



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

Minutes
May 18, 2026
4:30 PM

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

District Administration present and presenting: Superintendent Dr. Celine Wicks, Director of Teaching & Learning Dr. Tim Ridder, Director of Finance and Operations Stephanie Juneau

1. Business Meeting - Call to Order

Kevin Callahan called the business meeting to order at 4:31 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

4. Approval of Agenda

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

5. Consent Agenda Items

Background information is provided in Boardbook under item 5.

5.1 Employment

5.2 Resignations

5.3 Renewal of Special Service Providers' Contracts for the 2026-27 School Year

5.4 Nonrenewal of Classified Staff Resolution 2026-05-02

5.5 Nonrenewal of Grant Funded One Year Contracts 2026-27

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

6. Approval of Minutes- May 4, 2026 Business Meeting

Background information is provided in Boardbook under item 6.

Lara Craig made a motion and Jane Toothaker seconded to approve the minutes for the May 4, 2026 business meeting, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

Outdoor Classroom Presentation - SSMS Mrs. Kling's 6th Grade Students

- Presentation included in Boardbook for review
- Students presenting at the meeting: Kenzie Kormer, Conor Whelan, Dylan Pierce, Piper Lemmer, Henry Kasdan, Peri O'Winter, Fiona Gebauer, Caleb Fisher, and Meybeline Licon Flores
- Presented idea to construct an intentional, functional, outdoor classroom at SSMS
- SSMS Leadership Club has spent the past 2 years revamping the school's memorial garden
- In Civic studies in Humanities class, we learned that an essential responsibility of being an American citizen is finding ways to actively give back to our community
- We decided that our "Call to Action" would be to take this memorial garden revitalizing effort and expand its scope by creating a permanent, collaborative, outdoor learning space
- American Psychological Association notes that just being outside boosts mood and improves overall mental health, which is so important right now with increase in screen time, and more studies proving the benefits of getting off screens

- An outdoor classroom offers the space and medium for deeper, more collaborative, active projects
- If we build this together, every student, staff member, and community volunteer will feel connected to SSMS
- Our plan includes having a direct, immediate radio connection to the school nurse and emergency services
- No student will ever be outside when it is hailing, snowing, or during extreme cold
- We are already partnering with our PIC and community members to create and finance this project
- This year, we are focused on attaining essential outdoor classroom furniture - designing structured, durable, flexible seating for lessons
- Kevin Callahan - Thank you for your presentation and presenting your process and solution
- Kim Lemmer - What other teaching materials are you considering that can be used outside? Students - Chalkboard, rocks, and science materials
- Kim Lemmer - What are the minimum necessary furnishings? Students - 24 seats with something to write on
- Lara Craig - Amazing job presenting
- Jane Toothaker - Thank you for the presentation and talking about the challenges you are facing
- Leah Helme - Thank you for presenting; Where is the space that you are considering? Students - the memorial garden outside the 6th grade wing

Educator Pathway Update - SSSHS students Makayla Slamal, Macee Wettlaufer, Summer Johnson, and Ella DeWolfe

- Makayla - spent 1.5 hours on Tuesday and Thursday each week at SPE with Ms. Hamric's 4th grade class; worked with students in small groups with math; diagnostics showed student growth and 70% proficient by the end of the year; Ms. Hamric teaches as her authentic self and I want to be like her; I would recommend that SSSHS keeps this Introduction to Education class offering for students
- Macee - We worked with students twice a week and the time spent with them made a difference in their math scores; We went to watch their Colorado History Play and spelling bee because of the connections made in the classroom; I plan to study elementary education at the University of Arizona after taking this class
- Ella DeWolfe - I worked with Ms. Wiedel and Ms. Whitbeck; working with students in small groups helps to build confidence, responsibility, and leadership skills; learn to be flexible with all learning types
- Summer Johnson - worked with Ms. Barclay at Soda Creek; great way to foster relationships with students; students attended my lacrosse game; worked one day a week in speech pathology; this was a great experience
- Dr. Wicks - Education is a noble profession
- Lara Craig - This is a great program; thank you to Ms. Rodis and the students presenting tonight; the students and teachers benefited from this program
- Jane Toothaker - You are an inspiring group; hope that you go into education; this program offered personal growth and student growth
- Leah Helme - Great to see students being passionate about what they are learning; Career and tech education are important programs
- Kevin Callahan - I love that we are able to offer pathway programs; when you work joyously it translates well to kids
- Summer - There were a lot of spanish speaking students in the first grade class and it was amazing how much english they learned during the year; being able to provide the help that they need
- Macee - It was great being hands on and it was fun helping students
- Makayla - Finding ways to communicate with kids using things they know best to make the math connections

District Accountability Committee Update - Superintendent Dr. Celine Wicks

- DAC final meeting of the year focused on year-end celebrations, staffing and budget projections, enrollment trends, and SAC priorities across the District
- SAC representatives shared celebrations connected to student achievement, instructional improvement, arts programming, parent engagement, and school culture
- At the elementary level, schools highlighted continued growth in literacy and math, stronger PLC and data practices, increased family engagement opportunities, and creative student experiences ranging from performances and project - based learning to math clubs, career days, and community events
- Several schools also emphasized the importance of maintaining intervention and mental health supports as enrollment patterns shift
- SSMS celebrated receiving the John Irwin Award, continued growth reflected in TLCC results and strong participation in music, outdoor education, and student activities
- SSSHS shared updates related to substance abuse prevention efforts, multilingual programming, mental health and wellness initiatives, and increased parent involvement in school decision-making processes

- YVHS highlighted continued progress in project-based learning, strong student engagement in health and wellness programming, improved visibility within the community, and highly positive student feedback regarding school climate and culture
- Enrollment trends remain a significant consideration which will continue to impact staffing and budget decisions in future years
- Education Fund Board funding is currently trending down approximately five percent per month and it is important that we continue to monitor those trends carefully as we plan for future budgets
- Several SACs also raised concerns about maintaining current class sizes and preserving student programming as staffing adjustments occur
- Schools expressed appreciation for the collaborative work taking place to protect core programming, intervention supports, counseling services, and student opportunities despite tighter financial realities
- DAC recognized the tremendous work happening throughout the district and celebrated staff accomplishments, including multiple educator recognition, student achievements, and the strong partnerships between schools and families
- This was Carol Sehnert's final meeting as DAC chair; she made a point to express that this is the most high functioning DAC she has ever been a part of in all her years as an educator; a huge amount of appreciation goes out to Carol for her leadership and service to the district over the years

Housing Update - Superintendent Dr. Celine Wicks

- Housing Committee met and decided to move forward with a Request for Proposal for an Owner's Rep to help us with this project
- We are also reaching out to the other companies that submitted proposals for the project last year
- Kevin Callahan - I appreciate moving forward with finding an owner's rep and maintaining the pathway on this project
- Kim Lemmer - Did we get all the work that Rural Homes completed? Dr. Wicks - yes

2027-28 and 2028-29 School Year Calendar Drafts - Director of Teaching & Learning Dr. Tim Ridder

- Presentation is included in Boardbook for review
- Calendar drafts are included in Boardbook for review
- The calendars were developed through a collaborative committee process that included feedback from School Accountability Committees, building leadership teams, administrators, and district leadership
- Feedback on the district's current calendar structure has generally been positive, particularly regarding teacher collaboration and professional development time, transition days for kindergarten, sixth grade, and ninth grade students, and longer holiday breaks
- The committee also discussed ongoing challenges related to high school semester balance, the timing of holiday breaks, and the impact of teacher work and professional development days on families
- The proposed draft calendars largely maintain the structure used in recent years in order to provide consistency for students, staff, families, and the broader community
- Committee would like for future calendars to provide high school semesters that have similar amount of student contact days; Mid Winter Break (Blues Break) consider not tying to President's Day; increase student contact days
- Dr. Wicks - I recommend that the Board adopt 2 school calendar years
- Kim Lemmer - I would agree with adopting 2 calendars; will take longer for District to be able to make big changes to the calendars; appreciate the background on the process
- Lara Craig - I agree that adopting 2 calendars is the best; How do we balance instruction if we have a different number of days per semester? Dr. Ridder - most classes are year long classes; to end the semester in January would be a new discussion
- Kevin Callahan - I support adopting 2 calendar years
- Kim Waldschmidt - SSEA President - I want to make the Board aware that May 1, 2028 is Workers' Rights Day across the United States and other districts are planning for this to be a day off for staff to attend events; Dr. Ridder - this was part of our discussion and will be part of the committee work next year
- Jane Toothaker - Thank you for the calendar committee work and I would agree with a 2 year plan
- Kim Lemmer - It would be a good idea to explain what professional development days are used for in the future
- Calendars will need to be posted for 30 days for public review and comment; Board will plan to adopt the calendars on June 22

FY27 Budget Draft - Director of Finance and Operations Stephanie Juneau

- Draft budget is included in Boardbook for review
- Proposed budget will be posted on the District website on the Financial Transparency page
- June 8 will be the public hearing for the proposed budget
- June 22 will be Board adoption of the FY27 budget
- General Fund revenue decrease of \$1.1M
- Comprehensive Early Literacy Grant was \$417K this year and we were just notified that we were awarded \$71K as sustained funding for next year
- Several grants are expiring and one that won't be renewed is the School Core Counselor grant
- Title I funding was \$168K and next year will be \$80K; this funds people and we are not suggesting reducing those positions but the federal funding is no longer provided; we haven't seen the estimate for IDEA or Perkins or other larger federal funding sources yet
- Education Fund Board (EFB) is \$1.1M less than this year and they are creating their budget based on 2% fewer per month sales tax projection
- State Finance formula is \$12,610.98 PPF and estimated enrollment is 2389; state has reduced funding formula from 4 year average to 3 year average of pupil count
- Expenditures show a decrease of \$1,650,891 with 15 positions being absorbed into salary
- Negotiations are proposing adding \$500 to the base of each licensed group along with a 2.4% step increase; classified staff would increase base by .50/hour with returning staff earning \$1 more per hour; extra duty schedule will increase by .84%
- Employer paid PERA is 21.4% and District is proposing to absorb \$1500 insurance increase per employee based on current proposed 14% premium increase
- This all represents \$2.7M use of fund balance which reduces fund balance to 19.4% of expenditures; I am uncomfortable with this amount of fund balance reduction; comfortable with 20% but not 19.4%
- District will continue with the Healthy School Meals program for lunches (not breakfast)
- Summer capital improvement projects include SSHS bathroom remodels and SPE library remodel
- Plan to review proposed budget with department heads to reduce expenditures - we need to reduce expenditures by \$250K to get to 20%
- Kim Lemmer - Do any of the mill levies expire? None of the mill levies sunset
- Kim Lemmer - Tech costs are going up, does the budget meet our tech needs? Tim Miles - we did a good job and bought some items before prices increased - subsequent years could be a problem
- Dr. Wicks - School Health Professionals Grant - Yampa Valley Community Foundation secured donations - working to get funding we need to continue our work
- Kevin Callahan - We have been warned about expenditures exceeding revenues; a one cent sales tax through EFB would fix these problems
- Lara Craig - Need to emphasize the importance of having reserves; Stephanie - reserves are needed to fund our average monthly spending of \$4.2M because we receive most of our property tax revenues in March and May. We also use reserves when we have unknowns like drop in EFB funding of \$1.1M
- Jane Toothaker - I would like reserves to stay at 20%; What impact will the state "smoothing factor" have on pupil funding? Stephanie - currently using 3 year averaging for enrollment; "smoothing" will be counting 50% of first year, 30% of previous year, and 20% of 3rd year (smaller count than averaging)
- Jane Toothaker - What is the projected insurance increase? Stephanie - information presented to the insurance committee is a projected increase of 14 to 20% but our plan doesn't renew till January 2027; negotiation proposal is that District would absorb most of the 14% increase but staff would have to pay anything over 14%; committee will meet again in September and October
- Leah Helme - "Smoothing Factor" would be for 27-28 school year; COLA has decreased; Stephanie - phase in hits at 45%; Steamboat is well above COLA so we are not impacted by COLA decrease
- Kevin Callahan - We need to pay attention to budget and be prepared for future years

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

8. Public Comment - 6:15 pm

Tara Carver - PAUSE- Parents Against Unnecessary Screentime in Education - request that the District adopt policies on regulated screen time and limits by grade level



Kelly Latterman - PAUSE - Screens have an appropriate place and they are not teachers; Los Angeles Unified eliminated screen time through 3rd grade; asking that this be a board topic before the 26-27 school year; review testing and curriculum

Chloe Whitlock - 6th grade student - students spend countless hours on screen; use it too much during school; change needs to happen

Heidi W - parent - What tech education are we investing in? Ask that the District provide transparency in tech costs and how it is used

Kevin Callahan - Thank you for speaking at this meeting; We will let you know when this is on a Board agenda for discussion

9. Action Item

9.1 Consideration of Adoption of Resolution 2026-05-03 to Approve the Superintendent's Contract with Kristin Drury

- Resolution is included in Boardbook for review
- Privileged and Confidential copy of the proposed contract was shared with the Board members
- Contract was negotiated with Kristin Drury by Board President Kevin Callahan

Kevin Callahan made a motion and Jane Toothaker seconded to adopt Resolution 2026-05-03 to ratify the contract for Kristin Drury, as negotiated and presented at the meeting. The motion passed unanimously.

10. Board Discussion - BOE 26-27 Meeting Calendar

- Draft meeting calendar is included in Boardbook for review
- Board needs to adopt a meeting calendar for the 26-27 school year by June 30
- Leah Helme - I would like to add work sessions to the calendar
- Kevin Callahan - I would like for the Board subcommittee work to continue
- Jane Toothaker - We could consider adding a few meetings to increase productivity; encourage Board members presence at parent teacher conferences
- Lara Craig - Kevin and I are working on Coffee with the Board and other ways to be in the schools
- Deb Ginesta - encourage the Board to consider an option of one business meeting and one work session a month; consider time spent by district staff prepping for, tearing down, and participating in board meetings
- Board will consider adoption of meeting calendar on June 22 and then will discuss possible amendments to meetings and work sessions at the June 24 Board retreat with Superintendent Drury

11. Board Member Updates/Comments/Debrief

Lara Craig

- Attended Housing Committee meeting
- Attended GEAC Meeting - creating community engagement committees
- Attended Mental Health summit at SSHA
- Listened to EFB
- Working with Leah on resolution for state initiative

Jane Toothaker

- Attended SGS SAC meeting
- Attended SPE SAC meeting and PIC meeting and Art show
- Attended NRCCS Board meeting - met the new head of school Bill Gallagher; 26-27 budget for 60 FTE and 10 part time students; dealing with staff cuts and how to grow student population; will use all of their reserves next year
- Attended CASB Legislative meetings
- Attended DAC meeting
- Listened to Staff Negotiations meeting

Kim Lemmer

- Policy Monitoring - Plan to have a draft of assessment and schedule to share at a work session in June
- Volunteered at the SCE book fair and attended the art show
- Visited Kirsten Brendtro microbiology class
- Attended SSHA capstone projects
- Attended DAC meeting

Leah Helme

- Attended SSMS PIC
- Attended SPE Art show
- Attended Talk More/Tech Less presentation
- Chairing the CASB Legislative meetings

- Participated in the District Educator of the Year interviews
- Will attend the CASB Legislative Wrap-up

Kevin Callahan

- Attended last Staff Negotiations meeting and will attend this week's meeting
- Attended Housing Committee meeting
- Attended the SGS Drama Club presentation- kids were amazing
- Negotiated the contract with Kristin Drury
- Thank you for all the board work and other work from all the board members

12. Plan for future meetings

- Jane Toother - Will we have an Owner's Rep RFP update on June 22? Stephanie - I will start working on creating the RFP after the FY27 budget is complete; there won't be anything to update on June 22
- Leah Helme - I would like for the Board to consider adopting a Resolution to support Initiative 195 - will be ready to discuss on June 8
- Lara Craig - Do we need to have an executive session to discuss staff negotiations?
- Leah Helme - Do we need to complete Celine's evaluation? Kevin Callahan - I will review and try to work it into the time that we have in the current board calendar

13. Adjourn

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 6:47 pm.

Board of Education Business Meeting minutes for May 18, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on June 8, 2026.

Kevin Callahan, President