



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

Minutes
May 5, 2025
4:30 PM

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

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

1. Business Meeting - Call to Order

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

2. Pledge of Allegiance

3. Roll Call

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

4. Approval of Agenda

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

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

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

5.1 Resignations

5.2 Employment

5.3 Nonrenewal of Probationary Teacher Resolution 2025-05-01

5.4 Nonrenewal of Limited Term Contracts 2024-25

5.5 Substitute Teacher 2024-25

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

Chresta Brinkman joined the meeting at 4:34 pm.

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

Background information is provided in Boardbook under item 6.

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

Katy Lee made a motion and Leah Helme seconded to approve the minutes for the April 8, 2025 workshop, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

District Wide Celebrations - Superintendent Dr. Celine Wicks

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

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

Summer Facilities Project Update - Facilities Manager Pascal Ginesta

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

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

Emergency Operation Plan - EOP- Facilities Manager Pascal Ginesta

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

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

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

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

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

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

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

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

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

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

8. Public Comment - 6:14 pm

No public comment on non agenda items.

9. Action Item

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

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

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

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

10. Governance Process Policy Review

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

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

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

11. Board Member Updates/Comments/Debrief

Lara Craig

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

Kevin Callahan

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

Chresta Brinkman

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

Leah Helme

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

Katy Lee

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

12. Plan for future meetings

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



- CASB Annual Convention - December 11-13

Board Workshops

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

Coffee with the Board - Off the Beaten Path Bookstore

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

13. Potential Executive Session per the amended agenda

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

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

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

14. Adjourn

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

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

Minutes approved by the Board on May 19, 2025:

Katy Lee, President