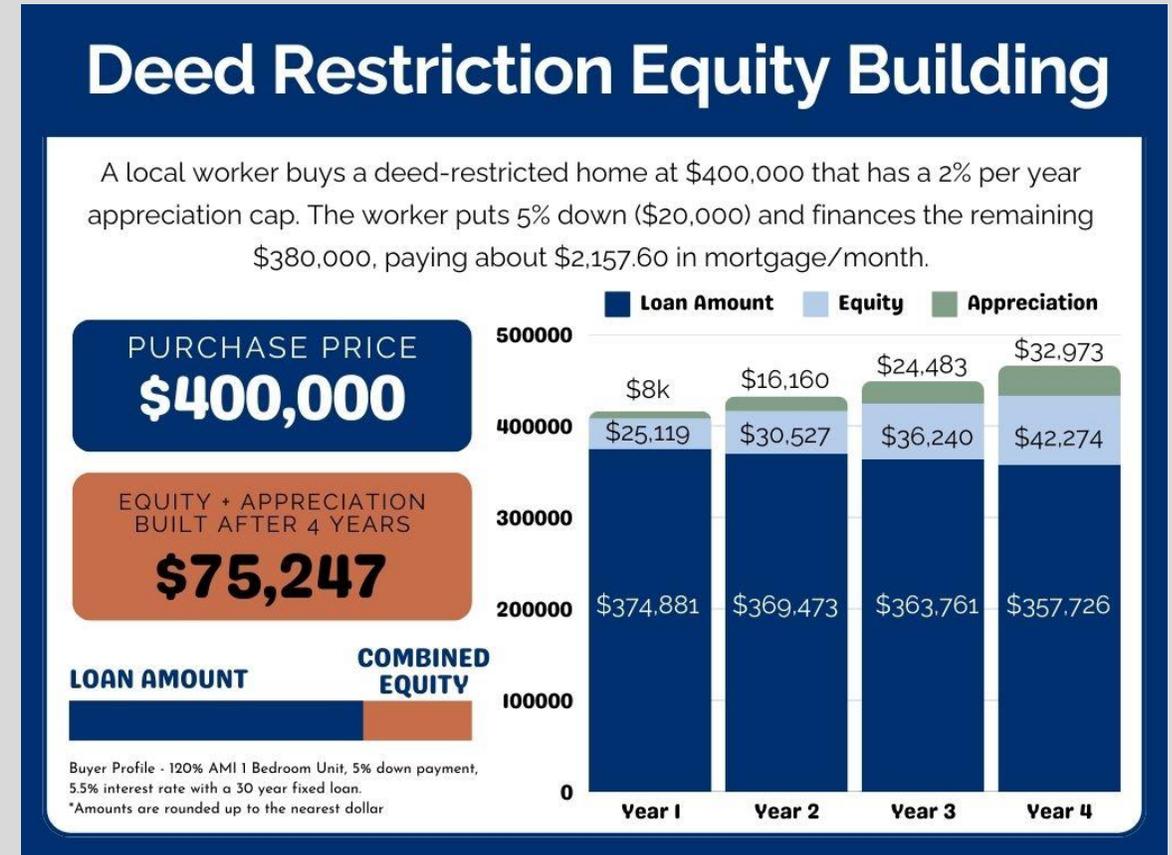
Differ primarily in how they are priced, who can buy, and who can occupy them

	Market Rate	Deed-Restricted
Pricing	Determined by market	Intentionally kept below market rate value
Eligibility	Anyone who can afford it	Buyers must meet specific criteria
Appreciation	Full market value	Resale price capped
Purpose	Maximize investment	Increase availability, affordability, mobility, and stability of local workforce and retirees

Deed Restrictions create equity, stability, and mobility

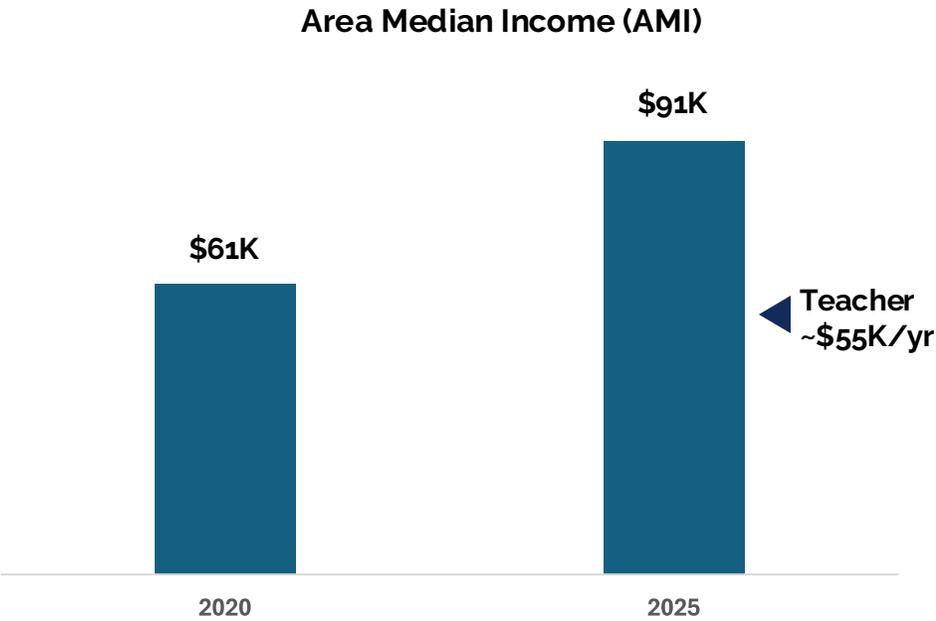
Deed restrictions

- create **long-term affordability**
- keep homes **dedicated to the workforce and local retirees**
- promote **first-time home ownership**
- build **equity**
- create **stability and mobility**



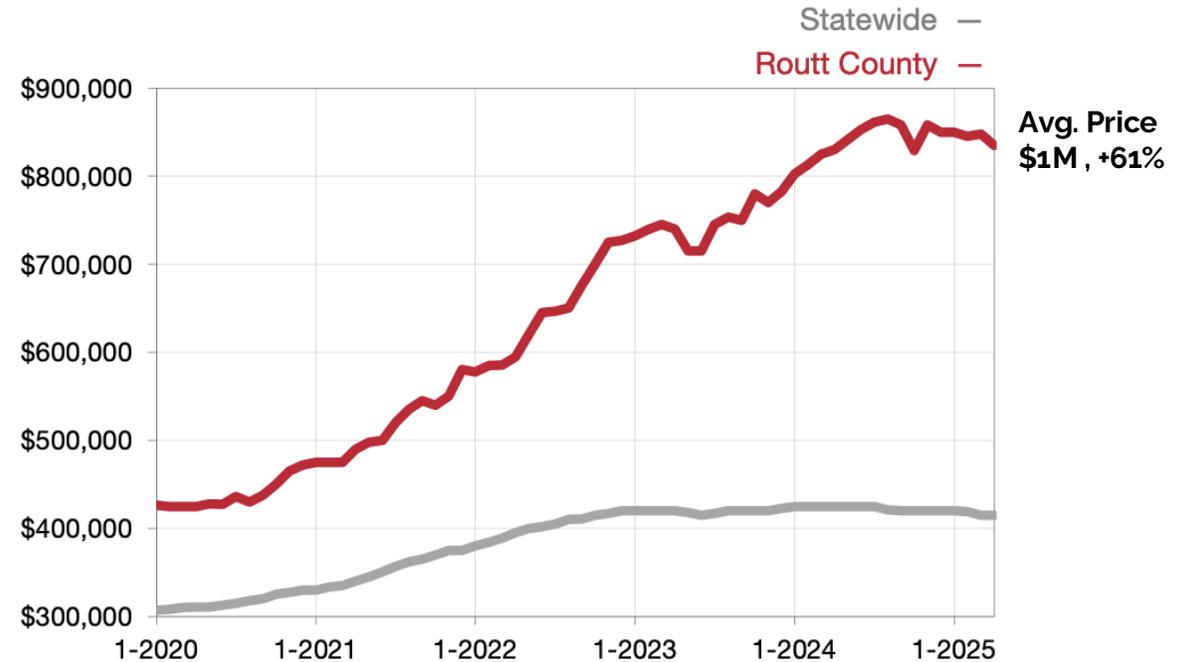
Wages have not kept up with the increase in Area Median Income (AMI) or the cost of housing

Since 2020, AMI increased ~50%, while earned wages (W2 income) increased 17%



Data for Routt County.
Source: CHFA 2025 Income Limit & Maximum Rent Tables. More at: www.chfainfo.com

Over the same time, the average price of a townhouse/condo increased 61% to ~\$1M

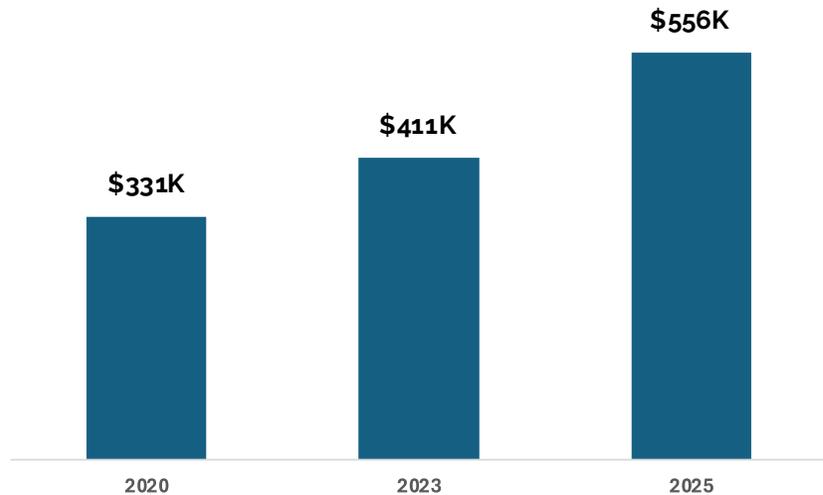


Data for Routt County. Median sales price – townhouse/condo. Rolling 12-month calculation.
Source: All data from the multiple listing services in the state of Colorado. Report © 2025
ShowingTime Plus, LLC. Current as of May 5, 2025.

What makes affordable homeownership hard to deliver?

High cost to develop

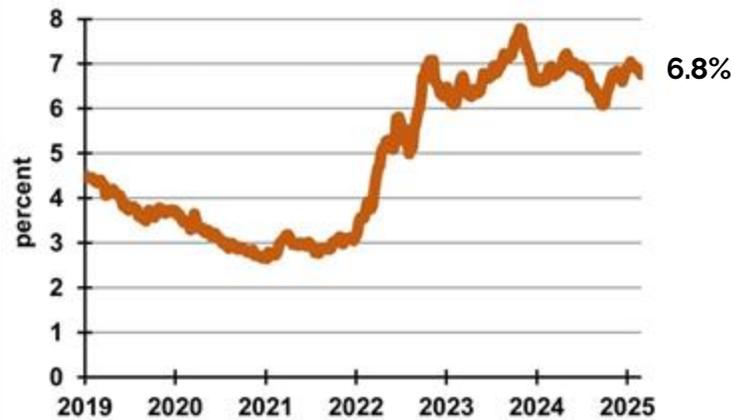
Average Cost / Unit



Source: YVHA historic development costs (Alpenglow Village 2020, Anglers Four Hundred 2023, The Cottonwoods 2025)

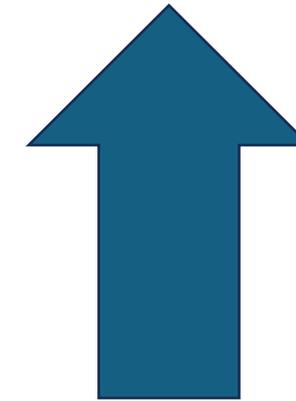
High interest rates

Mortgage Rates
30-year fixed



Source: Talk Markets, Housing Market Forecast 2025-26: Interest Rates Keep Construction Flat. March 7, 2025.

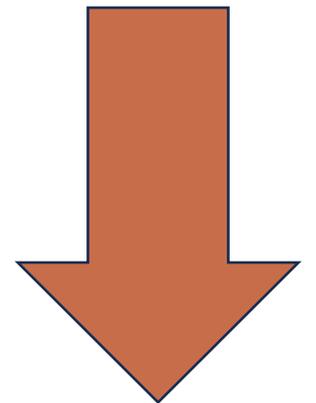
Increasing feasibility gap



Development costs

Interest rates

Reduced buying power



Craig 8th St. Townhomes



Units Available/Pricing

- 12 - 2 bed/2bath: 1,152 sq. ft.
- 6 - 3 bed/2 bath: 1,368 sq. ft.
- 2 bedroom: \$235,000
- 3 bedroom: \$275,000
- AMI restricted 80-140% AMI

Amenities

- Covered front porch
- Fenced backyard
- Landscaping
- 2 covered carports per unit
- Conduit for EV charger or heater block
- Fiber optic cable to each unit
- Energy efficient appliances
- Near downtown/amenities and schools
- Low maintenance



AMI Limits

Moffat County CHFA AMI 2025						
HH Size	1 person	2 person	3 person	4 person	5 person	6 person
140%	\$ 99,960	\$ 114,240	\$ 128,520	\$ 142,800	\$ 154,280	\$ 165,760
120%	\$ 85,680	\$ 97,920	\$ 110,160	\$ 122,400	\$ 132,240	\$ 142,080
100%	\$ 71,400	\$ 81,600	\$ 91,800	\$ 102,000	\$ 110,200	\$ 118,400
80%	\$ 57,120	\$ 65,280	\$ 73,440	\$ 81,600	\$ 88,160	\$ 94,720

HOA Fees

\$175/mo.

Operational Costs to Include:

- Landscaping
- Electricity to Carports
- Irrigation
- Snow Removal
- Asphalt Repairs

Reserve Fund to Include:

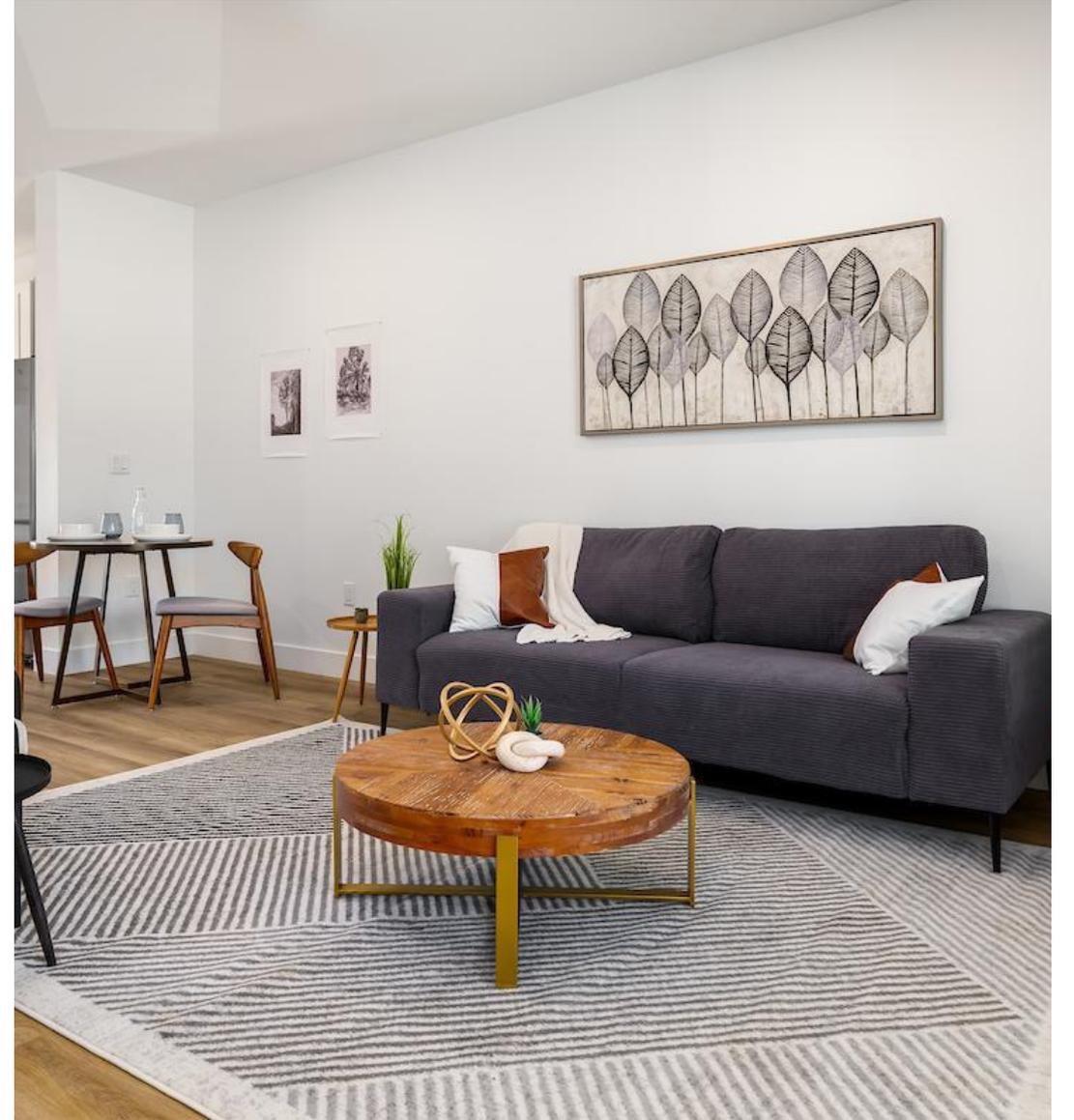
- Roof Replacement
- Painting
- Concrete Repairs
- Siding Repairs



Incentives Available

- Introductory mortgage rate as low as 4.625% for qualified buyers
- HOA fees may be waived for qualified buyers for six months
- Down payment assistance









Listing Broker Information



Stacey Mathers

Broker/Owner

Cornerstone Realty, LTD

508 Yampa Ave Craig, CO 81625

O: 1-970-824-4455

C: 1-970-326-7581

Email: stacey@staceymathers.com

Sari Cobb

Broker/Owner

Cornerstone Realty, LTD

O: 970-824-4455

C: 970-629-9876

Email: sari@saricobb.com

Chuck Cobb

Broker Associate

Cornerstone Realty, LTD

O: 970-824-4455

C: 970-629-9397

Email: chuck@chuckcobb.net

Lender Information

Desiree Hope

Loan Officer & Loan Originator, Bank of Colorado

O: 970-824-9421

C: 970-326-3425

Email: Desiree.hope@bankofcolorado.com

Mary Beth Anders

Mortgage Loan Originator, Yampa Valley Bank

O: 970-824-0412

Email: manders@yampavalleybank.com

Kathryn Pederson

Originating Branch Manager, CrossCountry Mortgage,
LLC

O: 970-761-2245

Email: Kathryn.Pederson@ccm.com

Thank You!

Shannon Scott

Craig Economic Development Manager

O: 970-826-2020

C: 806-773-4595

Email: sscott@cityofcraig.org

Website:

<https://www.craighousingauthority.com/>



CRAIG

EST. 2022

A PLACE TO CALL HOME.

STEAMBOAT SPRINGS SCHOOL DISTRICT

Fiscal Year 2026 Budget



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

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



STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2

Phone: 970-871-3199
Fax: 970-879-3943

Stephanie Juneau
sjuneau@ssk12.org
Director of Finance and Operations

325 7th Street
Steamboat Springs, CO 80487

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 \$2,139,951 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

Fiscal Year 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

General Fund

Revenue

Budgeted General Fund revenue is anticipated to decrease by \$7,774 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	21,950,047	134,553	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	5,762,899	107,243	EFB increase
Transfers to other Funds	0	(16,000)	(16,000)	Cap Reserve Transfer
	48,633,619	48,625,845	(7,774)	

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 \$582,126 reduction in these state grants 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 \$107,243 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 \$950,295 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 \$16,000 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 \$1,179,097 from the FY25 budgeted amount of \$49,586,699, representing a 2.4% increase.

	FY25 Budget	FY26 Budget	Variance	Comment
Salaries	\$29,221,402	30,089,966	868,564	Increase to salary schedules
Benefits	\$11,175,143	11,840,241	665,098	Contribution to health insurance
Purchased Services	\$5,305,382	5,121,490	(183,892)	Reduction of grant expenses
Supplies	\$3,679,982	3,508,918	(171,064)	Reduction of grant expenses
C.O.P.	\$204,791	\$205,181	390	Nominal change
	\$49,586,699	\$50,765,797	1,179,097	

Salaries and Benefits

Payroll expenses are budgeted at 82.6% 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
- 1 less classroom teacher at Soda Creek Elementary and 2 fewer classroom teachers 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 independent contractors to hired employees:

- 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 \$183,892 to match a reduction in state grant funding previously supporting these expenses.

Supplies are budgeted to decrease by \$171,064 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 \$2,139,951, causing General Fund balance to reduce to \$11,152,504 at FYE26, equivalent to 22% of budgeted expenditures. This is a decrease from the forecasted 27.2% 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.

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 \$399,515, which is 32.7% 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 \$7,602,286 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 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 \$821,092 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

Fiscal Year 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

APPROPRIATION RESOLUTION

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

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

BE IT RESOLVED, by the Board of Education of Steamboat Springs School District No. RE-2 in Routt County, that the amounts shown in the following schedule be appropriated to each fund as specified in the “Adopted Budget” for the ensuing fiscal year beginning July 1, 2025, and ending June 30, 2026.

<u>FUND</u>	<u>APPROPRIATION</u>
General Fund	\$ 61,918,301
Special Revenue Funds:	
Food Service Fund	1,618,531
Bond Redemption Fund	15,702,286
Capital Reserve Fund	55,064
Capital Projects Fund	6,722,233
Internal Service Fund	
Health Insurance Fund	7,075,138
Student Activity Fund	2,160,897
TOTAL APPROPRIATION	\$ <u>95,252,450</u>

President of the Board

Date

STEAMBOAT SPRINGS SCHOOL DISTRICT RE-2
RESOLUTION NUMBER 2025-06-02
A Resolution of the Board of Education of the
Steamboat Springs School District RE-2
Authorizing the Use of a Portion of
Beginning Fund Balance as Authorized by Colorado Statutes

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

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

WHEREAS, the Board of Education has determined the beginning fund balance in the Food Service Fund, Building Fund, and Capital Projects Fund are each sufficient to allow for one-time expenditures.

NOW, THEREFORE, BE IT RESOLVED:

In accordance with C.R.S. 22-44-105, the Board of Education authorizes the use of a portion of the fiscal year 2024-2025 Beginning Fund Balance for the following funds:

- **General Fund**, in the amount of **\$2,139,951**, for the purpose of funding salaries and benefits.
- **Food Service Fund**, in the amount of **\$169,030**, for the purpose of providing a Federal National School Lunch program during a year in which salary and benefit costs are increasing.
- **Bond Fund**, in the amount **\$45,125**, for the purpose of repaying debt with surplus funds accrued in previous years.
- **Capital Reserve Fund**, in the amount of **\$38,641**, for the purpose of replacing copy machines.
- **Health Fund**, in the amount of **\$449,296**, for the purpose of funding health insurance claims using surplus funds accrued in previous years.

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

President of the Board

Date

**STEAMBOAT SPRINGS SCHOOL DISTRICT
SUMMARY ALL FUNDS
FISCAL YEAR 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 June 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	\$21,950,047	\$709,986							\$22,660,033	\$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	\$5,762,899	\$35,000			\$423	\$1,700,000	\$6,625,842	\$1,500,000	\$15,624,164	\$14,191,656
Transfer in (out)	(\$16,000)				\$16,000				\$0	\$0
Total Revenue	\$48,625,845	\$1,049,986	\$8,100,000	\$0	\$16,423	\$3,750,000	\$6,625,842	\$1,500,000	\$69,668,096	\$69,638,328
Expenditures:										
Salaries	\$30,089,966	\$465,531							\$30,555,497	\$29,643,919
Benefits	\$11,840,241	\$220,485							\$12,060,726	\$11,371,382
Purchased services	\$5,121,490	\$433,000	\$1,850			\$5,000	\$7,075,138		\$12,636,478	\$12,881,382
Supplies and equipment	\$3,508,918	\$100,000						\$1,500,000	\$5,108,918	\$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	\$50,765,797	\$1,219,016	\$8,145,125	\$0	\$55,064	\$2,928,908	\$7,075,138	\$1,500,000	\$71,689,048	\$72,712,770
Net Income (Loss)	(\$2,139,951)	(\$169,030)	(\$45,125)	\$0	(\$38,641)	\$821,092	(\$449,296)	\$0	(\$2,020,951)	(\$3,074,442)
Beginning Fund Balance	\$13,292,455	\$568,545	\$7,602,286	\$0	\$38,641	\$2,972,234	\$449,296	\$660,897	\$25,584,354	\$25,663,998
Ending Fund Balance	\$11,152,504	\$399,515	\$7,557,161	\$0	\$0	\$3,793,325	\$0	\$660,897	\$23,563,403	\$22,589,556
Appropriation	\$61,918,301	\$1,618,531	\$15,702,286	\$0	\$55,064	\$6,722,233	\$7,075,138	\$2,160,897	\$95,252,450	\$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>June Budget</u>	FY26 Budget vs FY25 Final Budget	Percent Variance
Beginning Fund Balance	\$10,061,747	\$13,449,733	\$13,449,733	\$13,292,455	(\$157,278)	-1.2%
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	\$21,950,047	\$134,553	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	\$5,762,899	\$107,243	1.9%
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>\$48,625,845</u>	<u>(\$7,774)</u>	<u>0.0%</u>
Funds Available	<u>\$55,815,099</u>	<u>\$62,083,352</u>	<u>\$62,083,352</u>	<u>\$61,918,301</u>	<u>(\$165,051)</u>	<u>-0.3%</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	\$19,501	\$354	1.8%
Expenditures:						
Salaries	\$24,912,102	\$29,221,402	\$28,783,081	\$30,089,966	\$868,564	3.0%
Benefits	\$9,505,030	\$11,175,143	\$11,007,516	\$11,840,241	\$665,098	6.0%
Purchased Services	\$4,464,964	\$5,305,382	\$5,152,328	\$5,121,490	(\$183,892)	-3.5%
Supplies	\$3,279,731	\$3,679,982	\$3,643,181	\$3,508,918	(\$171,064)	-4.6%
C.O.P.	\$203,538	\$204,791	\$204,791	\$205,181	\$391	0.2%
Total expenditures	<u>\$42,365,366</u>	<u>\$49,586,699</u>	<u>\$48,790,897</u>	<u>\$50,765,797</u>	<u>\$1,179,097</u>	<u>2.4%</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	\$19,209	\$20,359	\$837	4.3%
Surplus/(Deficit)	\$3,387,986	(\$953,080)	(\$157,278)	(\$2,139,951)	(\$1,186,871)	124.5%
Appropriated Reserve	\$13,449,733	\$12,496,653	\$13,292,455	\$11,152,504	(\$1,344,148)	-10.8%
Appropriation		<u>\$62,083,352</u>		<u>\$61,918,301</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%	27.2%	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>June Budget</u>	<u>FY26 Budget vs FY25 Budget</u>	<u>Percent Variance</u>
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>June 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 June 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>June 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>June Budget</u>	<u>FY26 Budget vs FY25 Budget</u>	<u>Percent 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>June 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>June 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%

FY2025-2026 UNIFORM BUDGET

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 16, 2025											
Budgeted Pupil Count: 2,493.5		Object Source	10 General Fund	11 Charter School Fund	21 Food Service	23 Pupil Activity	31 Bond Redemption	43 Capital Reserve	46 Capital Projects Fund	64 Health Fund	TOTAL
Beginning Fund Balance (Includes All Reserves)			13,292,455	752,544	568,545	660,897	7,602,286	38,641	2,972,234	449,296	26,336,898
Revenues											
Local Sources	1000 -	26,948,084	741,184	35,000	1,500,000	8,100,000	424	3,750,000	6,625,842		47,700,533
Intermediate Sources	2000 -	4,761	-	-	-	-	-	-	-	-	4,761
State Sources	3000 -	21,950,047	280,478	709,986	-	-	-	-	-	-	22,940,512
Federal Sources	4000 -	950,295	15,000	305,000	-	-	-	-	-	-	1,270,295
Total Revenues			49,853,187	1,036,663	1,049,986	1,500,000	8,100,000	424	3,750,000	6,625,842	71,916,101
Total Beginning Fund Balance and Reserves			63,145,642	1,789,207	1,618,531	2,160,897	15,702,286	39,065	6,722,234	7,075,138	98,252,999
Total Allocations To/From Other Funds	5600,5700, 5800	(1,227,342)	1,211,342	-	-	-	16,000	-	-	-	-
Transfers To/From Other Funds	5200 -	-	-	-	-	-	-	-	-	-	-
Other Sources	5100,5400, 5500,5900, 5990, 5991	-	-	-	-	-	-	-	-	-	-
Available Beginning Fund Balance & Revenues (Plus Or Minus (If Revenue) Allocations And Transfers)			61,918,300	3,000,549	1,618,531	2,160,897	15,702,286	55,065	6,722,234	7,075,138	98,252,999
Expenditures											
Instruction - Program 0010 to 2099											
Salaries	0100	18,653,079	854,354	-	-	-	-	-	-	-	19,507,433
Employee Benefits, including object 0280	0200	7,425,784	331,139	-	-	-	-	-	-	-	7,756,923
Purchased Services	0300,0400, 0500	1,411,710	88,896	-	-	-	-	-	-	-	1,500,606
Supplies and Materials	0600	550,745	32,000	-	-	-	-	-	-	-	582,745
Property	0700	-	-	-	-	-	55,065	-	-	-	55,065
Other	0800, 0900	179,150	9,750	-	1,500,000	-	-	-	-	-	1,688,900
Total Instruction			28,220,469	1,316,139	-	1,500,000	-	55,065	-	-	31,091,672
Supporting Services											
Students - Program 2100											
Salaries	0100	2,692,711	101,706	-	-	-	-	-	-	-	2,794,417
Employee Benefits, including object 0280	0200	1,127,154	25,041	-	-	-	-	-	-	-	1,152,194
Purchased Services	0300,0400, 0500	259,034	6,687	-	-	-	-	-	-	-	265,721
Supplies and Materials	0600	31,848	392	-	-	-	-	-	-	-	32,240
Property	0700	-	-	-	-	-	-	-	-	-	-
Other	0800, 0900	-	-	-	-	-	-	-	-	-	-
Total Students			4,110,747	133,826	-	-	-	-	-	-	4,244,573

FY2025-2026 UNIFORM BUDGET

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 16, 2025										
Budgeted Pupil Count: 2,493.5	Object Source	10 General Fund	11 Charter School Fund	21 Food Service	23 Pupil Activity	31 Bond Redemption	43 Capital Reserve	46 Capital Projects Fund	64 Health Fund	TOTAL
Instructional Staff - Program 2200										
Salaries	0100	1,903,575	-	-	-	-	-	-	-	1,903,575
Employee Benefits, including object 0280	0200	672,051	-	-	-	-	-	-	-	672,051
Purchased Services	0300,0400,									
	0500	290,251	3,300	-	-	-	-	-	-	293,551
Supplies and Materials	0600	566,584	-	-	-	-	-	-	-	566,584
Property	0700	-	-	-	-	-	-	-	-	-
Other	0800, 0900	-	-	-	-	-	-	-	-	-
Total Instructional Staff		3,432,461	3,300	-	-	-	-	-	-	3,435,761
General Administration - Program 2300, including Program 2303 and 2304										
Salaries	0100	498,354	-	-	-	-	-	-	-	498,354
Employee Benefits, including object 0280	0200	158,384	-	-	-	-	-	-	-	158,384
Purchased Services	0300,0400,									
	0500	325,730	5,000	-	-	-	-	-	-	330,730
Supplies and Materials	0600	30,750	-	-	-	-	-	-	-	30,750
Property	0700	-	-	-	-	-	-	-	-	-
Other	0800, 0900	33,500	-	-	-	-	-	-	-	33,500
Total School Administration		1,046,718	5,000	-	-	-	-	-	-	1,051,718
School Administration - Program 2400										
Salaries	0100	2,511,686	104,500	-	-	-	-	-	-	2,616,186
Employee Benefits, including object 0280	0200	895,914	37,461	-	-	-	-	-	-	933,375
Purchased Services	0300,0400,									
	0500	7,500	33,129	-	-	-	-	-	-	40,629
Supplies and Materials	0600	89,505	21,400	-	-	-	-	-	-	110,905
Property	0700	-	-	-	-	-	-	-	-	-
Other	0800, 0900	5,950	-	-	-	-	-	-	-	5,950
Total School Administration		3,510,555	196,490	-	-	-	-	-	-	3,707,044
Business Services - Program 2500, including Program 2501										
Salaries	0100	497,124	82,500	-	-	-	-	-	-	579,624
Employee Benefits, including object 0280	0200	170,945	31,977	-	-	-	-	-	-	202,922
Purchased Services	0300,0400,									
	0500	201,400	60,567	-	-	-	-	5,000	-	266,967
Supplies and Materials	0600	4,950	-	-	-	-	-	-	-	4,950
Property	0700	-	-	-	-	-	-	-	-	-
Other	0800, 0900	-	-	-	-	-	-	-	-	-
Total Business Services		874,419	175,044	-	-	-	-	5,000	-	1,054,463
Operations and Maintenance - Program 2600										
Salaries	0100	1,187,922	-	-	-	-	-	-	-	1,187,922
Employee Benefits, including object 0280	0200	515,604	-	-	-	-	-	-	-	515,604

FY2025-2026 UNIFORM BUDGET

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 16, 2025											
Budgeted Pupil Count: 2,493.5		Object Source	10 General Fund	11 Charter School Fund	21 Food Service	23 Pupil Activity	31 Bond Redemption	43 Capital Reserve	46 Capital Projects Fund	64 Health Fund	TOTAL
Purchased Services	0300,0400,										
	0500	1,959,918	126,632	-	-	-	-	-	-	-	2,086,550
Supplies and Materials	0600	968,015	68,810	-	-	-	-	-	-	-	1,036,825
Property	0700	50,000	34,854	-	-	-	-	-	-	-	84,854
Other	0800, 0900	-	-	-	-	-	-	-	-	-	-
Total Operations and Maintenance			4,681,459	230,296	-	-	-	-	-	-	4,911,755
Student Transportation - Program 2700											
Salaries	0100	812,382	37,476	-	-	-	-	-	-	-	849,858
Employee Benefits, including object 0280	0200	388,082	20,896	-	-	-	-	-	-	-	408,979
Purchased Services	0300,0400,										
	0500	124,075	3,750	-	-	-	-	-	-	-	127,825
Supplies and Materials	0600	156,500	6,000	-	-	-	-	-	-	-	162,500
Property	0700	9,900	-	-	-	-	-	-	-	-	9,900
Other	0800, 0900	(171,900)	-	-	-	-	-	-	-	-	(171,900)
Total Student Transportation			1,319,039	68,122	-	-	-	-	-	-	1,387,161
Central Support - Program 2800, including Program 2801											
Salaries	0100	1,333,134	-	-	-	-	-	-	-	-	1,333,134
Employee Benefits, including object 0280	0200	486,322	-	-	-	-	-	-	-	-	486,322
Purchased Services	0300,0400,										
	0500	429,672	51,000	-	-	-	-	-	-	7,075,138	7,555,810
Supplies and Materials	0600	1,110,021	-	-	-	-	-	-	-	-	1,110,021
Property	0700	-	-	-	-	-	-	-	-	-	-
Other	0800, 0900	5,600	-	-	-	-	-	-	-	-	5,600
Total Central Support			3,364,749	51,000	-	-	-	-	-	7,075,138	10,490,887
Food Service Operations - Program 3100											
Salaries	0100	-	-	465,531	-	-	-	-	-	-	465,531
Employee Benefits, including object 0280	0200	-	-	220,485	-	-	-	-	-	-	220,485
Purchased Services	0300,0400,										
	0500	-	-	433,000	-	-	-	-	-	-	433,000
Supplies and Materials	0600	-	-	50,000	-	-	-	-	-	-	50,000
Property	0700	-	-	50,000	-	-	-	-	-	-	50,000
Other	0800, 0900	-	-	-	-	-	-	-	-	-	-
Total Other Support			-	-	1,219,016	-	-	-	-	-	1,219,016
Total Supporting Services			22,340,147	863,078	1,219,016	-	-	-	5,000	7,075,138	31,502,378

FY2025-2026 UNIFORM BUDGET

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 16, 2025 Budgeted Pupil Count: 2,493.5		Object Source	10 General Fund	11 Charter School Fund	21 Food Service	23 Pupil Activity	31 Bond Redemption	43 Capital Reserve	46 Capital Projects Fund	64 Health Fund	TOTAL
Property - Program 4000											
Salaries	0100	-	-	-	-	-	-	-	-	-	-
Employee Benefits, including object 0280	0200	-	-	-	-	-	-	-	-	-	-
Purchased Services	0300,0400,0500	-	-	-	-	-	-	-	-	-	-
Supplies and Materials	0600	-	68,791	-	-	-	-	-	-	-	68,791
Property	0700	-	-	-	-	-	-	2,923,908	-	-	2,923,908
Other	0800, 0900	-	-	-	-	-	-	-	-	-	-
Total Property		-	68,791	-	-	-	-	2,923,908	-	-	2,992,699
Other Uses - Program 5000s - including Transfers Out and/or Allocations Out as an expenditure											
Salaries	0100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Employee Benefits, including object 0280	0200	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Purchased Services	0300,0400,0500	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Supplies and Materials	0600	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Property	0700	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-
Other	0800, 0900	205,181	-	-	-	8,145,125	-	-	-	-	8,350,306
Total Other Uses		205,181	-	-	-	8,145,125	-	-	-	-	8,350,306
Total Expenditures		50,765,797	2,248,008	1,219,016	1,500,000	8,145,125	55,065	2,928,908	7,075,138	-	73,937,056
APPROPRIATED RESERVES											
Other Reserved Fund Balance (9900)	0840	-	-	-	-	-	-	-	-	-	-
Other Restricted Reserves (932X)	0840	-	-	-	-	-	-	-	-	-	-
Reserved Fund Balance (9100)	0840	-	-	-	-	-	-	-	-	-	-
District Emergency Reserve (9315)	0840	-	-	-	-	-	-	-	-	-	-
Reserve for TABOR 3% (9321)	0840	-	-	-	-	-	-	-	-	-	-
Reserve for TABOR - Multi-Year Obligations (9322)	0840	-	-	-	-	-	-	-	-	-	-
Total Reserves		-	-	-	-	-	-	-	-	-	-
Total Expenditures and Reserves		50,765,797	2,248,008	1,219,016	1,500,000	8,145,125	55,065	2,928,908	7,075,138	-	73,937,056

FY2025-2026 UNIFORM BUDGET

Steamboat Springs School District District Code: 2770 Adopted Budget Adopted: June 16, 2025										
Budgeted Pupil Count: 2,493.5 Object Source	10 General Fund	11 Charter School Fund	21 Food Service	23 Pupil Activity	31 Bond Redemption	43 Capital Reserve	46 Capital Projects Fund	64 Health Fund	TOTAL	
BUDGETED ENDING FUND BALANCE										
Non-spendable fund balance (9900)	6710 79,642	-	-	-	-	-	-	-	79,642	
Restricted fund balance (9900)	6720 -	29,716	-	-	7,557,161	-	-	-	7,586,877	
TABOR 3% emergency reserve (9321)	6721 1,496,043	58,056	-	-	-	-	-	-	1,554,100	
TABOR multi year obligations (9322)	6722 -	-	-	-	-	-	-	-	-	
District emergency reserve (letter of credit or real estate) (9323)	6723 -	-	-	-	-	-	-	-	-	
Colorado Preschool Program (CPP) (9324)	6724 -	-	-	-	-	-	-	-	-	
Risk-related / restricted capital reserve (9326)	6726 -	-	-	-	-	-	-	-	-	
BEST capital renewal reserve (9327)	6727 -	110,233	-	-	-	-	-	-	110,233	
Total program reserve (9328)	6728 -	-	-	-	-	-	-	-	-	
Committed fund balance (9900)	6750 -	-	-	-	-	-	-	-	-	
Committed fund balance (15% limit) (9200)	6750 -	-	-	-	-	-	-	-	-	
Assigned fund balance (9900)	6760 -	-	399,515	660,897	-	-	3,793,326	-	4,853,738	
Unassigned fund balance (9900)	6770 9,576,817	554,536	-	-	-	-	-	-	10,131,353	
Net investment in capital assets (9900)	6790 -	-	-	-	-	-	-	-	-	
Restricted net position (9900)	6791 -	-	-	-	-	-	-	-	-	
Unrestricted net position (9900)	6792 -	-	-	-	-	-	-	-	-	
Total Ending Fund Balance	11,152,502	752,542	399,515	660,897	7,557,161	-	3,793,326	-	24,315,943	
Total Available Beginning Fund Balance & Revenues Less Total Expenditures & Reserves Less Ending Fund Balance (Shall Equal Zero (0))	0	(0)	-	-	-	-	-	-	(0)	
Use of a portion of beginning fund balance resolution required?	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes	

STEAMBOAT SPRINGS SCHOOL DISTRICT

Fiscal Year 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

June FY26 Budget FTEs		Preschool				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
Soda Creek	343.00	18.00	6.00		3.00	4.00	6.00	2.00	0.50	4.00	2.00	2.00	2.00				1.00	50.50	6.79
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	855.50	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	10.56
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	98.12	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	397.39	6.07
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
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 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
Soda Creek	-16.00	-1.00	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	-2.00	-0.05
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	-13.00	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	0.34
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	(3.00)	(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	(9.50)	0.10

STEAMBOAT SPRINGS SCHOOL DISTRICT

Fiscal Year 2026 Budget



**Where all students will become global thinkers, engaged community members,
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career-connected learning.**

SALARY SCHEDULES

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

Fiscal Year 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

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

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:	June 2, 2025
Agenda Item:	<p>Second Reading and Consideration of Adoption of Revisions to Board Executive Limitations Policies:</p> <ul style="list-style-type: none"> ● EL-1: Global Executive Constraint ● EL-2: Emergency District Superintendent Succession ● EL-4: Communication and Counsel to the Board ● EL-9: Treatment of Students, Parents, and Community (fka EL-7) ● EL-12: Staff Treatment (fka EL-8) ● EL-13: Staff Compensation (fka EL-5) ● EL-15: Budgeting (fka EL-11) ● EL-16: Financial Administration (fka EL-12: Financial Management) ● EL-17: Asset Protection (fka EL-9)
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 19, 2025. Policies are being revised to match CASB sample policies as reviewed at a Board workshop on April 8, 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 Executive Limitations policies, as presented.

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
Revised: November 16, 1998
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.

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~~ ~~r~~ 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~~ ~~r~~ resources, or are not disruptive;
 - b) Working with officers or committees duly charged by the Board;
 - c) Communicating with the ~~P~~ ~~r~~ ~~e~~ ~~s~~ ~~i~~ ~~d~~ ~~e~~ ~~n~~ ~~t~~ ~~and~~ ~~V~~ ~~i~~ ~~c~~ ~~e~~ ~~P~~ ~~r~~ ~~e~~ ~~s~~ ~~i~~ ~~d~~ ~~e~~ ~~n~~ ~~t~~.

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.

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.

~~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.

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 ~~e~~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 balanceItemized 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
AGENDA ITEM
SUMMARY**

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-3: Development of Administration 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 of the new policy took place on May 19, 2025. The previous Board policy EL-3 had been repealed so this number was available to use at this time.
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 EL-3: Development of Administration Policy, as presented.

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.

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

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-5: Commitment to Accomplishment and Accountability
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 19, 2025. Board policy EL-5 was formerly known as Staff Compensation, which will be renumbered to EL-13 to match CASB sample policies.
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 EL-5: Commitment to Accomplishment and Accountability, as presented.

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 1998/2009)

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.

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

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-6: Educational Program
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 19, 2025. The previous Board policy EL-6 had been repealed so this number was available to use at this time.
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 EL-6: Educational Program, as presented.

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

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

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-7: Instructional Materials Selection and Adoption
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 19, 2025. Board policy EL-7 was formerly known as Treatment of Students, Parents, and Community, which will be renumbered to EL-9 to match CASB sample policies.
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 EL-7: Instructional Materials Selection and Adoption, as presented.

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

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

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-10: Student Conduct, Discipline, and Attendance
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 19, 2025. The previous Board policy EL-10 had been repealed so this number was available to use at this time.
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 EL-10: Student Conduct, Discipline and Attendance, as presented.

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

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

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-11: School Safety
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 19, 2025. Board policy EL-11 was formerly known as Budgeting, which will be renumbered to EL-15 to match CASB sample policies.
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 EL-11: School Safety, as presented.

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.

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

Meeting Date:	June 2, 2025
Agenda Item:	Second Reading and Consideration of Adoption of New Executive Limitations Policy EL-14: Staff Evaluation
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 19, 2025. Policies are being revised to match CASB sample policies as reviewed at a Board workshop on April 8, 2025.
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 EL-14: Staff Evaluation, as presented.

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.

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

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

Background Information:

- Board Member Updates
- Meeting Review