



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

Minutes
March 2, 2026
4:30 PM

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

Jane Toothaker attended the meeting virtually.

District Administration present and presenting: Superintendent Dr. Celine Wicks and Director of Technology Tim Miles

1. Business Meeting - Call to Order

Kevin Callahan called the business meeting to order at 4:33 pm.

2. Pledge of Allegiance

3. Roll Call

All members present.

4. Approval of Agenda

Leah Helme made a motion and Kim Lemmer 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 Retirements
- 5.2 Resignations
- 5.3 Employment
- 5.4 Extended Leave of Absence Requests 2026-27

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

6. Approval of Minutes- February 9, 2026 Business Meeting and Work Session

Background information is provided in Boardbook under item 6.

Lara Craig made a motion and Leah Helme seconded to approve the minutes for the February 9, 2026 meeting, as presented. The motion passed unanimously.

7. Reports and Communication

Background information is provided in Boardbook under Item 7.

District Wide Celebrations - Superintendent Dr. Celine Wicks

- SSSS - Congratulations to Hailey Znamenacek and Ella Wilson on their performance at the Western Slope Regional Science Fair. They won the Grand Prize for Best Overall Science Project on their work studying the microbiome of corals undergoing temperature stress. They also won a 1st place Senior Division special award from the Colorado Chapter of the Soil and Water Conservation Society. Congratulations to SSSS Boys Alpine Ski Team for being the 2026 CHSAA Alpine State Ski Runner-ups: Jonathan Nichols, Coren Shephard, Connor Colomon, Keegan Austin, and Head Coach Ryan Seyedian
- SSMS - Finals Week of Trimester 2 - Band and Choir Concerts, 70 students were recognized by staff for demonstrating one or more core values, celebrating not only performance and achievement, but also character and the positive contributions students make to the school community
- SGS Multilingual Parent Feedback Night - The session was conducted entirely in Spanish and created space for authentic dialogue about how students and families can be better served; Families shared thoughtful, specific feedback that will inform the next level of work, particularly around communication, academic support, and strengthening home-school



partnerships. Childcare was provided to remove barriers to attendance, and participation reflected the trust SGS is continuing to build. A special thank you to Irene Avitia-Perez, Attendance Secretary and Registrar, for helping organize and champion this work

- SPE - Thank you to Gifted and Talented Coordinator, Robin Alt, for her constant dedication to the school community. She is bringing her expertise into the 4th grade classrooms through co-teaching, while also moving throughout the building to support and enrich the great work already happening throughout the school.
- SCE - Thank you Mr. Gasau, Kimber Tatman, Laura LeBrun, Rebecca Nicholson, and our Specials teachers for putting on a delightful show. The students sang, danced, and told all sorts of jokes to keep everyone entertained. Thank you to Ann Coon for her continued dedication to Multilingual Learners through the Serves Tennis Program. Since 2017, Ann has opened doors for countless students at SCE, providing them with the unique opportunity to learn and love the game. Ann was honored with the prestigious Arthur Ashe Award by USTA Colorado.
- Duke Fitzgerald and Lyla Baker, SSHS seniors, have been named National Merit Finalists; more than 1.3 million students entered the competition by taking the PSAT/NMSQT and about 15,000 students nationwide were named Finalists

Technology Update - Director of Technology Tim Miles

- Presentation included in Boardbook for review
- Technology in our district extends far beyond classroom devices
- The enterprise network connects and powers Chromebooks, laptops, classroom audio systems, security cameras, phones, building access controls, HVAC systems, electric bus chargers, and much more. Much of this work happens behind the scene, but it is essential to daily operations across all seven district facilities
- Project THOR, launched in 2012, helped establish a regional broadband network to ensure reliable connectivity in rural Colorado. That network provides redundancy for our schools and supports other districts in the region
- The Technology Team continues to collaborate with HR and Finance to streamline recruiting, hiring, onboarding, time and attendance, and evaluation systems
- Cybersecurity remains a major focus, as school districts nationwide face increasingly sophisticated phishing and impersonation scams. Ongoing safeguards and staff education are critical to protecting district systems
- The District's Data Team manages our student information system, ClassLink, and nearly 30 required state reports. Reporting requirements have grown significantly over the past two decades, increasing the complexity of compliance work
- Long-term technology replenishment planning: Devices, network equipment, cameras, and displays all operate on replacement cycles, and rising hardware costs require careful budgeting to ensure continuity and reliability
- Using \$300k of next year's technology hardware budget to buy items before the costs increase - market is predicting a 15-35% increase by February 28 and another 15-35% increase by May 1
- District may be forced to not provide one to one technology for students due to replacement costs
- Technology budget needs to be increased in order to continue to replenish and meet technology needs
- Kevin Callahan - appreciated the forethought for next year; reminder of how important the Education Fund Board sales tax funds are to the District
- Lara Craig - Appreciate all the amazing things that Tim has done for the District, our region, and Colorado; Concern about student screen time; maybe we don't need to provide one on one technology devices for students; Tim - We need to have a discussion about this as a district; What are other devices can be used? Software costs were once \$50k and now we spend \$700k
- Lara Craig - Maybe we need to do a survey to ask parents and teachers about students' screen time; how much time do we use on screen; Tim - District's curriculum is 100% online; we don't use hard text any more; no screen time is not an option
- Leah Helme - What do you need in the budget? Tim - an additional \$200K would work to start budding small amounts of items every year
- Kim Lemmer - Every class uses a smart board in the classroom - that's how teachers teach; We need to make sure we are looking 20 years down the road; if the problem keeps escalating, we have to consider recalibrating; Tim - Others are predicting that late 2027 and early 2028, the market will calm down and will be better to meet the demands but the costs and ability to purchase items will get worse before it gets better in the next 1-2 years
- Lara Craig - I encourage you to come up with options and consider our reliance on technology and the pros and cons of use by students

Kevin Callahan 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 - 5:18 pm



No public comment on non-agenda items.

9. Board Member Updates/Comments/Debrief

Jane Toothaker

- Attending legislative updates through CASB and other organizations
- Trying to schedule a time to meet with Meghan Lukens
- Attended SPE PIC meeting
- Attending DAC meeting next week
- Working with Lara Craig on agenda planning sub committee

Lara Craig

- Attended GEAC meeting
- SSHS PIC meeting - great things happening at the high school
- Met with Laura Milius about how to handle press requests and responses
- Working with Jane Toothaker on agenda planning sub committee

Kim Lemmer

- Attended the GEAC meeting; GEM report and discussion on how the group can best support kids
- Would like for Board to consider creating a Google doc for ways for the Board to track meetings and sign up for meetings they will be attending; need to be aware of 3 board members at the same meeting; do we need to post they will be in attendance?
- Plan to attend the YVHS Open House on Wednesday
- Working with Leah Helme on Board Policy Monitoring sub committee
- Attended the MS PIC meetings

Leah Helme

- Participated in the District's Panorama presentation to the State Commissioner
- Attended the CASB Legislative Resolution meeting
- Attended a presentation by Next Page Learning Center
- Reviewed education funding policy updates with MS PIC

Kevin Callahan

- Attending Board President Boot Camp on Wednesdays
- Met with Joe Laliberte about SGS

10. Plan for future meetings

- FY27 Budget Guiding Principles and Timeline - March 16
- DAC Committee Update - March 16
- Negotiations Update - April 6
- Board Special Meeting for Superintendent Search - March 30 after 3:15 pm
- FY27 Budget Draft - May 18
- FY27 Budget - Public Hearing - May 18
- FY27 Budget Adoption - June 22
- Transportation Update - TBD

Board Work Sessions

- Board Subcommittee Updates - Work Session - End of April/early May
- Board Policy Monitoring Work Session - TBD

Coffee with the Board - Off the Beaten Path Bookstore

11. Adjourn Business Meeting

The Steamboat Springs School District RE-2 Board of Education business meeting adjourned at 5:32 pm. This is the end of the livestream of the meeting.

12. Work Session Call to Order

- Work session called to order at 5:50 pm
- Board members in attendance: Kevin Callahan, Lara Craig, Leah Helme, Kim Lemmer. Jane Toothaker attended virtually
- District Staff in Attendance: Board Secretary Deb Ginesta

13. Work Session Topics

Agenda Planning Subcommittee - Lara Craig and Jane Toothaker

Suggested Enhancements to the Board Agenda

- Include regular student and staff recognitions, with one school or program highlighted at each meeting
- Consider moving individual Board member comments to the beginning of each meeting; each Board member has 3 minutes to talk about any topic



- Include a brief reflection at the end of each meeting: Did we advance our Board “ENDS”? Did our discussion align with priorities? What follow-up is needed?
- Consider including the Board President and one additional rotating Board member in agenda planning meetings with superintendent
- Earlier Agenda Distribution - provide board agendas approximately one week in advance to allow Board members adequate time for preparation and thoughtful engagement
- Hold structured prioritization meetings twice a year (June and January)

Strengthening Board-Superintendent Communication

- Establish a regular 30 minute monthly meeting between the superintendent and two rotating Board members
- Continue weekly superintendent updates
- Explore best practices in goal-setting processes used by other districts, including: alignment with Board priorities and strategic goals; clear, measurable outcomes; regular progress monitoring
- Clarify how the superintendent is evaluated and consider whether to include: a 360-degree feedback approach including input from staff, families, and community members; establish clear criteria tied to Board and superintendent goals

Increasing Communication and Engagement with the Community

- Expand opportunities for family and community participation in advisory and district committees
- Consider whether the Gifted Education Advisory Committee (GEAC) and Special Education Advisory Committee (SEAC) should be formal Board committees
- Public Comment Follow-up - at the conclusion of each meeting, consider whether any topics raised during public comment should be placed on a future agenda
- “Coffee with the Board” expansion - hold sessions in different schools throughout the year, offering both daytime and after-school options; explore ways to engage community members who do not currently have children in the District
- Community and Staff surveys: What surveys are currently administered? How often and for what purpose? How are results analyzed and used? Are addition surveys needed to gather meaningful input aligned with Board goals and to inform Board decisions

Board Retreat, July 14, 2026 - Potential Topics

- Review and Refine Board ENDS
- Structure for Prioritization Meetings
- Discuss Board Agenda Planning for 26-27
- Student Representation - discuss the possibility of a non-voting student representative on the Board
- Board Handbook Development
- Website Transparency and Communication
- Policy Monitoring and Review

Board Policy Monitoring Subcommittee - Leah Helme and Kim Lemmer

- Working document is included in Boardbook for review and discussion
- Google form (Board Self-Assessment) created to assess Board use of policies to use at the end of each meeting
- Will help Board track policy compliance and determine areas that might need to be reviewed and/or reconsidered
- Board policies need to be reviewed to determine wording at the end of each policy regarding: Monitoring Method; Monitoring Frequency; Board self-assessment, etc
- Board may consider assigning each policy to a board member to manage the review and monitoring
- Need to refine Board self assessment
- Board would like for updated Admin policies to be shared with the Board in a Friday update

Board Policy Monitoring Subcommittee and the Agenda Planning Subcommittee will be prepared to update the Board at a work session on April 6, 2026.

14. Work Session Adjourn

The Steamboat Springs School District RE-2 Board of Education work session adjourned at 7:05 pm.

Board of Education Business Meeting and Work Session minutes for March 2, 2026 are submitted by: Deb Ginesta, SSSD Administrative Assistant and Secretary to the Board of Education.

Minutes approved by the Board on March 16, 2026:

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Kevin Callahan, President