



### Meeting Norms

Stay focused and student centered | Listen actively, respectfully, and without judgment | Communicate with integrity  
Honor board time with starting on-time and not being redundant | Limit sidebar conversations  
Independent thought and one voice for decisions | Maintain confidentiality

## AGENDA - REGULAR MEETING

**Mancos School District Board of Education:** The Mancos Public Schools Board of Education provides highly effective governance for our school's strategic student achievement efforts.

September 15, 2025

6:00 PM

HS Room #223 - Boardroom

1. Call to Order
2. Roll call
3. Pledge of Allegiance
4. Approval of Agenda
5. Accolades-Board Recognition
6. Public Participation  
(For items that are not on the agenda, comments are kept to under 3 minutes per person)  
"Meeting in public rather than with the public"
7. Reports to the Board of Education
  - A. Business Manager Report
  - B. Board Report Student Voice
  - C. Board Report District Accountability Committee
  - D. Board Report LRAC
  - E. Board Report CASB
  - F. Board Report BOCES
  - G. Superintendent Report
8. Strategic Plan Objective Report  
Acceptance 3C
9. Resolutions
10. Consent Agenda
  - A. Approve Meeting Minutes  
Approve August Minutes
  - B. Policy Second Review
  - C. Approve Bills
  - D. Act on Personnel Recommendations

E. Budget Recommendations

***Documents located in 10. Resolutions***

Adopt Resolution for Capital Reserve Purchase

11. Upcoming Calendar Obligations

Upcoming Calendar Obligations:

Homecoming Week September 22nd-27th: See District Website Calendar

Work Session Date: October 6th






Next BOE Date: October 20th

12. Future Agenda Items

Review 3B: Portrait of a graduate

13. Meeting Debrief Questions

14. Adjournment

 Team Driven Shared Leadership
 Data Based Problem Solving and Decision Making
 Comprehensive Screening and Assessment System
 Layered Continuum of Supports (LCS)- Evidence Based Practices, Instruction, and Interventions
 Family, School, and Community Partnerships

**MONTEZUMA COUNTY (MANCOS)  
SCHOOL DISTRICT RE-6**

Accountants' Reports  
and  
Basic Financial Statements

June 30, 2025

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

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Lori Hasty Haley, CPA

## INDEPENDENT AUDITOR'S REPORT

To the Board of Education  
Montezuma County (Mancos) School District RE-6  
Mancos, Colorado 81328

### ***Opinions***

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Montezuma County (Mancos) School District RE-6, as of and for the year ended June 30, 2025, and the related notes to the financial statements, which collectively comprise Montezuma County (Mancos) School District RE-6's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of Montezuma County (Mancos) School District RE-6, as of June 30, 2025, and the respective changes in financial position and the respective budgetary comparisons for the General Fund and the Lunch Fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinions***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Montezuma County (Mancos) School District RE-6 and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Montezuma County (Mancos) School District RE-6's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Montezuma County (Mancos) School District RE-6's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Montezuma County (Mancos) School District RE-6's ability to continue as a going concern for a reasonable period of time.

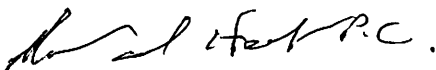
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, Schedule of District Pension Contributions, Schedule of the District's Proportionate Share of the Net Pension Liability, Schedule of District OPEB Contributions, and Schedule of the District's Proportionate Share of the Net OPEB Liability as listed in the table of contents be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

***Supplementary Information***

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Montezuma County (Mancos) School District RE-6's basic financial statements. The accompanying budgetary comparison schedules and Colorado Department of Education Auditors' Integrity Report, are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the budgetary comparison schedules and Colorado Department of Education Auditors' Integrity Report, are fairly stated, in all material respects, in relation to the basic financial statements as a whole.



Majors and Haley P.C.  
August 27, 2025

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED) For the Year Ended June 30, 2025

### ***FINANCIAL HIGHLIGHTS***

Key financial highlights for the District in fiscal year 2025 are as follows:

- In total, net position decreased by \$1,000,595 from \$15,572,144 to \$14,571,549.
- General revenues accounted for \$7,165,342 in revenue or 78 percent of all revenues. Program specific revenues in the form of charges for services, grants and contributions accounted for \$2,040,880 or 22 percent of total revenues of \$9,206,222.
- Governmental activities total assets decreased by \$1,254,937 and deferred outflows of resources decreased by \$987,163. Total liabilities decreased by \$878,342. Deferred inflows of resources decreased by \$363,163.
- The District incurred \$10,206,817 in expenses related to government activities. \$2,040,880 of these expenses were offset by program specific charges for services, grants and contributions. General revenues (primarily state equalization and property taxes) of \$7,165,342 were adequate to cover all but \$1,000,595 of the costs of these programs.
- Among the major funds, the General Fund had \$8,335,686 in revenues and \$8,841,300 in expenditures, including transfers. It's fund balance decreased by \$505,614.

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED) For the Year Ended June 30, 2025

### ***OVERVIEW OF THE FINANCIAL STATEMENTS***

This annual report consists of three parts: management's discussion and analysis, the basic financial statements, and required supplementary information. The basic financial statements include two kinds of statements that present different views of the District.

- The first two statements are district-wide financial statements that provide both short-term and long-term information about the District's overall financial status.
- The remaining statements are fund financial statements that focus on individual parts of the District, reporting the District's operations in more detail than the district-wide statements.
- The governmental funds statements tell how basic services such as instruction were financed in the short-term as well as what remains for future spending.

The financial statements also include notes that explain some of the information in the statements and provide more detailed data. The statements are followed by a section of required supplemental information that further explains and supports the financial statements with a comparison of the District's budget for the year.

#### ***District-wide Statements***

The district-wide statements report information about the District as a whole using accounting methods similar to those used by private companies. The statement of net position includes all of the District's assets, deferred outflows of resources, liabilities and deferred inflows of resources. All of the current year's revenues and expenses are accounted for in the statement of activities regardless of when cash is received or paid.

The two district-wide statements report the District's net position and how it has changed. Net position (the difference between the District's assets, deferred outflows of resources and liabilities, deferred inflows of resources) is one way to measure the District's financial position.

- Over time, increases or decreases in the District's net position is an indicator of whether its financial position is improving or deteriorating.

## MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

### MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

For the Year Ended June 30, 2025

- To assess the District's overall health, you need to consider additional non-financial factors such as changes in the District's property tax base and the condition of school facilities.

In the district-wide financial statements, the District's activities are included in one category:

- **Governmental activities-** All of the District's basic services are included here, such as instruction, transportation, maintenance and operations, and administration. These activities are financed mainly through property taxes and state equalization funds.

#### ***Fund Financial Statements***

The fund financial statements provide more detailed information about the District's funds, focusing on its most significant or "major" funds, not the District as a whole. Funds are accounting devices the District uses to keep track of specific sources of funding and spending on particular programs. Some funds are required to be established by state law. However, the District establishes other funds to help it manage and control its finances to achieve certain results.

The District uses one type of fund:

- **Governmental funds-** Most of the District's basic services are included in governmental funds, which focus on how money flows into and out of those funds and the balances left at year-end that are available for spending. These funds are reported using the modified accrual basis of accounting, which measures cash and all other financial assets that can readily be converted to cash. The governmental fund statements provide a detailed short-term view of the District's general operations and the services it provides. Governmental fund information helps one determine whether there are more or fewer financial resources that can be spent in the near future to finance the District's programs. Because this information does not encompass the additional long-term focus of the district-wide statements, additional information at the bottom of the governmental funds statements explains the relationship (or difference) between them.

#### ***FINANCIAL ANALYSIS OF THE DISTRICT AS A WHOLE***

Total assets decreased by \$1,254,937. Net capital assets decreased by \$454,146. Total liabilities decreased by \$878,342.

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

For the Year Ended June 30, 2025

The District's combined net position was smaller on June 30, 2025 than it was at June 30, 2024, decreasing by \$1,000,595 to \$14,571,549.

Table 1 provides a summary of the District's net position for 2025 compared to 2024:

**Table 1**  
**Condensed Statement of Net Position**  
**(In millions)**

	<u>2025</u>	<u>2024</u>
Assets		
Current assets	\$ 4.129	\$ 4.930
Capital assets	22.346	22.800
Total assets	<u>26.475</u>	<u>27.730</u>
Deferred outflows	<u>2.148</u>	<u>3.135</u>
Liabilities		
Current liabilities	0.893	1.038
Noncurrent liabilities	12.723	13.456
Total liabilities	<u>13.616</u>	<u>14.494</u>
Deferred inflows	<u>0.435</u>	<u>0.799</u>
Net Position		
Invested in capital	18.767	19.005
Restricted	0.984	0.854
Unrestricted	(5.179)	(4.287)
Total net position	<u>\$ 14.572</u>	<u>\$ 15.572</u>

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

**MANAGEMENT'S DISCUSSION AND ANALYSIS  
(UNAUDITED)**

For the Year Ended June 30, 2025

Table 2 shows the changes in net position for fiscal year 2025 as compared to fiscal year 2024.

**Table 2**  
**Changes in Net Position**  
**(In millions)**

	<u>2025</u>	<u>2024</u>
Revenues		
Program revenues		
Charges for services	\$ 0.233	\$ 0.230
Operating grants & contributions	1.808	1.825
Capital grants & contributions	-	-
Property taxes	1.497	1.427
State equalization	5.097	4.627
Other	0.571	0.598
Total revenues	<u>9.206</u>	<u>8.707</u>
Expenses		
Instruction	4.380	4.411
Pupil and instructional services	0.730	0.640
Administration and business	1.390	1.378
Maintenance and operations	1.398	1.058
Transportation	0.327	0.342
Other	1.982	1.938
Total expenses	<u>10.207</u>	<u>9.767</u>
Increase (decrease) in net assets	<u>\$ (1.001)</u>	<u>\$ (1.060)</u>

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

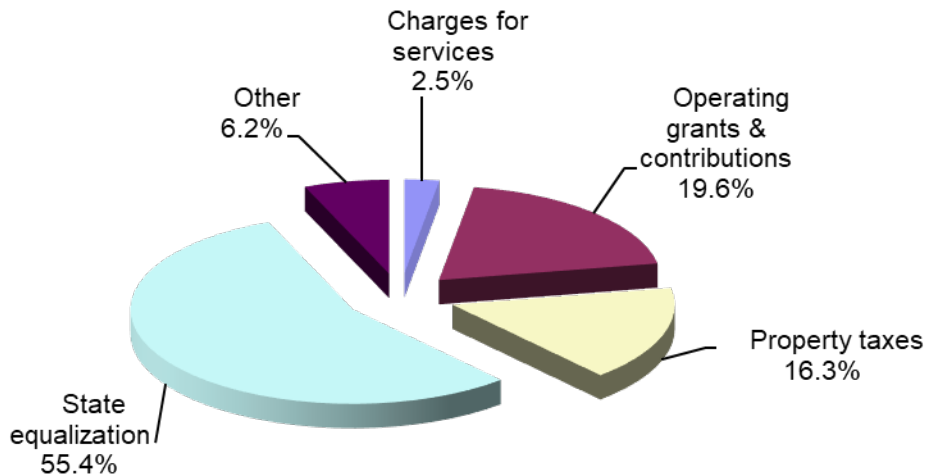
## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED)

For the Year Ended June 30, 2025

State equalization, property taxes and operating grants and contributions accounted for most of the District's total revenue, with each contributing 55.4 percent, 16.3 percent and 19.6 percent respectively (See Table 3). The remainder of the revenue came from charges for services and miscellaneous sources.

The District's expenses are predominately related to instruction, (43 percent) (See Table 4). The District's administrative and business activities accounted for 14 percent of total costs.

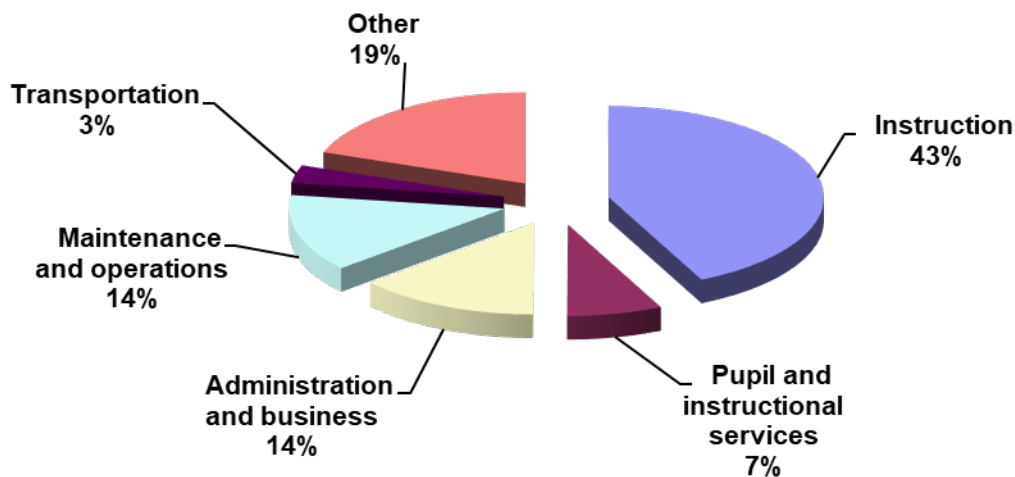
**Table 3**  
**Sources of Revenue for Fiscal Year 2025**



# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## MANAGEMENT'S DISCUSSION AND ANALYSIS (UNAUDITED) For the Year Ended June 30, 2025

**Table 4**  
**Expenses for Fiscal Year 2025**



### **Governmental Activities**

The primary source of operating revenue for school districts comes from the School Finance Act of 1994 (SFA). Under the SFA the District received \$11,765 per funded student. In fiscal year 2025 the funded pupil count was 481.3. Funding for the SFA comes from property taxes, specific ownership taxes and state equalization. The District receives approximately 85 percent of this funding from state equalization while the remaining amounts come from property and specific ownership taxes.

The statement of activities shows the cost of program services and the charges for services and grants offsetting those service costs. Table 5 shows, for governmental activities, the total cost of services and net cost of services. That is, it identifies the cost of these services supported by unrestricted state equalization and property taxes.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

MANAGEMENT'S DISCUSSION AND ANALYSIS  
(UNAUDITED)  
For the Year Ended June 30, 2025

**Table 5**  
**Government Activities**  
**(In millions)**

	Total Cost of Services		Net Cost of Services	
	2025	2024	2025	2024
Instruction	\$ 4.380	\$ 4.411	\$ 3.370	\$ 3.319
Pupil and instructional services	0.730	0.640	0.533	0.484
Administration and business	1.390	1.378	1.129	1.042
Maintenance and operations	1.398	1.058	1.176	0.940
Transportation	0.327	0.342	0.299	0.316
Other	1.982	1.938	1.659	1.610
<b>Total</b>	<b>\$ 10.207</b>	<b>\$ 9.767</b>	<b>\$ 8.166</b>	<b>\$ 7.711</b>

- The cost of all governmental activities during the year was \$10.207 million.
- Some of the cost was financed by the users of the District's programs (\$0.233 million)
- Federal and state government subsidized certain programs with grants and contributions (\$1.808 million).
- The balance of the District's costs (\$7.165 million) were financed by State and District taxpayers. This portion of governmental activities was financed with \$5.097 million in state equalization from the School Finance Act of 1994 (SFA) and \$1.626 million in property and specific ownership taxes.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

**MANAGEMENT’S DISCUSSION AND ANALYSIS  
(UNAUDITED)**

For the Year Ended June 30, 2025

***FINANCIAL ANALYSIS OF THE DISTRICT’S FUNDS***

Information about the District’s major funds starts on page 15. These funds are accounted for using the modified accrual basis of accounting. All governmental funds have total revenues of \$9,194,493 and expenditures of \$9,872,585.

***General Fund Budgetary Highlights***

The District’s budget is prepared according to Colorado law and is based on accounting for certain transactions on a basis of cash receipts and disbursements. The most significant budgeted fund is the General Fund.

Over the course of the year, the District revised the annual operating budget by making an increase in appropriations.

- Increases in appropriations were due primarily to additional information that was not available at the time of the original budget.
- Actual expenditures were \$2,885,980 below budget.

***CAPITAL ASSET ADMINISTRATION***

By the end of fiscal year 2025, the District has invested \$35.008 million in land, buildings, and equipment (including vehicles).

Table 6 shows capital assets for 2025 compared to 2024:

***Table 6  
Capital Assets at June 30***

	<u>2025</u>	<u>2024</u>
Land	\$ 0.652	\$ 0.652
Buildings	32.848	32.263
Equipment	1.508	1.387
Total	<u>\$ 35.008</u>	<u>\$ 34.302</u>

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

**MANAGEMENT'S DISCUSSION AND ANALYSIS  
(UNAUDITED)**

**For the Year Ended June 30, 2025**

Additional information on the District's capital assets can be found in Note 4 on page 29 of this report.

***FACTORS BEARING ON THE DISTRICT'S FUTURE***

At the time these financial statements were prepared and audited, the District is not aware of any existing circumstances that could significantly affect its financial health in the future.

***CONTACTING THE DISTRICT'S FINANCIAL MANAGEMENT***

This financial report is designed to provide the District's citizens, taxpayers, parents, and creditors with a general overview of the District's finances and to demonstrate the District's accountability for the money it receives. If you have questions about this report or need additional financial information, contact the Business Office, Montezuma County (Mancos) School District RE-6, 395 West Grand Avenue, Mancos, Colorado 81328.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
Statement of Net Position

June 30, 2025

	Governmental Activities	Total
<b>Assets</b>		
Cash	\$ 1,270,487	\$ 1,270,487
Cash with county treasurer	9,705	9,705
Investments	2,750,147	2,750,147
Grants accounts receivable	95,126	95,126
Inventory	3,439	3,439
Capital assets	35,008,176	35,008,176
Accumulated depreciation	(12,661,891)	(12,661,891)
Total capital assets, net of depreciation	22,346,285	22,346,285
<b>Total Assets</b>	26,475,189	26,475,189
<b>Deferred Outflows of Resources</b>		
Pension items	2,064,948	2,064,948
OPEB items	83,044	83,044
<b>Total Deferred Outflows of Resources</b>	2,147,992	2,147,992
<b>Liabilities</b>		
Accrued salaries and benefits payable	644,504	644,504
Unearned grant revenue	25,076	
Long-term liabilities		
Due within one year	223,117	223,117
Due in more than one year	3,356,332	3,356,332
Net pension obligation	9,203,828	9,203,828
Net OPEB obligation	163,302	163,302
<b>Total Liabilities</b>	13,616,159	13,591,083
<b>Deferred Inflows of Resources</b>		
Pension items	307,692	307,692
OPEB items	127,781	127,781
<b>Total Deferred Inflows of Resources</b>	435,473	435,473
<b>Net Position</b>		
Net investment in capital assets	18,766,836	18,766,836
Restricted		
TABOR	300,000	300,000
Student activities	115,680	115,680
Debt service	511,495	511,495
Foods service	71,019	71,019
Unrestricted	(5,193,481)	(5,193,481)
<b>Total Net Position</b>	\$ 14,571,549	\$ 14,571,549

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
Statement of Activities

For the Year Ended June 30, 2025

	Program Revenues			Net (Expenses) Revenue And Changes in Net Position		
	Expenses	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities	Total
<b>Governmental Activities</b>						
Instructional Program Services	\$ 4,380,934	\$ 227,250	\$ 784,119		\$ (3,369,565)	\$ (3,369,565)
Support Program Services						
Students	352,415		138,995		(213,420)	(213,420)
Instructional staff	377,901		57,670		(320,231)	(320,231)
General administration	554,817		135,146		(419,671)	(419,671)
School administration	568,904		124,933		(443,971)	(443,971)
Business	265,966		625		(265,341)	(265,341)
Operation and maintenance of plant	1,397,489		221,800		(1,175,689)	(1,175,689)
Student transportation	326,683		27,526		(299,157)	(299,157)
Central	272,628				(272,628)	(272,628)
Other	25,716				(25,716)	(25,716)
Food service	369,816	6,004	316,812		(47,000)	(47,000)
Interest on long-term debt	126,486				(126,486)	(126,486)
Depreciation excluding amounts directly allocated to programs	1,187,062				(1,187,062)	(1,187,062)
<b>Total Governmental Activities</b>	10,206,817	233,254	1,807,626	-	(8,165,937)	(8,165,937)
<b>Total School District</b>	\$ 10,206,817	\$ 233,254	\$ 1,807,626	\$ -	(8,165,937)	(8,165,937)
<b>General Revenues</b>						
Property tax for general purposes					1,130,944	1,130,944
Property tax for debt repayment					365,900	365,900
Specific Ownership tax for general purposes					129,409	129,409
Intergovernmental						
State Equalization					5,097,136	5,097,136
State Direct Distribution Payment					87,177	87,177
Mineral Leasing					26,165	26,165
Forest Service					7,600	7,600
Earnings on investments					178,076	178,076
Miscellaneous					142,935	142,935
<b>Total General Revenues</b>					7,165,342	7,165,342
<b>Changes in Net Position</b>					(1,000,595)	(1,000,595)
Net Position Beginning of the Year					15,572,144	15,572,144
<b>Net Position End of the Year</b>					\$ 14,571,549	\$ 14,571,549

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Balance Sheet  
Governmental Funds

June 30, 2025

	General Fund	Lunch Fund	Student Activity Fund	Debt Service Fund	Capital Projects Fund	Total Governmental Funds
<b>Assets</b>						
Cash	\$ 1,010,307	\$ 86,829	\$ 115,680	\$ 758	\$ 56,913	\$ 1,270,487
Cash with county treasurer	7,336			2,369		9,705
Investments	2,241,779			508,368		2,750,147
Inventory		3,439				3,439
Grants accounts receivable	95,126					95,126
<b>Total Assets</b>	<b>\$ 3,354,548</b>	<b>\$ 90,268</b>	<b>\$ 115,680</b>	<b>\$ 511,495</b>	<b>\$ 56,913</b>	<b>\$ 4,128,904</b>
<b>Liabilities and Fund Balances</b>						
<b>Liabilities</b>						
Accrued salaries and benefits payable	\$ 628,694	\$ 15,810				\$ 644,504
Unearned grant revenue	25,076					25,076
<b>Total Liabilities</b>	<b>653,770</b>	<b>15,810</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>669,580</b>
<b>Fund Balances</b>						
Nonspendable-inventory		3,439				3,439
Restricted						
TABOR	300,000					300,000
Debt service				\$ 511,495		511,495
Food service		71,019				71,019
Student activities			\$ 115,680			115,680
Unrestricted						
Assigned for FY 26 expenditures	2,400,778				\$ 56,913	2,457,691
<b>Total Fund Balances</b>	<b>2,700,778</b>	<b>74,458</b>	<b>115,680</b>	<b>511,495</b>	<b>56,913</b>	<b>3,459,324</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 3,354,548</b>	<b>\$ 90,268</b>	<b>\$ 115,680</b>	<b>\$ 511,495</b>	<b>\$ 56,913</b>	<b>\$ 4,128,904</b>

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Reconciliation of the Governmental Funds Balance Sheet  
with the Statement of Net Position

June 30, 2025

**Total Fund Balance Governmental Funds** \$ 3,459,324

Amounts reported for governmental activities in the Statement of Net Position are different because

Capital assets used in governmental activities are not financial resources and therefore are not reported as assets in governmental funds.

Capital assets	\$ 35,008,176	
Accumulated depreciation	<u>(12,661,891)</u>	
		22,346,285

Long term liabilities are not due and payable in the current period and therefore, they are not reported in the governmental funds balance sheet

Due within one year	(223,117)	
Due in more than one year	<u>(3,356,332)</u>	
		(3,579,449)

Some liabilities, including net pension obligations, are not due and payable in the current period and, therefore, are not reported in the governmental funds balance sheet

Net pension obligation	(9,203,828)	
Net OPEB obligation	<u>(163,302)</u>	
		(9,367,130)

Deferred outflows and inflows of resources related to pensions are applicable to future periods and, therefore, are not reported in the governmental funds balance sheet

Deferred outflows of resources related to pensions	2,064,948	
Deferred outflows of resourced related to OPEB	83,044	
Deferred inflows of resources related to pensions	(307,692)	
Deferred inflows of resources related to OPEB	<u>(127,781)</u>	
		1,712,519

**Total Net Position Governmental Activities** \$ 14,571,549

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
Statement of Revenues, Expenditures, and Changes in Fund Balances  
Governmental Funds

For the Year Ended June 30, 2025

	General Fund	Lunch Fund	Student Activity Fund	Debt Service Fund	Capital Projects Fund	Total Governmental Funds
<b>Revenues</b>						
Taxes	\$ 1,260,353			\$ 367,754		\$ 1,628,107
State sources	6,266,865	\$ 82,025				6,348,890
Federal sources	430,298	234,787				665,085
Other	378,170	18,005	\$ 135,822	19,061	\$ 1,353	552,411
<b>Total Revenues</b>	<u>8,335,686</u>	<u>334,817</u>	<u>135,822</u>	<u>386,815</u>	<u>1,353</u>	<u>9,194,493</u>
<b>Expenditures</b>						
Instructional Program	4,223,129		117,531		22,279	4,362,939
Support Programs						
Pupils	341,749					341,749
Instructional staff	369,046					369,046
General administration	548,175					548,175
School administration	551,597				7,335	558,932
Business	257,513					257,513
Operation and maintenance of plant	1,333,437				45,336	1,378,773
Student transportation	270,974				173,500	444,474
Central	269,811					269,811
Other	25,716					25,716
Food service		358,857				358,857
Facilities					584,397	584,397
Debt Service						
Principal				215,717		215,717
Interest				126,486		126,486
<b>Total Expenditures</b>	<u>8,191,147</u>	<u>358,857</u>	<u>117,531</u>	<u>342,203</u>	<u>832,847</u>	<u>9,842,585</u>
Excess revenues over (under) expenditures	<u>144,539</u>	<u>(24,040)</u>	<u>18,291</u>	<u>44,612</u>	<u>(831,494)</u>	<u>(648,092)</u>
<b>Other Financing Sources (Uses)</b>						
Transfers in (out)	(650,153)	30,000			620,153	-
<b>Total Other Financing Sources (Uses)</b>	<u>(650,153)</u>	<u>30,000</u>	<u>-</u>	<u>-</u>	<u>620,153</u>	<u>-</u>
Net Change in Fund Balances	(505,614)	5,960	18,291	44,612	(211,341)	(648,092)
Fund Balances beginning of the year	3,206,392	68,498	97,389	466,883	268,254	4,107,416
<b>Fund Balances end of the year</b>	<u>\$ 2,700,778</u>	<u>\$ 74,458</u>	<u>\$ 115,680</u>	<u>\$ 511,495</u>	<u>\$ 56,913</u>	<u>\$ 3,459,324</u>

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
 Reconciliation of Statement of Revenues, Expenditures, and Changes in Fund Balances of  
 Governmental Funds to the Statement of Activities

For the Year Ended June 30, 2025

**Net Change in Fund Balances Governmental Funds** \$ (648,092)

Amounts reported for governmental activities in the statement of activities are different because:

Governmental funds report capital outlay as expenditures. However, in the Statement of Activities, the cost of those assets is allocated over their estimated useful lives as depreciation expense. This is the amount by which depreciation exceeded capital outlay in the current period.

Capital outlay	\$ 787,510	
Depreciation expense	(1,241,656)	
		(454,146)

Repayment of debt principal is an expenditure in the governmental funds but the repayment reduces long-term liabilities in the Statement of Net Position.

Principal paid on general obligation bonds	215,717	
		215,717

Governmental funds report district pension contributions as expenditures. However, in the Statement of Activities, the cost of pension benefits earned net of employee contributions is reported as pension expense.

District pension contributions	885,589	
District OPEB contributions	44,318	
Cost of pension benefits earned	(1,145,173)	
Cost of OPEB benefits earned	14,015	
		(201,251)

Governmental funds report the District's share of State contributions to PERA as revenue and expenditures. However, in the Statement of Activities, the District's proportionate share of the State PERA pension benefit included in the District's pension expense is reported as revenue.

District proportionate share of State Contribution revenue	(75,448)	
District proportionate share of State Contribution expenditure	75,448	
District proportionate share of State direct contribution payment revenue	87,177	
		87,177

**Change in Net Position of Governmental Activities** \$ (1,000,595)

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Schedule of Revenues, Expenditures and Changes in  
Fund Balances- Budget and Actual  
General Fund

For the Year Ended June 30, 2025

	Budgeted Amounts		Actual	Variance Favorable (Unfavorable)
	Original	Final		
<b>Revenues from local sources</b>				
Current property taxes	\$ 1,300,650	\$ 1,102,913	\$ 1,130,944	\$ 28,031
Specific ownership taxes	95,577	97,605	129,409	31,804
Other	304,721	374,544	378,170	3,626
<b>Total revenues from local sources</b>	<b>1,700,948</b>	<b>1,575,062</b>	<b>1,638,523</b>	<b>63,461</b>
<b>Revenues from state sources</b>				
State equalization	5,021,182	5,072,634	5,097,136	24,502
Grants	599,377	886,259	1,094,281	208,022
State direct PERA contribution			75,448	75,448
<b>Total revenues from state sources</b>	<b>5,620,559</b>	<b>5,958,893</b>	<b>6,266,865</b>	<b>307,972</b>
<b>Revenues from federal sources</b>				
Forest service		7,600	7,600	-
Mineral leasing	29,002	26,165	26,165	-
Grants	559,358	543,014	396,533	(146,481)
<b>Total revenues from federal sources</b>	<b>588,360</b>	<b>576,779</b>	<b>430,298</b>	<b>(146,481)</b>
<b>Total revenues</b>	<b>7,909,867</b>	<b>8,110,734</b>	<b>8,335,686</b>	<b>224,952</b>
<b>Expenditures</b>				
Instructional Program	4,265,259	4,242,203	4,223,129	19,074
Support Programs				
Students	335,457	346,862	341,749	5,113
Instructional staff	350,105	413,899	369,046	44,853
General administration	558,580	557,926	548,175	9,751
School administration	563,378	563,797	551,597	12,200
Business	209,754	209,554	257,513	(47,959)
Plant operation and maintenance	1,319,424	1,364,767	1,333,437	31,330
Student transportation	313,877	303,559	270,974	32,585
Central support services	323,793	299,093	269,811	29,282
Other support services	25,716	25,716	25,716	-
Appropriated reserves	2,661,830	2,749,751		2,749,751
<b>Total expenditures</b>	<b>10,927,173</b>	<b>11,077,127</b>	<b>8,191,147</b>	<b>2,885,980</b>
<b>Other financing sources (uses)</b>				
Transfers Out	(202,000)	(240,000)	(650,153)	(410,153)
<b>Total Other Financing Sources (Uses)</b>	<b>(202,000)</b>	<b>(240,000)</b>	<b>(650,153)</b>	<b>(410,153)</b>
<b>Excess of revenues over (under) expenditures</b>	<b>(3,219,306)</b>	<b>(3,206,393)</b>	<b>(505,614)</b>	<b>2,700,779</b>
Fund balances, beginning	3,219,306	3,206,393	3,206,392	(1)
<b>Fund Balances, ending</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,700,778</b>	<b>\$ 2,700,778</b>

The accompanying notes are an integral part of this statement.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Schedule of Revenues, Expenditures and Changes in  
Fund Balances- Budget and Actual  
Lunch Fund

For the Year Ended June 30, 2025

	Budgeted Amounts		Actual	Variance
	Original	Final		Favorable (Unfavorable)
<b>Revenues</b>				
Local sources				
Meal sales	\$ 16,000	\$ 15,000	\$ 17,379	\$ 2,379
Earnings on investments	60	125	127	2
Other			499	499
<b>Total local sources</b>	<b>16,060</b>	<b>15,125</b>	<b>18,005</b>	<b>2,880</b>
State sources				
State Matching Grant	1,700	1,564	1,564	-
Healthy School Meals Grants	76,000	76,918	78,234	1,316
Other State Grants	9,400	2,227	2,227	-
<b>Total state sources</b>	<b>87,100</b>	<b>80,709</b>	<b>82,025</b>	<b>1,316</b>
Federal sources				
National School Lunch Program	90,000	144,426	149,853	5,427
National School Breakfast Program	30,000	45,146	45,449	303
Donated Commodities	12,812	26,188	26,292	104
Other Federal Grants	12,653	12,195	13,193	998
<b>Total federal sources</b>	<b>145,465</b>	<b>227,955</b>	<b>234,787</b>	<b>6,832</b>
<b>Total revenues</b>	<b>248,625</b>	<b>323,789</b>	<b>334,817</b>	<b>11,028</b>
<b>Expenditures</b>				
Food Service				
Salaries	111,362	116,008	119,263	(3,255)
Employee benefits	43,280	42,192	42,636	(444)
Purchased services				
Professional and technical	500	500		500
Other	8,500	9,000	6,499	2,501
Food and milk	90,371	147,392	149,647	(2,255)
Commodities used	12,812	26,188	26,292	(104)
Supplies	11,500	11,209	13,086	(1,877)
Other	300	1,300	1,434	(134)
Appropriated reserves	15,000	68,498		68,498
<b>Total expenditures</b>	<b>293,625</b>	<b>422,287</b>	<b>358,857</b>	<b>63,430</b>
<b>Other financing sources (uses)</b>				
Transfers in (out)	30,000	30,000	30,000	-
<b>Total other financing sources (uses)</b>	<b>30,000</b>	<b>30,000</b>	<b>30,000</b>	<b>-</b>
<b>Excess of revenues and other sources over (under) expenditures and other uses</b>	<b>(15,000)</b>	<b>(68,498)</b>	<b>5,960</b>	<b>74,458</b>
Fund balance, beginning	15,000	68,498	68,498	-
<b>Fund balance, ending</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 74,458</b>	<b>\$ 74,458</b>

The accompanying notes are an integral part of this statement.

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## NOTES TO THE FINANCIAL STATEMENTS

June 30, 2025

- 1. Summary of Significant Accounting Policies** – The accounting policies of the Montezuma County School District RE-6 (“District”) conform to U.S. generally accepted accounting principles, as applicable to school districts. The Governmental Accounting Standards Board (GASB) is responsible for establishing GAAP for state and local governments through its pronouncements (Statements of Interpretations).

The following significant accounting policies were applied in the preparation of the accompanying financial statements.

**Reporting Entity** - The Montezuma County School District RE-6 Board of Education (“Board”) is the basic level of government which has financial accountability and control over all activities related to public education in the town of Mancos, Colorado. The Board receives funding from local, state and federal government sources and must comply with the concomitant requirements of these funding source entities. However, the Board is not included in any other governmental “reporting entity” as defined by the GASB pronouncement, since Board members are elected by the public and have decision making authority, the authority to levy taxes, the power to designate management, the ability to significantly influence operations and primary accountability for fiscal matters. In addition, there are no component units as defined in Governmental Accounting Standards Board Statements 14,39 and 61, which are included in the District’s reporting entity.

**Fund Accounting** – The accounts of the District are organized on the basis of funds, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund equity, revenues and expenditures or expenses, as appropriate. Governmental resources are allocated to and accounted for in individual funds based upon the purposes for which they are to be spent and in the means by which spending activities are controlled. The various funds are grouped, into three categories: governmental, proprietary and fiduciary. Each category, in turn, is divided into separate “fund types”.

**Governmental Funds**- are used to account for all or most of a government’s general activities, including the collection and disbursement of earmarked funds (special revenue funds). The following are the District’s governmental funds:

**General Fund**- is the general operating fund of the District. It is used to account for all financial resources except those required to be accounted for in another fund. Major revenue sources include local property taxes, specific ownership taxes, and State of Colorado equalization funding, as determined by the School Finance Act of 1994, as amended. Expenditures include all costs associated with the daily operation of the schools, except for programs funded by certain capital outlay expenditures, food service expenditures, extracurricular athletic and other pupil activities, and insurance transactions.

**Lunch Fund** – is used to account for the financial transactions related to the food service operations of the District.

**Student Activity Fund** – is used to account for the financial transactions related to the student activities of the District.

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## NOTES TO THE FINANCIAL STATEMENTS

June 30, 2025

**Debt Service Fund-** is used to account for the accumulation of resources for, and the payment of the BEST general obligation bonds principal, interest and related costs.

**Capital Projects Fund-** the Capital Projects Fund accounts for the accumulation of resources and expenditure of resources for capital improvements within the District.

### ***Basis of Presentation-***

**District-wide Financial Statements-** The statement of net position and the statement of activities display information about the District as a whole. These statements include the financial activities of the primary government except for fiduciary funds. The statements distinguish between those activities of the District that are governmental and those that are considered business-type activities.

The district-wide statements are prepared using the economic resources measurement focus and the accrual basis of accounting. This is the same approach used in the preparation of the proprietary fund financial statements but differs from the manner in which governmental fund financial statements are prepared. Governmental fund financial statements therefore include reconciliation with a brief explanation to better identify the relationship between the district-wide financial statements and the statements for governmental funds.

The district-wide statement of activities presents a comparison between direct expenses and program revenues for each function or program of the District's governmental activities. Direct expenses are those that are specifically associated with a service, program or department and therefore clearly identifiable to a particular function. Program revenues include charges paid by the recipient of the goods or services offered by the program and grants and contributions that are restricted to meeting the operational or capital requirements of a particular program. Revenues, which are not classified as program revenues, are presented as general revenues of the District, with certain limited exceptions. The comparison of direct expenses with program revenues identifies the extent to which each business segment or governmental function is self-financing or draws from the general revenues of the District.

**Fund Financial Statements-** Fund financial statements report detailed information about the District. The focus of governmental fund financial statements is on major funds rather than reporting funds by type. Each major fund is presented in a separate column. Non-major funds are aggregated and presented in a single column.

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. All governmental fund types are accounted for using a flow of current financial resources measurement focus. The financial statements for governmental funds are a balance sheet, which generally includes only current assets and current liabilities, and a statement of revenues, expenditures and changes in fund balances, which reports on the sources (i.e., revenues and other financing sources) and uses (i.e., expenditures and other financing uses) of current financial resources.

## MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

### NOTES TO THE FINANCIAL STATEMENTS

June 30, 2025

**Basis of Accounting** – determines when transactions are recorded in the financial records and reported on the financial statements. District-wide financial statements are prepared using the accrual basis of accounting. Governmental funds use the modified accrual basis of accounting.

**Revenues- Exchange and Non-exchange Transactions-** Revenues resulting from exchange transactions, in which each party gives and receives essentially equal value are recorded on the accrual basis when the exchange takes place. On a modified accrual basis, revenues are recorded in the fiscal year in which the resources are measurable and become available. Available means that the resources will be collected within the current fiscal year or are expected to be collected soon enough thereafter to be used to pay liabilities of the current fiscal year. For the District, available means expected to be received within sixty days of fiscal year-end.

Non-exchange transactions, in which the District receives value without directly giving equal value in return, include property taxes, grants, entitlements and donations. On an accrual basis, revenues from property taxes are recognized in the fiscal year for which the taxes are levied. State equalization monies are recognized as revenues during the period in which they are appropriated. Revenues from grants, entitlements and donations are recognized in the fiscal year in which all eligibility requirements have been satisfied. Eligibility requirements include timing requirements, which specify the year when the resources are required to be used or the fiscal year when use is first permitted, matching requirements, in which the District must provide local resources to be used for a specified purpose, and expenditure requirements, in which the resources are provided to the District on a reimbursement basis. On a modified accrual basis, revenue from non-exchange transactions must also be available before it can be recognized.

Under the modified accrual basis, the following revenue sources are considered to be both measurable and available at fiscal year-end: property taxes collected within 60 days after year-end, interest, tuition, grants and student fees.

**Unearned Revenues-** arise when potential revenue does not meet both the “measurable” and “available” criteria for recognition in the current period. Unearned revenues also arise when resources are received by the District before it has a legal claim to them, as when grant monies are received prior to meeting eligibility requirements. In subsequent periods, when both revenue recognition criteria are met, or when the District has a legal claim to the resources, the liability for unearned revenue is removed and revenue is recognized.

**Pensions-** The District participates in the School Division Trust Fund (SCHDTF), a cost-sharing multiple-employer defined benefit pension plan administered by the Public Employees’ Retirement Association of Colorado (PERA). The net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, pension expense, information about the fiduciary net position (FNP) and additions to/deductions from the FNP of the SCHDTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

**OPEB-** The District participates in the Health Care Trust Fund (HCTF), a cost-sharing multiple-employer defined benefit OPEB fund administered by the Public Employees’ Retirement Association of Colorado (“PERA”). The net OPEB liability, deferred outflows of resources and

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## NOTES TO THE FINANCIAL STATEMENTS

June 30, 2025

deferred inflows of resources related to OPEB, OPEB expense, information about the fiduciary net position (FNP) and additions to/deductions from the FNP of the HCTF have been determined using the economic resources measurement focus and the accrual basis of accounting. For this purpose, benefits paid on behalf of health care participants are recognized when due and/or payable in accordance with the benefit terms. Investments are reported at fair value.

**Expenses/Expenditures-** On the accrual basis of accounting, expenses are recognized at the time they are incurred. The fair value of donated commodities used during the year is reported in the statement of revenues, expenses and changes in fund balances as an expense with a like amount reported as donated commodities revenue.

The measurement focus of governmental fund accounting is on decreases in net financial resources (expenditures) rather than expenses. Expenditures are generally recognized in the accounting period in which the related fund liability is incurred if measurable. Allocations of cost, such as depreciation and amortization, are not recognized in governmental funds.

**Budgets and Budgetary Accounting** – The District is required by Colorado Statutes to adopt annual budgets for all funds. Each budget is prepared on the same basis (U.S. GAAP basis) as that used for accounting purposes.

The following procedures are followed in establishing the budgetary data reflected in the financial statements:

Prior to June 1, the Superintendent's staff submits to the Board of Education a proposed operating budget for the fiscal year commencing the following July 1.

The operating budget includes proposed expenditures and the means of financing them.

Public hearings are conducted to obtain comments.

Prior to June 30, the budget is legally adopted through passage of a resolution by the Board of Education. However, the Board can review and change the adopted budget through December 31.

Formal budgetary integration is employed as a management control device during the year.

Budgeted amounts reported in the accompanying financial statements are as originally adopted and as amended by the Board of Education throughout the year. Following is a summary of the original budget, total revisions and revised budget for those funds with amended budgets in fiscal year 2024.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

NOTES TO THE FINANCIAL STATEMENTS

June 30, 2025

	<u>Original Budget</u>	<u>Total Revisions</u>	<u>Revised Budget</u>
Governmental Funds:			
General Fund	\$ 10,927,173	\$ 149,954	\$ 11,077,127
Lunch Fund	293,625	128,662	422,287
Student Activity Fund	270,847	6,542	277,389
Debt Service Fund	829,000	26,220	855,220
Capital Projects Fund	440,555	38,199	478,754

Appropriations are adopted by resolution for each fund in total and lapse at the end of each year. Over-expenditures are not deemed to exist unless the fund as a total has expenditures in excess of appropriations.

**Encumbrance Accounting** – under which purchase orders, contracts, and other commitments for the expenditure of monies are recorded in order to reserve that portion of the applicable appropriation, is employed by the District as an extension of formal budgetary integration. Encumbrances outstanding at year-end are cancelled and represent neither a liability nor a reservation of equity.

**Short-term Inter-fund Receivables/Payables** - During the course of operations, numerous transactions occur between individual funds for goods provided or services rendered. These receivables and payables are classified as internal balances on the District-wide statement of net assets and, classified as due from other funds or due to other funds on the balance sheet.

**Inventories** - Inventories in the Lunch Fund consists of both expendable supplies held for consumption and the cost of goods held for resale, the cost of which is recorded as an expense as they are used. Inventories are valued at cost using the first-in, first-out concept.

**Capital Assets** – General capital assets are those assets not specifically related to activities reported in the proprietary funds. These assets generally result from expenditures in the governmental funds. These assets are reported in the governmental activities column of the district-wide statement of net assets but are not reported in the fund financial statements. Capital assets utilized by the proprietary funds are reported both in the business-type activities column of the district-wide statements of net assets and in the respective fund financial statements.

All capital assets are valued at historical cost or estimated historical cost if actual historical cost is not available. Donated capital assets are valued at their estimated fair value on the date donated. The District maintains a capitalization threshold of five thousand dollars. The District does not possess any infrastructure.

MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

NOTES TO THE FINANCIAL STATEMENTS

June 30, 2025

All reported capital assets are depreciated. Depreciation is computed using the straight-line method over the following useful lives:

Description	Governmental Activities <u>Estimated Lives</u>
Buildings and Improvements	20-50 Years
Furniture and Equipment	5-15 Years
Vehicles	8 Years

**Property Tax Revenue Recognition** - of the District is recognized when the Montezuma County Treasurer collects it, on behalf of the District. The property tax is levied in December of the year prior to the year the taxes are collected on all taxable property located in the District. Property taxes become an enforceable lien on January 1 of each year, are due on or before June 15 and are delinquent on June 16.

**Accumulated Unpaid Vacations and Sick Pay**- Vacations for twelve month non-professional employees is two weeks per year after the completion of one year on the job and three weeks per year after the completion of five years on the job. Vacations normally must be taken during the summer months unless special arrangements are made with the immediate supervisor. Vacation time may be accrued and carried over for two years at which time any unused vacation time lapses.

Certified employees will receive ten sick days on the first day of employment to accrue annually to a maximum of sixty days. Support staff employees will begin accruing sick leave on the first day of employment at the rate of one day per month of service, to a maximum of sixty days. A sick leave bank is available to all participating employees.

Personal leave shall be granted at the rate of two days per year, non-accumulative. Personal leave must be approved by the superintendent after being recommended by the immediate supervisor of the employee.

Vacation time, sick leave and personal leave do not vest or accumulate with the employees, that is, the employees have no right to be paid for any of these if not taken in the time indicated, or if they terminate. Under generally accepted accounting principles, there is, therefore, no expense or liability included in the financial statements.

**Accrued Liabilities and General Long-Term Obligations**- All payables, accrued liabilities and long-term obligations are reported in the district-wide financial statements, and all payables, accrued liabilities and long-term obligations payable from proprietary funds are reported on the proprietary fund financial statements.

In general, payables and accrued liabilities that will be paid from governmental funds are reported on the governmental fund financial statements regardless of whether they will be liquidated with current resources. However, claims and judgments, the non-current portion of capital leases, compensated absences, and special termination benefits that will be paid from governmental funds are reported as a liability in the fund financial statements only to the extent

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

## NOTES TO THE FINANCIAL STATEMENTS

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that they will be paid with current, expendable, available financial resources. In general, payment made within sixty days after year-end are considered to have been made with current available financial resources. Bonds and other long-term obligations that will be paid from governmental funds are not recognized as a liability in the fund financial statements until due.

**Governmental Fund Balances-** In the governmental fund financial statements, fund balances are classified as follows:

**Nonspendable-** Amounts that cannot be spent either because they are in a nonspendable form or because they are legally or contractually required to be maintained intact. This includes the amount of inventory held in the Lunch Fund.

**Restricted-** Amounts that can be used only for specific purposes because of state or federal laws, or externally imposed conditions by grantors or creditors. This includes the District's TABOR reserve for emergencies, amounts restricted for debt service, food service and amounts restricted for the major upgrade of the District's facilities.

**Committed-** Amounts that can be used only for specific purposes determined by a formal action by the Board of Education the District's highest level of decision making authority. Commitments may be modified or rescinded only through resolutions approved by the Board of Education.

**Assigned-** Amounts that are designated by the Board of Education for a particular purpose but are not spendable until appropriated. This includes assignments for subsequent year's expenditures.

**Unassigned-** All amounts not included in other spendable classifications.

**Use of Restricted Resources-** When an expense is incurred that can be paid using either restricted or unrestricted resources (net position), the District's policy is to first apply the expense toward restricted resources and then toward unrestricted resources. In governmental funds, the District's policy is to first apply the expenditure toward restricted fund balance and then to other less-restrictive classifications- committed and then assigned fund balances before using unassigned fund balances.

**Net Position-** Net position represents the difference between assets, deferred outflows of resources and liabilities and deferred inflows of resources. Net investment in capital assets consists of capital assets, net of accumulated depreciation, reduced by the outstanding balances of any borrowings used for the acquisition, construction or improvement of those assets. Net position is reported as restricted when there are liabilities imposed on its use either through the enabling legislation adopted by the District or through external restrictions imposed by creditors, grantors or laws or regulations of other governments.

**Inter-fund Transactions-** Quasi-external transactions are accounted for as revenues, expenditures or expenses. Transactions that constitute reimbursements to a fund for expenditures/expenses initially made from it that are properly applicable to another fund, are recorded as expenditures/expenses in the reimbursing fund and as reductions of

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expenditures/expenses in the fund that is reimbursed. All other inter-fund transactions, except quasi-external transactions and reimbursements, are reported as transfers.

### 2. **Cash and Investments** – Cash and investments consist of the following:

Demand accounts	\$ 591,892
Certificates of deposit	678,595
Colotrust	2,750,147
Total cash and investments	<u>\$ 4,020,634</u>

The Colorado Public Deposit Protection Act (PDPA) governs the District's cash deposits. The statutes specify eligible depositories for public cash deposits, which must be Colorado institutions and must maintain federal insurance on deposits held. Each eligible depository with deposits in excess of the insured levels must pledge a collateral pool of defined eligible assets, to be maintained by another institution or held in trust for all of its local government depositors as a group, with a market value at least 102% of the uninsured deposits. The State Regulatory Commissions for banks and savings and loan associations are required by statute to monitor the naming of eligible depositories and the reporting of uninsured deposits and assets maintained in the collateral pools.

Colorado statutes define eligible investments for local governments. These include bonds and other interest-bearing obligations of or guaranteed by the United States government or its agencies, bonds which are direct obligations of the State of Colorado or any of its political subdivisions, repurchase agreements, commercial paper, guaranteed investment contracts and local government investment pools.

At June 30, 2025, the District had investments in one local governmental investment pool, the Colorado Government Liquid Asset Trust (COLOTRUST). COLOTRUST is an investment vehicle established for local government entities in Colorado to pool surplus funds for investment purposes. COLOTRUST is routinely monitored by the Colorado Division of Securities with regard to its operations and investments, which are also subject to provisions of C.R.S. Title 24, Article 75, and Section 6. The fair value of the investments in COLOTRUST is the same as the value of the pool shares. None of these types of investments are categorized because they are not evidenced by securities that exist in physical or book entry form. COLOTRUST is rated AAAM from Standard and Poor's. Financial statements for COLOTRUST may be obtained at [www.colotrust.com](http://www.colotrust.com). The District also invested in one US Treasury Bill. The difference between its carrying amount and market value is immaterial and therefore, not recorded on the financial statements.

The District records interest revenue related to investment activities in the fund that holds the investments.

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**3. Federal and State Administered Grants** – are considered to be earned to the extent of expenditures made under the provisions of the grant and, accordingly, when such funds are received they are recorded as deferred revenues until earned. Receivables and deferred revenues are as follows:

<u>General Fund</u>	<u>Receivables</u>	<u>Deferred Revenues</u>
Library Grant	\$ 4,500	
Aviation Grant	595	
Title I	23,960	
Title II	75	
Title IV	10,066	
Stronger Connections	19,648	
EASI Grant	35,500	
MTSS Grant	782	
Vaping Grant		\$ 25,076
Total General Fund	<u>\$ 95,126</u>	<u>\$ 25,076</u>

**4. Capital Assets** – Capital asset activity for the fiscal year ended June 30, 2025 follows:

	<u>Capital Assets July 1, 2024</u>	<u>Additions</u>	<u>Deletions Inventory Adjustments/ Transfers</u>	<u>Capital Assets June 30, 2025</u>
Governmental Activities				
Capital assets, not being depreciated:				
Land	\$ 652,468			\$ 652,468
Total capital assets not being depreciated	<u>652,468</u>	<u>-</u>	<u>-</u>	<u>652,468</u>
Capital assets, being depreciated:				
Buildings	32,263,344	\$ 584,397		32,847,741
Equipment	1,385,854	203,113	\$ (81,000)	1,507,967
Total capital assets being depreciated	<u>33,649,198</u>	<u>787,510</u>	<u>(81,000)</u>	<u>34,355,708</u>
Less accumulated depreciation for:				
Buildings	(10,279,544)	(1,167,459)		(11,447,003)
Equipment	(1,221,691)	(74,197)	81,000	(1,214,888)
Total accumulated depreciation	<u>(11,501,235)</u>	<u>(1,241,656)</u>	<u>81,000</u>	<u>(12,661,891)</u>
Total capital assets, being depreciated, net	22,147,963	(454,146)		21,693,817
Governmental Activities Capital Assets, net	<u>\$ 22,800,431</u>	<u>\$ (454,146)</u>	<u>\$ -</u>	<u>\$ 22,346,285</u>

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Depreciation expense was charged as a direct expense to the following governmental programs:

Transportation	\$	48,867
Food Service		5,727
Unallocated		1,187,062
Total depreciation-governmental activities	\$	<u>1,241,656</u>

**5. Defined Benefit Pension Plan –**

**Plan description-** Eligible employees of the District are provided with pensions through the School Division Trust Fund (SCHDTF)—a cost-sharing multiple-employer defined benefit pension plan administered by PERA. Plan benefits are specified in Title 24, Article 51 of the Colorado Revised Statutes (C.R.S.), administrative rules set forth at 8 C.C.R. 1502-1, and applicable provisions of the federal Internal Revenue Code. Colorado State law provisions may be amended from time to time by the Colorado General Assembly. PERA issues a publicly available annual comprehensive annual financial report (CAFR) that can be obtained at [www.copera.org/forms-resources/pera-financial-reports-and-studies](http://www.copera.org/forms-resources/pera-financial-reports-and-studies).

*Benefits provided as of December 31, 2024.* PERA provides retirement, disability, and survivor benefits. Retirement benefits are determined by the amount of service credit earned and/or purchased, highest average salary, the benefit structure(s) under which the member retires, the benefit option selected at retirement, and age at retirement. Retirement eligibility is specified in tables set forth at C.R.S. § 24-51-602, 604, 1713, and 1714.

The lifetime retirement benefit for all eligible retiring employees under the PERA Benefit Structure is the greater of the:

- Highest average salary multiplied by 2.5% and then multiplied by years of service credit
- The value of the retiring employee’s member contribution account plus a 100% match on eligible amounts as of the retirement date. This amount is then annuitized into a monthly benefit based on life expectancy and other actuarial factors.

In all cases the service retirement benefit is limited to 100% of highest average salary and also cannot exceed the maximum benefit allowed by federal Internal Revenue Code.

Members may elect to withdraw their member contribution accounts upon termination of employment with all PERA employers; waiving rights to any lifetime retirement benefits earned. If eligible, the member may receive a match of either 50% or 100% on eligible amounts depending on when contributions were remitted to PERA, the date employment was terminated, whether 5

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

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years of service credit has been obtained and the benefit structure under which contributions were made.

Upon meeting certain criteria, benefit recipients who elect to receive a lifetime retirement benefit generally receive post-retirement cost-of-living adjustments, referred to as annual increases in the C.R.S. Subject to the automatic adjustment provision (AAP) under C.R.S. § 24-51-413, eligible benefit recipients under the PERA benefit structure who began membership before January 1, 2007, and all eligible benefit recipients of the DPS benefit structure will receive the maximum annual increase (AI) or AI cap of 1.00% unless adjusted by the AAP. Eligible benefit recipients under the PERA benefit structure who began membership on or after January 1, 2007, will receive the lesser of an annual increase of the 1.00% AI cap or the average increase of the Consumer Price Index for Urban Wage Earners and Clerical Workers for the prior calendar year, not to exceed a determined increase that would exhaust 10% of PERA’s Annual Increase Reserve (AIR) for the SCHDTF. The AAP may raise or lower the aforementioned AI cap by up to 0.25% based on the parameters specified in C.R.S. § 24-51-413.

Disability benefits are available for eligible employees once they reach five years of earned service credit and are determined to meet the definition of disability. The disability benefit amount is based on the lifetime retirement benefit formulas shown above considering a minimum 20 years of service credit, if deemed disabled.

Survivor benefits are determined by several factors, which include the amount of earned service credit, highest average salary of the deceased, the benefit structure(s) under which service credit was obtained, and the qualified survivor(s) who will receive the benefits.

*Contributions provisions as of June 30, 2025.* Eligible employees, of the District and the State are required to contribute to the SCHDTF at a rate set by Colorado statute. The contribution requirements are established under C.R.S. § 24-51-401, *et seq* and C.R.S. § 24-51-413. Eligible employees are required to contribute 11.00% of their PERA-includable salary during the period of July 1, 2024 through June 30, 2025. The employer contribution requirements are summarized in the table below:

	July 1, 2024 Through June 30, 2025
Employer Contribution Rate	11.40%
Amount of Employer Contribution apportioned to the Health Care Trust Fund as specified in C.R.S. § 24-51-208(1)(f)	(1.02)%
Amount Apportioned to the SCHDTF	10.38%
Amortization Equalization Disbursement (AED) as specified in C.R.S. § 24-51-411 <sup>1</sup>	4.50%
Supplemental Amortization Equalization Disbursement (SAED) as specified in C.R.S. § 24-51-411 <sup>1</sup>	5.50%
<b>Total Employer Contribution Rate to the SCHDTF</b>	<b>20.38%</b>

Contribution rates for the SCHDTF are expressed as a percentage of salary as defined in C.R.S. § 24-51-101(42).

# MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6

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Employer contributions are recognized by the SCHDTF in the period in which the compensation becomes payable to the member and the District is statutorily committed to pay the contributions to the SCHDTF. Employer contributions recognized by the SCHDTF from the District were \$885,589 for the year ended June 30, 2025.

For purposes of GASB 68 paragraph 15, a circumstance exists in which a nonemployer contributing entity is legally responsible for making contributions to the SCHDTF and is considered to meet the definition of a special funding situation. As specified in C.R.S. § 24-51-414, the State is required to contribute \$225 million (actual dollars) direct distribution each year to PERA starting on July 1, 2018. For 2024, a portion of the direct distribution payment is allocated to the SCHDTF based on the proportionate amount of annual payroll of the SCHDTF to the total annual payroll of the SCHDTF, State Division Trust Fund, Judicial Division Trust Fund, and Denver Public Schools Division Trust Fund.

### **Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions**

The net pension liability for the SCHDTF was measured as of December 31, 2024, and the total pension liability (TPL) used to calculate the net pension liability was determined by an actuarial valuation as of December 31, 2023. Standard update procedures were used to roll-forward the TPL to December 31, 2024. The District's proportion of the net pension liability was based on District contributions to the SCHDTF for the calendar year 2024 relative to the total contributions of the participating employers and the State as a nonemployer contributing entity.

At June 30, 2025, the District reported a liability of \$9,203,828 for its proportionate share of the net pension liability that reflected an increase for support from the State as a nonemployer contributing entity. The amount recognized by the District as its proportionate share of the net pension liability, the related support from the State as a nonemployer contributing entity, and the total portion of the net pension liability that was associated with the District were as follows:

District's proportionate share of the net pension liability	\$	9,203,828
The State's proportionate share of the net pension liability as a nonemployer contributing entity associated with the District		826,650
Total	\$	<u>10,030,478</u>

At December 31, 2024, the District's proportion was .0533403767 percent, which was a decrease of .0012 percent from its proportion measured as of December 31, 2023.

For the year ended June 30, 2025, the District recognized pension expense of \$350,526 and \$87,177 in revenue for support from the State as a nonemployer contributing entity. At June 30, 2025, the District reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

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	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience	\$ 521,199	
Changes in assumptions or other inputs	69,002	
Net difference between projected and actual earnings on pension plan investments	173,651	
Changes in proportion and differences between contributions recognized and proportionate share of contributions	848,855	\$ 307,692
Contributions subsequent to the measurement date	452,241	
Total	<u>\$ 2,064,948</u>	<u>\$ 307,692</u>

\$452,241 reported as deferred outflows of resources related to pensions, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the year ended June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

<b>Year ended June 30:</b>	
2026	\$ 886,425
2027	801,713
2028	(274,021)
2029	(109,102)

*Actuarial assumptions.* The TPL in the December 31, 2021 actuarial valuation was determined using the following actuarial assumptions and other inputs:

Actuarial cost method	Entry Age
Price inflation	2.30%
Real wage growth	0.70%
Wage inflation	3.00%
Salary increases, including wage inflation	3.40% – 11.00%
Long-term investment Rate of Return, net of pension plan investment expenses, including price inflation	7.25%

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Discount rate 7.25%

Post-retirement benefit increases:

PERA Benefit Structure hired prior to 1/1/07;  
and DPS Benefit Structure (compounded annually) 1.00%

PERA Benefit Structure hired after 12/31/06<sup>1</sup> Financed by the AIR

*1 Post-retirement benefit increases are provided by the AIR, accounted separately within each Division Trust Fund, and subject to moneys being available; therefore, liabilities related to increases for members of these benefit tiers can never exceed available assets.*

All mortality assumptions are developed on a benefit-weighted basis and apply generational mortality. Note that in all categories, displayed as follows, the mortality tables are generationally projected using scale MP-2019.

	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
Pre-Retirement	PubT-2010 Employee	N/A
Post-Retirement (Retiree), Non-Disabled	PubT-2010 Healthy Retiree	<b>Males:</b> 112% of the rates prior to age 80/ 94% of the rates age 80 and older <b>Females:</b> 83% of the rates prior to age 80/ 106% of the rates age 80 and older
Post-Retirement (Beneficiary), Non-Disabled	Pub-2010 Contingent Survivor	<b>Males:</b> 97% of the rates for all ages <b>Females:</b> 105% of the rates for all ages
Disabled	PubNS-2010 Disabled Retiree	99% of the rates for all ages

The actuarial assumptions used in the December 31, 2023, valuation were based on the 2020 experience analysis, dated October 28, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by the PERA Board on November 20, 2020.

Based on the 2024 experience analysis, dated January 3, 2025, for the period January 1, 2020, to December 31, 2023, revised actuarial assumptions were adopted by PERA's Board on January 17, 2025, and were effective as of December 31, 2024. The following assumptions were reflected in the roll forward calculation of the total pension liability from December 31, 2023, to December 31, 2024.

Salary increases, including wage inflation: 4.00%-13.40%

Salary scale assumptions were altered to better reflect actual experience.

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Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.

The estimated administrative expense as a percentage of covered payroll was increased from 0.40% to 0.45%.

The adjustments for credibility applied to the Pub-2010 mortality tables for active and retired lives, including beneficiaries, were updated based on the experience. All mortality assumptions are developed on a benefit-weighted basis. Note that in all categories, displayed as follows, the mortality tables are generationally projected using the 2024 adjusted MP-2021 projection scale.

	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
Pre-Retirement	PubT-2010 Employee	N/A
Post-Retirement (Retiree), Non-Disabled	PubT-2010 Healthy Retiree	<b>Males:</b> 106% of the rates for all ages <b>Females:</b> 86% of the rates prior to age 85/ 115% of the rates age 85 and older
Post-Retirement (Beneficiary), Non-Disabled	Pub-2010 Contingent Survivor	<b>Males:</b> 92% of the rates for all ages <b>Females:</b> 100% of the rates for all ages
Disabled	PubNS-2010 Disabled Retiree	95% of the rates for all ages

The long-term expected return on plan assets is monitored on an ongoing basis and reviewed as part of periodic experience studies prepared every four years, and asset/liability studies, performed every three to five years for PERA. The most recent analyses were outlined in the 2024 Experience Study report dated January 3, 2025.

Several factors were considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expenses and inflation) were developed by the investment consultant for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation.

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, and again at the Board's September 20, 2024 meeting. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

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<b>Asset Class</b>	<b>Target Allocation</b>	<b>30 Year Expected Geometric Real Rate of Return</b>
Global Equity	51.00%	5.00%
Fixed Income	23.00%	2.60%
Private Equity	10.00%	7.60%
Real Estate	10.00%	4.10%
Alternatives <sup>1</sup>	6.00%	5.20%
<b>Total</b>	<b>100.00%</b>	

*Note:* In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected rate of return assumption of 7.25%.

*Discount rate.* The discount rate used to measure TPL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

Total covered payroll for the initial projection year consisted of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent years, total covered payroll was assumed to increase annually at a rate of 3.00%.

Employee contributions were assumed to be made at the current member contribution rates in effect for each year, including the scheduled increases in SB 18-200 and required adjustments resulting from the 2018 and 2020 AAP assessments. Employee contributions for future plan members were used to reduce the estimated amount of total service costs for future plan members.

Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law for each year, including the scheduled increase in SB 18-200, and required adjustments resulting from the 2018 and 2020 AAP assessments. Employer contributions also include the current and estimated future AED and SAED, until the actuarial value funding ratio reaches 103%, at which point, the AED and SAED will each drop 0.50 percent every year until they are zero. Additionally, estimated employer contributions included reductions for the funding of the AIR and retiree health care benefits. For future plan members, employer contributions were further reduced by the estimated amount of total service costs for future plan members not financed by their member contributions.

As specified in law, the State, as a nonemployer contributing entity, will provide an annual direct distribution of \$225 million (actual dollars), commencing July 1, 2018, that is proportioned between the State, School, Judicial, and DPS Division Trust Funds based upon the covered payroll of each Division. The annual direct distribution ceases when all Division Trust Funds are fully funded.

Employer contributions and the amount of total service costs for future plan members were based upon a process used by the plan to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.

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The AIR balance was excluded from the initial FNP, as, per statute, AIR amounts cannot be used to pay benefits until transferred to either the retirement benefits reserve of the survivor benefits reserve, as appropriate. AIR transfers to the fiduciary net position and the subsequent AIR benefit payments were estimated and included in the projections.

Benefit payments and contributions were assumed to be made at the middle of the year.

Based on the above assumptions and methods, the projection test indicates the SCHDTF's FNP was projected to be available to make all projected payments of current members. Therefore, the long-term expected rate of return of 7.25% on pension plan investments was applied to all periods of projected benefit payments to determine the TPL. The discount determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

*Sensitivity of the District's proportionate share of the net pension liability to changes in the discount rate.* The following presents the proportionate share of the net pension liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.25%) or 1-percentage-point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net pension liability	\$12,478,258	\$9,203,828	\$6,461,569

*Pension plan fiduciary net position.* Detailed information about the SCHDTF's fiduciary net position is available in PERA's comprehensive annual financial report which can be obtained at [www.copera.org/investments/pera-financial-reports](http://www.copera.org/investments/pera-financial-reports).

**Subsequent Events**

SB 25-310, enacted June 2, 2025, and effective immediately, allows PERA to accept a series of warrants from the State Treasurer totaling \$500 million (actual dollars) on or after July 1, 2025, and before October 1, 2025. These dollars are to be proportioned over time to replace reductions to future direct distributions intended to fund the Peace Officer Training and Support Fund and, at that time, will be allocated to the appropriate Division Trust Fund(s) within PERA. SB 25-310 also allows for an alternative actuarial method to allocate the direct distribution if the allocation, based on the reported payroll of each participating division, results in an AAP assessment ratio below the 98% benchmark.

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## NOTES TO THE FINANCIAL STATEMENTS

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### 6. Defined Contribution Pension Plan

#### Voluntary Investment Program (PERAPlus 401(k) Plan)

*Plan Description* - Employees of the District that are also members of the SCHDTF may voluntarily contribute to the Voluntary Investment Program (PERAPlus 401(k) Plan), an Internal Revenue Code Section 401(k) defined contribution plan administered by PERA. Title 24, Article 51, Part 14 of the C.R.S, as amended, assigns the authority to establish the Plan provisions to the PERA Board of Trustees. PERA issues a publicly available comprehensive annual financial report for the Plan. That report can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies) .

*Funding Policy* – The Voluntary Investment Program is funded by voluntary member contributions up to the maximum limits set by the Internal Revenue Service, as established under Title 24, Article 51, Section 1402 of the C.R.S., as amended. The District has not agreed to match employee contributions. Employees are immediately vested in their own contributions, employer contributions and investment earnings. For the year ended June 30, 2025, program members contributed \$33,065 to the Voluntary Investment Program.

### 7. Other Post-Employment Benefits

*Plan description*- Eligible employees of the District are provided with OPEB through the HCTF—a cost-sharing multiple-employer defined benefit OPEB plan administered by PERA. The HCTF is established under Title 24, Article 51, Part 12 of the Colorado Revised Statutes (C.R.S.), as amended, and sets forth a framework that grants authority to the PERA Board to contract, self-insure, and authorize disbursements necessary in order to carry out the purposes of the PERACare program, including the administration of the premium subsidies. Colorado State law provisions may be amended from time to time by the Colorado General Assembly. PERA issues a publicly available annual comprehensive financial report (AFCR) that can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies).

*Benefits provided.* The HCTF provides a health care premium subsidy to eligible participating PERA benefit recipients and retirees who choose to enroll in one of the PERA health care plans, however, the subsidy is not available if only enrolled in the dental and/or vision plan(s). The health care premium subsidy is based upon the benefit structure under which the member retires and the member's years of service credit. For members who retire having service credit with employers in the Denver Public Schools (DPS) Division and one or more of the other four Divisions (State, School, Local Government and Judicial), the premium subsidy is allocated between the HCTF and the Denver Public Schools Health Care Trust Fund (DPS HCTF). The basis for the amount of the premium subsidy funded by each trust fund is the percentage of the member contribution account balance from each division as it relates to the total member contribution account balance from which the retirement benefit is paid.

C.R.S. § 24-51-1202 *et seq.* specifies the eligibility for enrollment in the health care plans offered by PERA and the amount of the premium subsidy. The law governing a benefit recipient's eligibility for the subsidy and the amount of the subsidy differs slightly depending under which benefit structure the benefits are calculated. All benefit recipients under the PERA benefit

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structure and all retirees under the DPS benefit structure are eligible for a premium subsidy, if enrolled in a health care plan under PERACare. Upon the death of a DPS benefit structure retiree, no further subsidy is paid.

Enrollment in the PERACare is voluntary and is available to benefit recipients and their eligible dependents, certain surviving spouses, and divorced spouses and guardians, among others. Eligible benefit recipients may enroll into the program upon retirement, upon the occurrence of certain life events, or on an annual basis during an open enrollment period.

### *PERA Benefit Structure*

The maximum service-based premium subsidy is \$230 per month for benefit recipients who are under 65 years of age and who are not entitled to Medicare; the maximum service-based subsidy is \$115 per month for benefit recipients who are 65 years of age or older or who are under 65 years of age and entitled to Medicare. The maximum service-based subsidy, in each case, is for benefit recipients with retirement benefits based on 20 or more years of service credit. There is a 5% reduction in the subsidy for each year less than 20. The benefit recipient pays the remaining portion of the premium to the extent the subsidy does not cover the entire amount.

For benefit recipients who have not participated in Social Security and who are not otherwise eligible for premium-free Medicare Part A for hospital-related services, C.R.S. § 24-51-1206(4) provides an additional subsidy. According to the statute, PERA cannot charge premiums to benefit recipients without Medicare Part A that are greater than premiums charged to benefit recipients with Part A for the same plan option, coverage level, and service credit. Currently, for each individual PERACare enrollee, the total premium for Medicare coverage is determined assuming plan participants have both Medicare Part A and Part B and the difference in premium cost is paid by the HCTF or the DPS HCTF on behalf of benefit recipients not covered by Medicare Part A.

*Contributions.* Pursuant to Title 24, Article 51, Section 208(1)(f) of the C.R.S., as amended, certain contributions are apportioned to the HCTF. PERA-affiliated employers of the State, School, Local Government, and Judicial Divisions are required to contribute at a rate of 1.02% of PERA-includable salary into the HCTF.

Employer contributions are recognized by the HCTF in the period in which the compensation becomes payable to the member and the District is statutorily committed to pay the contributions. Employer contributions recognized by the HCTF from the District were \$44,319 for the year ended June 30, 2025.

### **OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB**

At June 30, 2025 the District reported a liability of \$163,302 for its proportionate share of the net OPEB liability. The net OPEB liability for the HCTF was measured as of December 31, 2024, and the total OPEB liability (TOL) used to calculate the net OPEB liability was determined by an actuarial valuation as of December 31, 2023. Standard update procedures were used to roll-forward the TOL to December 31, 2024. The District's proportion of the net OPEB liability was based on the District's contributions to the HCTF for the calendar year 2024 relative to the total contributions of participating employers to the HCTF.

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At December 31, 2024, the District proportion was .03415 percent, which was an increase of .0015 percent from its proportion measured as of December 31, 2023.

For the year ended June 30, 2025, the District recognized OPEB expense of \$(58,333). At June 30, 2025, the District reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Difference between expected and actual experience		\$ 36,021
Changes in assumptions	\$ 1,872	52,199
Net difference between projected and actual earnings on pension plan investments	554	
Changes in proportion and differences between contributions recognized and proportionate share of contributions	57,984	39,561
Contributions subsequent to the measurement date	22,634	
Total	<u>\$ 83,044</u>	<u>\$ 127,781</u>

\$22,634 reported as deferred outflows of resources related to OPEB, resulting from contributions subsequent to the measurement date, will be recognized as a reduction of the net OPEB liability in the year ended June 30, 2026. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

<b>Year ended June 30:</b>	
2026	\$ (21,620)
2027	(6,766)
2028	(19,909)
2029	(9,182)
2030	(5,156)
2031	(4,738)

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*Actuarial assumptions.* The TOL in the December 31, 2021 actuarial valuation was determined using the following actuarial cost method, actuarial assumptions and other inputs:

Actuarial cost method	Entry age
Price inflation	2.30%
Real wage growth	0.70%
Wage inflation	3.00%
Salary increases, including wage inflation	3.40% -11.00%
Long-term investment rate of return, net of OPEB plan investment expenses, including price inflation	7.25%
Discount rate	7.25%
Health care cost trend rates	
PERA benefit structure:	
Service-based premium subsidy	0.00%
PERACare Medicare plans	16.00% in 2024, then 6.75% in 2025, gradually decreasing to 4.50% in 2034
MAPD PPO #2	105% in 2024, then 8.55% in 2025 gradually decreasing to 4.50% in 2034
Medicare Part A premiums	3.50% in 2024, gradually increasing to 4.50% in 2033

As of the December 31, 2024, measurement date, the FNP and related disclosure components for the HCTF reflect additional payments related to the disaffiliation of Tri-County Health Department (Tri-County Health) as a PERA-affiliated employer, effective December 31, 2022. The additional employer disaffiliation payment allocations to the HCTF and Local Government Division Trust Fund were \$0.020 million and \$0.486 million, respectively.

Each year the per capita health care costs are developed by plan option. As of the December 31, 2023 actuarial valuation, costs are based on 2024 premium rates for the UnitedHealthcare Medicare Advantage Prescription Drug (MAPD) PPO plan #1, the UnitedHealthcare MAPD PPO plan #2, and the Kaiser Permanente MAPD HMO plan. Actuarial morbidity factors are then applied to estimate individual retiree and spouse costs by age, gender, and health care cost trend. This approach applies for all members and is adjusted accordingly for those not eligible for premium-free Medicare Part A for the PERA benefit structure.

### Age-Related Morbidity Assumptions

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<b>Participant Age</b>	<b>Annual Increase (Male)</b>	<b>Annual Increase (Female)</b>
65-68	2.2%	2.3%
69	2.8%	2.2%
70	2.7%	1.6%
71	3.1%	0.5%
72	2.3%	0.7%
73	1.2%	0.8%
74	0.9%	1.5%
75-85	0.9%	1.3%
86 and older	0.0%	0.0%

<b>Sample Age</b>	<b>MAPD PPO #1 with Medicare Part A</b>		<b>MAPD PPO #2 with Medicare Part A</b>		<b>MAPD HMO (Kaiser) with Medicare Part A</b>	
	<b>Retiree/Spouse</b>		<b>Retiree/Spouse</b>		<b>Retiree/Spouse</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
65	\$1,710	\$1,420	\$585	\$486	\$1,897	\$1,575
70	\$1,921	\$1,589	\$657	\$544	\$2,130	\$1,763
75	\$2,122	\$1,670	\$726	\$571	\$2,353	\$1,853

<b>Sample Age</b>	<b>MAPD PPO #1 without Medicare Part A</b>		<b>MAPD PPO #2 without Medicare Part A</b>		<b>MAPD HMO (Kaiser) without Medicare Part A</b>	
	<b>Retiree/Spouse</b>		<b>Retiree/Spouse</b>		<b>Retiree/Spouse</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
65	\$6,536	\$5,429	\$4,241	\$3,523	\$7,063	\$5,866
70	\$7,341	\$6,073	\$4,764	\$3,941	\$7,933	\$6,563
75	\$8,110	\$6,385	\$5,262	\$4,143	\$8,763	\$6,900

The 2024 Medicare Part A premium is \$505 per month.

All costs are subject to the health care cost trend rates, as discussed below.

Health care cost trend rates reflect the change in per capita health costs over time due to factors such as medical inflation, utilization, plan design, and technology improvements. For the PERA benefit structure, health care cost trend rates are needed to project the future costs associated with providing benefits to those PERACare enrollees not eligible for premium-free Medicare Part A.

Health care cost trend rates for the PERA benefit structure are based on published annual health care inflation surveys in conjunction with actual plan experience (if credible), building block models, and industry methods developed by health plan actuaries and administrators. In addition, projected trends for the Federal Hospital Insurance Trust Fund (Medicare Part A premiums) provided by the

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Centers for Medicare & Medicaid Services are referenced in the development of these rates. PERACare Medicare plan rates are applied where members have no premium-free Part A and where those premiums are already exceeding the maximum subsidy. MAPD PPO #2 has a separate trend because the first year rates are still below the maximum subsidy and to reflect the estimated impact of the Inflation Reduction Act for that plan option.

The PERA benefit structure health care cost trend rates that were used to measure the TOL are summarized in the table below:

Year	PERACare Medicare Plans <sup>1</sup>	MAPD PPO #21	Medicare Part A Premiums
2024	16.00%	105.00%	3.50%
2025	6.75%	8.55%	3.75%
2026	6.50%	8.10%	3.75%
2027	6.25%	7.65%	4.00%
2028	6.00%	7.20%	4.00%
2029	5.75%	6.75%	4.25%
2030	5.50%	6.30%	4.25%
2031	5.25%	5.85%	4.25%
2032	5.00%	5.40%	4.25%
2033	4.75%	4.95%	4.50%
2034+	4.50%	4.50%	4.50%

Mortality assumptions used in the December 31, 2023, valuation for the Division Trust Funds as shown in the following table, reflect generational mortality and were applied, as applicable, in the December 31, 2023, valuation for the HCTF, but developed using a headcount-weighted basis. Note that in all categories, displayed as follows, the mortality tables are generationally projected using scale MP-2019. Affiliated employers of the State, School, Local Government, and Judicial Divisions participate in the HCTF.

Pre-Retirement	Mortality Table	Adjustments, as Applicable
State and Local Government Divisions (members other than Safety Officers)	PubG-2010 Employee	N/A
Safety Officers	PubS-2010 Employee	N/A
School Division	PubT-2010 Employee	N/A
Judicial Division	PubG-2010(A) Above-Median Employee	N/A
Post-Retirement (Retiree), Non-Disabled	Mortality Table	Adjustments, as Applicable
State and Local Government Divisions (members other than Safety Officers)	PubG-2010 Healthy Retiree	<b>Males:</b> 94% of the rates prior to age 80/ 90% of the rates age 80 and older <b>Females:</b> 87% of the rates prior to age 80/ 107% of the rates age 80 and older

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Safety Officers	PubS-2010 Healthy Retiree	N/A
School Division	PubT-2010 Healthy Retiree	<b>Males:</b> 112% of the rates prior to age 80/ 94% of the rates age 80 and older <b>Females:</b> 83% of the rates prior to age 80/ 106% of the rates age 80 and older
Judicial Division	PubG-2010(A) Above-Median Healthy Retiree	N/A
<b>Post-Retirement (Beneficiary), Non-Disabled</b>	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
All Beneficiaries	Pub-2010 Contingent Survivor	<b>Males:</b> 97% of the rates for all ages <b>Females:</b> 105% of the rates for all ages
<b>Disabled</b>	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
Members other than Safety Officers	PubNS-2010 Disabled Retiree	99% of the rates for all ages
Safety Officers	PubS-2010 Disabled Retiree	N/A

The following health care costs assumptions were updated and used in the roll-forward calculation for the HCTF:

- Per capita health care costs in effect as of the December 31, 2023, valuation date for those PERACare enrollees under the PERA benefit structure who are expected to be age 65 and older and are not eligible for premium-free Medicare Part A benefits were updated to reflect costs for the 2024 plan year.
- The health care cost trend rates applicable to health care premiums were revised to reflect the current expectation of future increases in those premiums. A separate trend rate assumption set was added for MAPD PPO #2 as the first-year rate is still below the maximum subsidy and also the assumption set reflects the estimated impact of the Inflation Reduction Act for that plan option.
- The Medicare health care plan election rate assumptions were updated effective as of the December 31, 2023, valuation date based on an experience analysis of recent data.

The actuarial assumptions used in the December 31, 2023, valuations were based on the 2020 experience analysis, dated October 28, 2020, and November 4, 2020, for the period January 1, 2016, through December 31, 2019. Revised economic and demographic assumptions were adopted by PERA's Board on November 20, 2020.

Based on the 2024 experience analysis, dated January 3, 2025, for the period January 1, 2020, to December 31, 2023, revised actuarial assumptions were adopted by PERA's Board on January 17, 2025, and were effective as of December 31, 2024. The following assumptions were reflected in the roll forward calculation of the total OPEB liability from December 31, 2023, to December 31, 2024.

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	State Division	School Division	Local Government Division	Judicial Division
Salary increases, including wage inflation:				
Members other than Safety Officers	2.70%-13.30%	4.00%-13.40%	3.40%-13.00%	2.30%-4.70%
Safety Officers	3.20%-16.30%	N/A	3.20%-16.30%	N/A

The following health care costs assumptions were used in the roll forward calculation for the HCTF:

- Salary scale assumptions were altered to better reflect actual experience.
- Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience.
- Participation rates were reduced.
- MAPD premium costs are no longer age graded.

Plan	With Medicare Part A	Without Medicare Part A
MAPD PPO #1	\$1,824	\$6,972
MAPD PPO #2	624	4,524
MAPD HMO (Kaiser)	2,040	7,596

The adjustments for credibility applied to the Pub-2010 mortality tables for active and retired lives, including beneficiaries, were updated based on the experience. Note that in all categories, the mortality tables are generationally projected using the 2024 adjusted MP-2021 project scale. These assumptions updated for the Division Trust Funds, were also applied in the roll forward calculations for the HCTF using a headcount-weighted basis. Affiliated employers of the State, School, Local Government, and Judicial Divisions participate in the HCTF.

<b>Pre-Retirement</b>	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
State and Local Government Divisions (members other than Safety Officers)	PubG-2010 Employee	N/A
Safety Officers	PubS-2010 Employee	N/A
School Division	PubT-2010 Employee	N/A
Judicial Division	PubG-2010(A) Above-Median Employee	N/A
<b>Post-Retirement (Retiree), Non-Disabled</b>	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
State and Local Government Divisions (members other than Safety Officers)	PubG-2010 Healthy Retiree	<b>Males:</b> 90% of the rates for all ages <b>Females:</b> 85% of the rates prior to age 85/ 105% of the rates age 85 and older
Safety Officers	PubS-2010 Healthy Retiree	N/A

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School Division	PubT-2010 Healthy Retiree	<b>Males:</b> 106% of the rates for all ages <b>Females:</b> 86% of the rates prior to age 85/ 115% of the rates age 85 and older
Judicial Division	PubG-2010(A) Above-Median Healthy Retiree	N/A
<b>Post-Retirement (Beneficiary), Non-Disabled</b>	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
All Beneficiaries	Pub-2010 Contingent Survivor	<b>Males:</b> 92% of the rates for all ages <b>Females:</b> 100% of the rates for all ages
<b>Disabled</b>	<b>Mortality Table</b>	<b>Adjustments, as Applicable</b>
Members other than Safety Officers	PubNS-2010 Disabled Retiree	95% of the rates for all ages
Safety Officers	PubS-2010 Disabled Retiree	N/A

The actuarial assumptions pertaining to per capita health care costs and their related trend rates are analyzed annually and updated, as appropriate, by the PERA Board’s actuary.

The long-term expected return on plan assets is reviewed as part of regular experience studies prepared every four to five years for PERA. Recently this assumption has been reviewed more frequently. The most recent analyses were outlined in the 2024 Experience Study report dated January 3, 2025.

Several factors are considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation) were developed for each major asset class. These ranges were combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentages and then adding expected inflation.

The PERA Board first adopted the 7.25% long-term expected rate of return as of November 18, 2016. Following an asset/liability study, the Board reaffirmed the assumed rate of return at the Board's November 15, 2019, meeting, to be effective January 1, 2020. As of the most recent reaffirmation of the long-term rate of return, the target asset allocation and best estimates of geometric real rates of return for each major asset class are summarized in the table as follows:

Asset Class	Target Allocation	30 Year Expected Geometric Real Rate of Return
Global Equity	51.00%	5.00%
Fixed Income	23.00%	2.60%
Private Equity	10.00%	7.60%
Real Estate	10.00%	4.10%
Alternatives <sup>1</sup>	6.00%	5.20%
<b>Total</b>	<b>100.00%</b>	

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Note: In setting the long-term expected rate of return, projections employed to model future returns provide a range of expected long-term returns that, including expected inflation, ultimately support a long-term expected rate of return assumption of 7.25%.

*Sensitivity of the District's proportionate share of the net OPEB liability to changes in the Health Care Cost Trend Rates.* The following presents the net OPEB liability using the current health care cost trend rates applicable to the PERA benefit structure, as well as if it were calculated using health care cost trend rates that are one percentage point lower or one percentage point higher than the current rates:

	1% Decrease in Trend Rates	Current Trend Rates	1% Increase in Trend Rates
Initial PERACare Medicare trend rate	5.75%	6.75%	7.75%
Ultimate PERACare Medicare trend rate	3.50%	4.50%	5.50%
Initial Medicare Part A trend rate	2.50%	3.50%	4.50%
Ultimate Medicare Part A trend rate	3.50%	4.50%	5.50%
Net OPEB Liability	158,902	163,302	168,281

*Discount rate.* The discount rate used to measure the TOL was 7.25%. The projection of cash flows used to determine the discount rate applied the actuarial cost method and assumptions shown above. In addition, the following methods and assumptions were used in the projection of cash flows:

- Updated health care cost trend rates for Medicare Part A premiums as of the December 31, 2024, measurement date.
- Total covered payroll for the initial projection year consists of the covered payroll of the active membership present on the valuation date and the covered payroll of future plan members assumed to be hired during the year. In subsequent projection years, total covered payroll was assumed to increase annually at a rate of 3.00%.
- Employer contributions were assumed to be made at rates equal to the fixed statutory rates specified in law and effective as of the measurement date.
- Employer contributions and the amount of total service costs for future plan members were based upon a process to estimate future actuarially determined contributions assuming an analogous future plan member growth rate.
- Estimated transfers of dollars into the HCTF representing a portion of purchase service agreements intended to cover the costs associated with OPEB benefits.
- Benefit payments and contributions were assumed to be made at the middle of the year.
- As of the December 31, 2023, measurement date, the FNP and related disclosure components for the HCTF reflect additional payments related to the disaffiliation of Tri-County Health Department as a PERA-affiliated employer, effective December 31, 2022.

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The additional employer disaffiliation payment allocations to the HCTF and Local Government Division Trust Fund were \$0.020 million and \$0.486 million, respectively.

Based on the above assumptions and methods, the HCTF’s FNP was projected to make all projected future benefit payments of current members. Therefore, the long-term expected rate of return of 7.25% on OPEB plan investments was applied to all periods of projected benefit payments to determine the TOL. The discount rate determination does not use the municipal bond index rate, and therefore, the discount rate is 7.25%. There was no change in the discount rate from the prior measurement date.

*Sensitivity of the District’s proportionate share of the net OPEB liability to changes in the discount rate.* The following presents the proportionate share of the net OPEB liability calculated using the discount rate of 7.25%, as well as what the proportionate share of the net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.25%) or 1-percentage-point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Discount Rate (7.25%)	1% Increase (8.25%)
Proportionate share of the net OPEB liability	200,129	163,302	131,553

*OPEB plan fiduciary net position.* Detailed information about the HCTF’s FNP is available in PERA’s comprehensive annual financial report which can be obtained at [www.copera.org/forms-resources/financial-reports-and-studies](http://www.copera.org/forms-resources/financial-reports-and-studies).

**8. Accrued Salaries** – Certified instructors of the District are contracted for nine months annually between Labor Day and June 1. These instructors, while only working nine months, are paid for their services in twelve equal monthly installments. On June 30 of each year they have completed their entire contract, but have only received 10/12 of the related compensation with the difference to be paid over the summer break. The difference, totaling \$644,504, is reflected as an accrued expense at June 30.

**9. Long Term Debt-**

**2017 General Obligation Bonds Payable-** In November of 2017, the voters of the District approved the issuance of \$4,950,000 of general obligation bonds. The bonds were issued for the purpose of providing matching money for the State of Colorado Building Excellent Schools Today (BEST) grant program. The proceeds, along with the grant funds will be used for the major renovation and construction of District facilities. The bonds are payable in annual installments and bear interest at 3.43 percent. The repayment of the bonds is accounted for in the Debt Service Fund.

The annual requirements to amortize the bonds are as follows:

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<u>Fiscal Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2026	\$ 223,117	\$ 118,960	\$ 342,077
2027	230,771	111,175	341,946
2028	238,867	103,122	341,989
2029	246,875	94,795	341,670
2030	255,343	86,181	341,524
2031-2035	1,414,268	290,992	1,705,260
2035-2038	970,208	50,679	1,020,887
<b>Total</b>	<b>\$ 3,579,449</b>	<b>\$ 855,904</b>	<b>\$ 4,435,353</b>

**Changes in Long-Term Debt-** A summary of changes in long-term debt follows:

<u>Description</u>	<u>Beginning Balance</u>	<u>Issued</u>	<u>Retired</u>	<u>Ending Balance</u>
General Obligation Bonds	\$ 3,795,166		\$ 215,717	\$ 3,579,449
<b>Total</b>	<b>\$ 3,795,166</b>	<b>\$ -</b>	<b>\$ 215,717</b>	<b>\$ 3,579,449</b>

**10. Inter-fund Operating Transfers-** Transfers consist of amounts transferred to supplement revenues. All transfers are done on a routine basis. Transfers for the year ended June 30 are as follows:

<u>Transfers</u>	<u>In</u>	<u>Out</u>
General Fund		\$ 650,153
Lunch Fund	\$ 30,000	
Capital Projects Fund	620,153	
<b>Total</b>	<b>\$ 650,153</b>	<b>\$ 650,153</b>

The transfers were made for the purpose of subsidizing the receiving fund.

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**11. Fund Balance Restrictions and Assignments** – Restricted indicates that a portion of the fund balance can only be spent for specific purposes because of state or federal laws, or externally imposed conditions by grantors or creditors. Assigned indicates amounts that are designated for a specific purpose by the Board of Education but are not spendable until appropriated. The District uses the following restrictions and assignments:

**Non-spendable**

**Inventory-** indicates that the portion of fund balance represented by inventories is not available for appropriation and expenditure at the balance sheet date. Non-spendable fund balance related to inventory consists of \$3,439 in the Lunch Fund.

**Restricted**

**TABOR** – indicates that a portion of the fund balance has been segregated for expenditures for declared emergencies only. Fund balance reserved for emergencies consists of \$300,000 in the General Fund.

**Student Activities-** indicates that the fund balance in the Student Activity Fund is restricted for student activities within the District. Fund balance restricted for student activities consists of \$115,680 in the Student Activity Fund.

**Debt Service-** indicates the amount of fund balance that is restricted for the repayment of the District’s outstanding general obligation bonds. Fund balance restricted for debt service consists of \$511,495 in the Debt Service Fund

**Food Service-** indicates the amount of fund balance that is restricted for the food service operations of the District. Fund balance restricted for food service consists of \$71,019 in the Lunch Fund.

**Assigned**

**Assigned for future expenditures** – indicates anticipated fund balance available for appropriation in the next budget year. Fund balances assigned for future expenditures consist of the following:

General Fund	\$ 2,400,778
Capital Projects Fund	56,913
Total	<u><u>\$ 2,457,691</u></u>

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June 30, 2025

**12. Risk Management** – The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The District is a member of the Colorado School Districts Self-Insurance Pool (The Pool). The Pool was formed in 1981 to provide member school districts and related educational facilities with defined property and liability coverage through joint self-insurance and excess insurance. The District pays an annual premium for its general insurance coverage. The Pool is self-sustaining through member premiums and obtains excess insurance to limit per occurrence exposure to \$250,000.

The District continues to carry commercial insurance for all other risks of loss including worker's compensation and employee health and accident insurance. There have been no settled claims that have exceeded insurance coverage in any of the past three fiscal years. There have been no significant decreases in insurance coverage from the prior year.

**13. Tax, Spending, and Debt Limitations** – Colorado Voters passed an amendment to the State Constitution, Article X, Section 20, which has several limitations, including revenue raising, spending abilities, and other specific requirements of state and local governments. On November 5, 1996 the people of the District voted to authorize the spending of all monies in existing funds and to collect, retain, and expend the full revenue, including state grants and taxes, generated during fiscal year 1997 and for each subsequent year regardless of any limitation contained in Article X, Section 20, of the Colorado Constitution. The Amendment is complex and subject to judicial interpretation. The District believes it is in compliance with all other requirements of the amendment. However, the District has made certain interpretations of the amendment's language in order to determine its compliance.

**14. Commitments and Contingent Liabilities** – There were no commitments or contingent liabilities at June 30.

**15. Compliance with Laws and Regulations**-The District may be in violation of State Statute. Expenditures exceeded appropriations in the Capital Projects Fund.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Required Supplementary Information

June 30, 2025

Required supplementary information includes financial information and disclosures that are required by the GASB but are not considered a part of the basic financial statements.

Such information includes:

Pension Schedules

Schedule of District Contributions

Schedule of the District's Proportionate Share of the Net Pension Liability

OPEB Schedules

Schedule of District Contributions

Schedule of the District's Proportionate Share of the Net OPEB Liability

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
Schedules of Required Supplementary Information  
Schedule of District Pension Contributions  
June 30, 2025

Last 10 Years

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Contractually required contribution	\$ 428,894	\$ 447,771	\$ 471,647	\$ 525,130	\$ 579,413	\$ 579,649	\$ 637,128	\$ 683,809	\$ 785,501	\$ 885,589
Contributions in relation to the contractually required contribution	428,894	447,771	471,647	525,130	579,413	579,649	637,128	683,809	785,501	885,589
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
District's covered payroll	\$ 2,420,231	\$ 2,437,049	\$ 2,497,157	\$ 2,745,059	\$ 2,989,743	\$ 2,914,688	\$ 3,204,869	\$ 3,355,294	\$ 3,854,271	\$ 4,344,975
Contributions as a percentage of covered payroll	17.72%	18.37%	18.89%	19.13%	19.38%	19.89%	19.88%	20.38%	20.38%	20.38%

**Notes to Required Supplementary Information**

**Note 1—Significant Changes in Plan Provisions Affecting Trends in Actuarial Information**  
2023 Changes in Plan Provisions Since 2022

Senate Bill (SB) 23-056, enacted and effective June 2, 2023, intended to recompense PERA for the remaining portion of the \$225 million direct distribution originally schedule for receipt July 1, 2020, suspended due to the enactment of House Bill (HB) 20-1379, but not fully repaid through the provisions within HB 22-1029. Pursuant to SB 23-056, the State Treasurer issued a warrant consisting of the balance of the PERA Payment Cash Fund, created in \$24-51-416, plus \$10 million from the General Fund, totaling \$14.561 million.

As of the December 31, 2023, measurement date, the total pension liability (TPL) recognizes the change in the default method applied for granting service accruals for certain members, from a "12-pay" method to a "non-12-pay" method. The default service accrual method for positions with an employment pattern of a least eight months but fewer than twelve months (including, but not limited to positions in the School and DPS Divisions) receive a higher ratio of service credit for each month worked, up to a maximum of 12 months of service credit per year.

**Note 2- Significant Changes in Assumptions or Other Inputs Affecting Trends in Actuarial Information**  
2024 Changes in Assumptions or Other Inputs Since 2023

Salary scale assumptions were altered to better reflect actual experience

Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience

The Pub-2010 Public Retirement Plans Mortality base tables were retained for purposes of active, retired, disabled, and beneficiary lives, with revised adjustment for credibility and gender, where applicable. In addition, the applied generational projection scale was updated to the 2024 adjusted scale MP-2021.

The estimated administrative expense as a percentage of covered payroll was increased from 0.40% to 0.45%

See also Note 5 in the accompanying Notes to the Financial Statements for factors that significantly affect trends in the amounts reported.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
Schedules of Required Supplementary Information  
Schedule of District OPEB Contributions  
June 30, 2025

Last 10 Years

	2017	2018	2019	2020	2021	2022	2023	2024	2025
Contractually required contribution	\$ 24,858	\$ 25,471	\$ 27,999	\$ 30,495	\$ 29,730	\$ 32,690	\$ 34,224	\$ 39,314	\$ 44,319
Contributions in relation to the contractually required contribution	24,858	25,471	27,999	30,495	29,730	32,690	34,224	39,314	44,319
Contribution deficiency (excess)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
District's covered payroll	\$ 2,437,049	\$ 2,497,157	\$ 2,745,059	\$ 2,989,743	\$ 2,914,688	\$ 3,204,869	\$ 3,355,294	\$ 3,854,271	\$ 4,344,975
Contributions as a percentage of covered payroll	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%

Information is not available for years prior to 2017

*Notes to Required Supplementary Information*

**Note 1—Significant Changes in Plan Provisions Affecting Trends in Actuarial Information**

*2024 Changes in Plan Provisions Since 2023*

As of a the December 31, 2024 measurement date, the FNP and related disclosure components for HCTF reflect additional payments related to the disaffiliation of the Tri-County Health Department as a PERA-affiliated employer, effective December 31, 2022. The additional employer disaffiliation payment allocations to the HCTF and Local Government Division Trust Fund were \$0.020 million and \$0.486 million respectively.

*2023 Changes in Plan Provisions Since 2022*

As of the December 31, 2023, measurement date, the fiduciary net position (FNP) and related disclosure components for the Health Care Trust Fund (HCTF) reflects payments related to the disaffiliation of Tri-County Health Department (Tri-County Health) as a PERA-affiliated employer, effective December 31, 2022. As of the December 31, 2023, year-end, PERA recognized two additions for accounting and financial reporting purposes: a \$24 million payment received on December 4, 2023, and a \$2 million receivable. The employer disaffiliation payment and receivable allocations to the HCTF and Local Government Division Trust Fund were \$1.033 million and \$24.967 million, respectively.

**Note 2- Significant Changes is Assumptions or Other Inputs Affecting Trends in the Actuarial Information**

*2024 Changes in Assumptions or Other Inputs Since 2023*

Salary scale assumptions were altered to better reflect actual experience

Rates of termination/withdrawal, retirement, and disability were revised to more closely reflect actual experience

The adjustments for credibility applied to the Pub-210 mortality tables for active and retired lives, including beneficiaries, were updated based upon experience. In addition, the mortality projection scale was updated to the 2024 adjusted scale MP-2021 to reflect future improvements in mortality for all groups.

Participation rates were reduced

MAPD premium costs are no longer age graded.

See also Note 7 in the accompanying Notes to the Financial Statements for factors that significantly affect trends in the amounts reported.

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
Schedules of Required Supplementary Information  
Schedule of the District's Proportionate Share of the Net Pension Liability

Last 10 Years

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
District's proportion of the net pension liability (asset)	0.05531%	0.05423%	0.05330%	0.04870%	0.04861%	0.05096%	0.05265%	0.04074%	0.05453%	0.05334%
District's share of the net pension liability (asset)	\$ 8,459,955	\$ 16,145,661	\$ 17,235,415	\$ 8,615,755	\$ 7,262,561	\$ 7,703,689	\$ 6,126,808	\$ 7,418,170	\$ 9,644,188	\$ 9,203,828
District's share of State's share of the net pension liability as a nonemployer contributing entity				\$ 1,178,085	\$ 921,163	-	\$ 702,360	\$ 985,265	\$ 1,013,626	\$ 826,650
<b>Total</b>		<u>\$ 9,793,840</u>	<u>\$ 8,183,724</u>	<u>\$ 7,703,689</u>	<u>\$ 6,829,168</u>	<u>\$ 8,403,435</u>	<u>\$ 10,657,814</u>	<u>\$ 10,030,478</u>		
District's covered payroll	\$ 2,410,588	\$ 2,433,836	\$ 2,458,678	\$ 2,674,946	\$ 2,855,044	\$ 2,726,953	\$ 3,290,317	\$ 3,141,537	\$ 3,605,455	\$ 4,121,857
District's proportionate share of the net pension liability (asset) as a percentage of its covered payroll	350.95%	663.38%	701.00%	322.09%	286.64%	282.50%	186.2%	236.1%	267.5%	243.3%
Plan fiduciary net position as a percentage of the total pension liability	59.20%	75.84%	43.96%	57.01%	64.52%	66.99%	74.86%	61.79%	64.74%	67.17%

*The amounts presented for each fiscal year were determined as of the calendar year that occurred within the fiscal year*

*Notes to Required Supplementary Information  
See Note 5 in the accompanying Notes to the Financial Statements for factors that significantly affect trends in the amounts reported.*

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**  
 Schedules of Required Supplementary Information  
 Schedule of the District's Proportionate Share of the Net OPEB Liability

Last 10 Years

	2017	2018	2019	2020	2021	2022	2023	2024	2025
District's proportion of the net OPEB liability (asset)	0.03080%	0.03030%	0.03160%	0.03175%	0.02949%	0.03437%	0.03096%	0.03263%	0.03415%
District's share of the net OPEB liability (asset)	\$ 399,639	\$ 393,582	\$ 430,304	\$ 356,896	\$ 280,209	\$ 296,417	\$ 252,768	\$ 232,868	\$ 163,302
District's covered payroll	\$ 2,437,049	\$ 2,497,157	\$ 2,674,946	\$ 2,855,044	\$ 2,726,953	\$ 3,290,317	\$ 3,141,537	\$ 3,605,455	\$ 4,121,857
District's proportionate share of the OPEB liability as a percentage of its covered payroll	16.40%	15.76%	16.09%	12.50%	10.28%	9.01%	8.05%	6.46%	3.96%
Plan fiduciary net position as a percentage of the total OPEB liability	20.07%	21.25%	17.03%	24.49%	32.78%	39.40%	38.57%	46.16%	59.83%

*The amounts presented for each fiscal year were determined as of the calendar year that occurred within the fiscal year*

*Information is not available for years prior to 2017*

*Notes to Required Supplementary Information*

*See Note 7 in the accompanying Notes to the Financial Statements for factors that significantly affect trends in the amounts reported.*

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Other Supplementary Information

June 30, 2025

Other supplementary information includes financial statements and schedules not required by the GASB, or a part of the basic financial statements, but are presented for purposes of additional analysis.

These statements and schedules include:

Budgetary Comparison Schedules

Debt Service Fund

Capital Projects Fund

Student Activity Fund

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Schedule of Revenues, Expenditures and Changes in  
Fund Balances- Budget and Actual  
Debt Service Fund

For the Year Ended June 30, 2025

	Budgeted Amounts		Actual	Variance Favorable (Unfavorable)
	Original	Final		
<b>Revenues</b>				
Local sources				
Current property taxes	\$ 375,000	\$ 375,000	\$ 365,900	\$ (9,100)
Delinquent taxes and interest on taxes		2,029	1,854	(175)
Earnings on investments	10,000	11,308	19,052	7,744
Other			9	9
<b>Total revenues</b>	<u>385,000</u>	<u>388,337</u>	<u>386,815</u>	<u>(1,522)</u>
<b>Expenditures</b>				
Debt Service				
Principal	215,717	215,717	215,717	-
Interest	126,486	126,486	126,486	-
Appropriated reserves	486,797	513,017		513,017
<b>Total expenditures</b>	<u>829,000</u>	<u>855,220</u>	<u>342,203</u>	<u>513,017</u>
<b>Excess revenues over (under) expenditures</b>	(444,000)	(466,883)	44,612	511,495
Fund balance, beginning	444,000	466,883	466,883	-
<b>Fund balance, ending</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 511,495</u>	<u>\$ 511,495</u>

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Schedule of Revenues, Expenditures and Changes in  
Fund Balances- Budget and Actual  
Capital Projects Fund

For the Year Ended June 30, 2025

	Budgeted Amounts		Actual	Variance
	Original	Final		Favorable (Unfavorable)
<b>Revenues</b>				
Local sources				
Earnings on investments	\$ 400	\$ 500	\$ 352	\$ (148)
Other			1,001	1,001
<b>Total local sources</b>	<u>400</u>	<u>500</u>	<u>1,353</u>	<u>853</u>
<b>Total revenues</b>	<u>400</u>	<u>500</u>	<u>1,353</u>	<u>853</u>
<b>Expenditures</b>				
Instruction			22,279	(22,279)
School administration			7,335	(7,335)
Operations and plant maintenance	194,218	231,202	45,336	185,866
Student transportation	173,500	173,500	173,500	-
Facilities			584,397	(584,397)
Appropriated reserves	72,837	74,052		74,052
<b>Total expenditures</b>	<u>440,555</u>	<u>478,754</u>	<u>832,847</u>	<u>(354,093)</u>
<b>Other financing sources (uses)</b>				
Transfers in (out)	172,000	210,000	620,153	410,153
<b>Total other financing sources (uses)</b>	<u>172,000</u>	<u>210,000</u>	<u>620,153</u>	<u>410,153</u>
<b>Excess of revenues and other sources over (under) expenditures and other uses</b>	(268,155)	(268,254)	(211,341)	56,913
Fund balance, beginning	268,155	268,254	268,254	-
<b>Fund balance, ending</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 56,913</u>	<u>\$ 56,913</u>

**MONTEZUMA COUNTY (MANCOS) SCHOOL DISTRICT RE-6**

Schedule of Revenues, Expenditures and Changes in  
Fund Balances- Budget and Actual  
Student Activity Fund

For the Year Ended June 30, 2025

	<u>Budgeted Amounts</u>		<u>Actual</u>	<u>Variance</u> <u>Favorable</u> <u>(Unfavorable)</u>
	<u>Original</u>	<u>Final</u>		
<b>Revenues</b>				
Local sources				
Earnings on investments			\$ 234	\$ 234
Miscellaneous	\$ 180,000	\$ 180,000	135,588	(44,412)
Total local sources	<u>180,000</u>	<u>180,000</u>	<u>135,822</u>	<u>(44,178)</u>
<b>Total revenues</b>	<u>180,000</u>	<u>180,000</u>	<u>135,822</u>	<u>(44,178)</u>
<b>Expenditures</b>				
Instruction				
Other	180,000	180,000	117,531	62,469
Appropriated reserves	90,847	97,389		97,389
<b>Total expenditures</b>	<u>270,847</u>	<u>277,389</u>	<u>117,531</u>	<u>159,858</u>
<b>Excess of revenues and other sources over (under) expenditures and other uses</b>	(90,847)	(97,389)	18,291	115,680
Fund balance, beginning	90,847	97,389	97,389	-
<b>Fund Balance, end of the year</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 115,680</u>	<u>\$ 115,680</u>

## INFORMATION REQUIRED BY OVERSIGHT AUTHORITIES



**Colorado Department of Education**

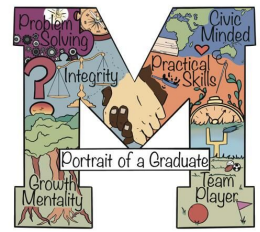
**Auditors Integrity Report**

District: 2070 - Mancos Re-6  
 Fiscal Year 2024-25  
 Colorado School District/BOCES

**Revenues, Expenditures, & Fund Balance by Fund**

Fund Type & Number	Governmental	Beg Fund Balance & Prior Per Adj (6880*)	1000 - 5999 Total Revenues & Other Sources	0001-0999 Total Expenditures & Other Uses	6700-6799 & Prior Per Adj Ending Fund Balance
		+		-	=
10	General Fund	3,153,142	7,329,859	7,800,536	2,682,464
18	Risk Mgmt Sub-Fund of General Fund	0	0	0	0
19	Colorado Preschool Program Fund	53,251	355,674	390,611	18,314
	<b>Sub- Total</b>	<b>3,206,392</b>	<b>7,685,533</b>	<b>8,191,147</b>	<b>2,700,778</b>
11	Charter School Fund	0	0	0	0
20,26-29	Special Revenue Fund	0	0	0	0
06	Supplemental Cap Const, Tech, Main, Fund	0	0	0	0
07	Total Program Reserve Fund	0	0	0	0
21	Food Service Spec Revenue Fund	68,498	364,818	358,857	74,458
22	Govt Designated-Purpose Grants Fund	0	0	0	0
23	Pupil Activity Special Revenue Fund	97,389	135,822	117,531	115,680
25	Transportation Fund	0	0	0	0
31	Bond Redemption Fund	466,883	386,816	342,203	511,495
39	Certificate of Participation (COP) Debt Service Fund	0	0	0	0
41	Building Fund	0	0	0	0
42	Special Building Fund	0	0	0	0
43	Capital Reserve Capital Projects Fund	268,254	621,506	832,847	56,913
46	Supplemental Cap Const, Tech, Main Fund	0	0	0	0
	<b>Totals</b>	<b>4,107,416</b>	<b>9,194,495</b>	<b>9,842,566</b>	<b>3,459,325</b>
50	Other Enterprise Funds	0	0	0	0
64 (63)	Risk-Related Activity Fund	0	0	0	0
60,65-69	Other Internal Service Funds	0	0	0	0
	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Fiduciary</b>				
70	Other Trust and Agency Funds	0	0	0	0
72	Private Purpose Trust Fund	0	0	0	0
73	Agency Fund	0	0	0	0
74	Pupil Activity Agency Fund	0	0	0	0
79	GASB 34:Permanent Fund	0	0	0	0
85	Foundations	0	0	0	0
	<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>FINAL</b>	

\*If you have a prior period adjustment in any fund (Balance Sheet 6880), the amount of your priorperiod adjustment is added into both your ending and beginning fund balances on this report.  
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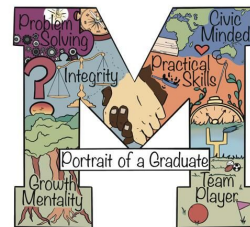


# District Accountability Meeting

Tuesday, October 9 2025

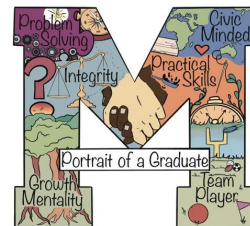
Welcome!  
Sign-in and grab some food.  
We'll get started soon!

# Welcome



- Please share your name, affiliation to MSD, a celebration from the school year and why you're here.
- Our Norms

- Give others the benefit of the doubt
- Start and end meeting on time
- Actively listen
- Minimize side conversations
- Share minutes and agendas in advance whenever possible
- Use a "[Fist to Five](#)" consensus building protocol



## Fist to Five



No way. I don't support this decision and I am vetoing.



I have strong reservations but will support the decision and will not veto.



I am uncomfortable with the decision but can live with it.



This decision is okay with me.

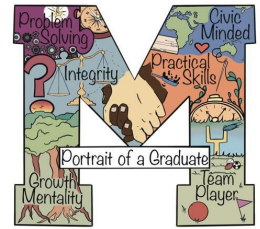


I support this decision.

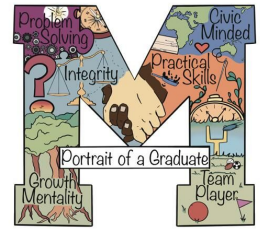


I strongly support this decision.

# Tonight's Objectives

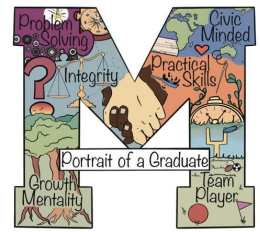


1. Brief Strategic Plan update from Audrey
2. To understand the role of the DAC and review a new approach for the 25.26 school year



# Strategic Plan Alignment

*for the 2025-2026 school year*



## Purpose

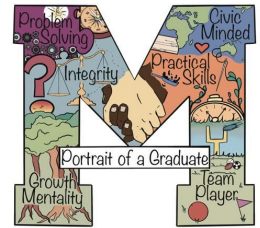
- Engage in a comprehensive alignment of our Strategic Plan, 25.26 goals and other district-wide priorities to our mission and vision.

## Rationale

- Our current strategic plan is robust and complex. An alignment and articulation process ensures every staff member sees the immediate connection of their work to achieving our mission and vision for every student in the 2025-26 school year.
- Opportunity to develop goals and measures of success to serve as the link between our Strategic Plan and mission and vision.

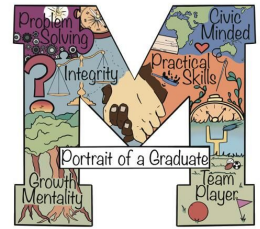


# Process



- **Preparation:** Review feedback, documents, input and data
- **Leadership Retreat:** Draft goals with mission, vision, feedback, data, and school priorities in mind.
- **Staff Week:** Share and “test drive” 1-pager and goals with staff in district-wide sessions. Gather group feedback on goal, mission, vision, strategic plan alignment. Gather individual feedback through surveys.
- **August 11 BOE Work Session:** Share and gather feedback on process and 1-pager
- **August 25 BOE Work Session and Meeting:** Share progress and gather more insights and feedback
- **August - September 8:** Synthesize feedback and align mission, vision, and goals with Strategic Plan. Integrate new data. Share with community/BOE/DAC.
- **September-October:** Articulate and prioritize goals, measures of success and action items for each school (MELC, ES, Secondary).

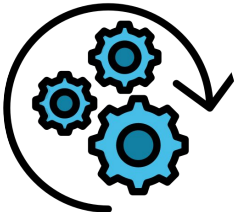
# Drafted Goals for 2025-26



**Healthy Community:** We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.



**Engaging Learning:** We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.



**Cohesive Systems and Structures:** We will collectively renew, revise and build sustainable systems and structures that reflect our values and ensure success, consistency and cohesion across the district.

# Integrated with Strategic Plan

[Strategic Plan 1-pager w/ goals](#)  
[2025-26 Strategic Plan full draft](#)

## Mancos School District 2025-2026 Goals and Strategic Plan Objectives

**Mission:** In partnership with our community, we will foster safe, positive and rigorous learning experiences.

**Vision:** Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, team work and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.

### **District Goals (DRAFT):**



**Healthy Community:** We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.

**Engaging Learning:** We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.

**Cohesive Systems and Structures:** We will collectively renew, revise and build systems and structures that reflect our values and ensure success, consistency and cohesion across the district.

### **1. Community Connections**

**OBJECTIVE 1A:** Mancos School District connects students with local professionals, businesses, and organizations.

**OBJECTIVE 1B:** Mancos School District consistently communicates with all stakeholders in a variety of ways.

**OBJECTIVE 1C:** The Mancos School Board regularly links with the town, local businesses, and local organizations and encourages partnership opportunities.

### **2. Climate and Culture**

**OBJECTIVE 2B:** Mancos School District supports its students through a trauma-informed framework so that they are able to demonstrate emotional intelligence in their day-to-day interactions with peers and adults.

**OBJECTIVE 2C:** Mancos School District supports its staff through a trauma-informed framework in order to promote a culture of mutual respect and cooperation and to model self-regulation.

### **3. Portrait of a Graduate Competencies via Student-Centered Learning**

**OBJECTIVE 3B:** Mancos School District teaching staff teach and assess Portrait of a Graduate competencies through a student-centered model.

**OBJECTIVE 3C:** Mancos School District provides students with course options that are based on student input, align with our teachers' strengths, and can potentially lead to future career paths.

### **4. Opportunities for Individual Students**

**OBJECTIVE 4A:** Mancos School District students demonstrate achievement and positive longitudinal growth in reading and math.

**OBJECTIVE 4C:** Mancos School District teaching staff and students work together to identify individual student interests, talents, strengths, needs, and goals.

**OBJECTIVE 4D:** Mancos School District teaching staff encourages a love of reading in students.

# Draft Goals Already in Action

## Mancos Partners



**Healthy Community:** We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.

### Today's Guiding Question:

How might I build my classroom culture **with** students to ensure they experience challenging and rigorous learning everyday?



**Engaging Learning:** We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.



### Today's Goal



**Cohesive Systems and Structures:** We will collectively renew, revise and build sustainable systems and structures that reflect our values and ensure success, consistency and cohesion across the district.

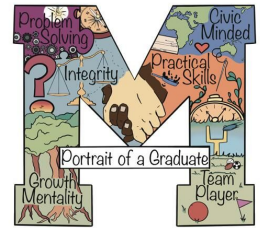
#### Agenda:

Connection & Interconnection

Dig In - Communication Practices

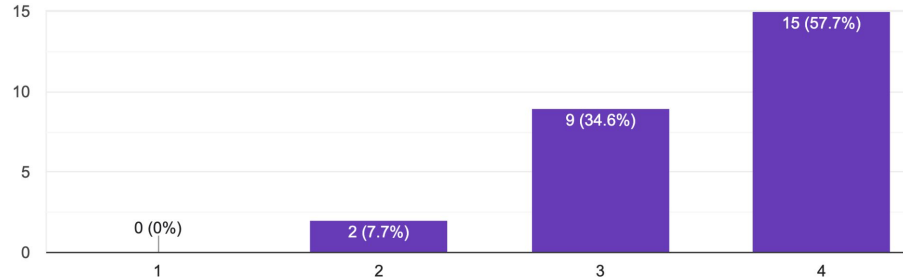


# Current Staff Feedback (survey still open)



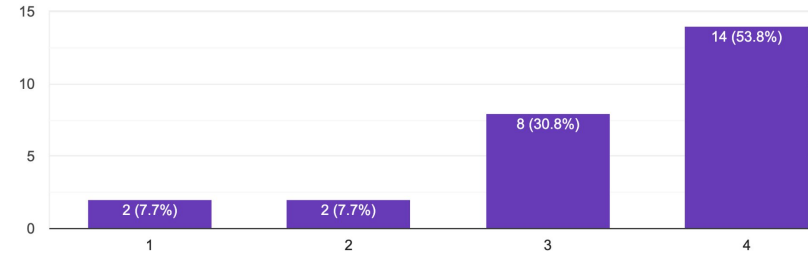
My level of support for the Healthy Community goal:

26 responses



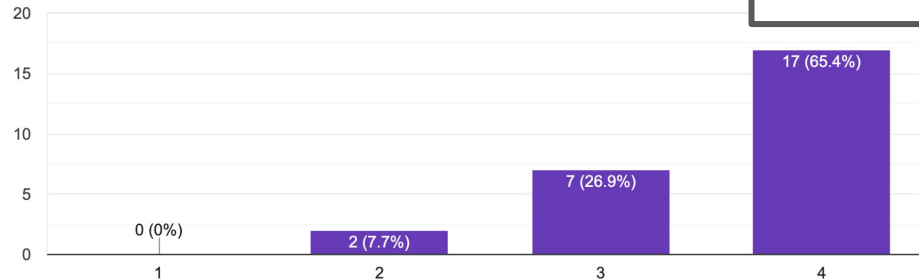
My level of support for the Cohesive Systems and Structures goal:

26 responses



My level of support for the Engaging Learning goal:

26 responses

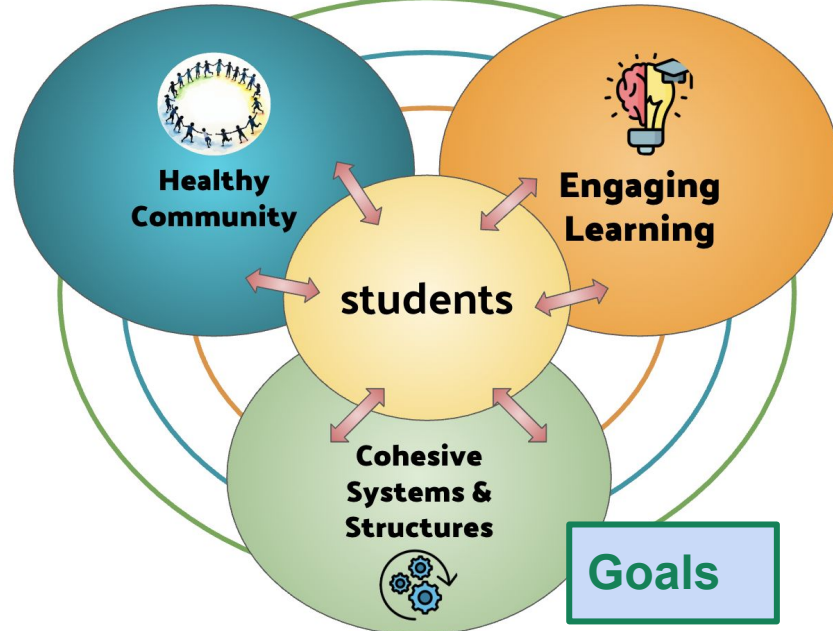


## Alignment Process

### Mission & Vision

**Mission:** In partnership with our community, we will foster safe, positive and rigorous learning experiences.

**Vision:** Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, teamwork and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.



Strategic Plan Domains

1. Community Connections

2. Climate and Culture

3. Portrait of a Graduate Competencies

4. Opportunities for Individual Students

## Alignment - Detailed Work Plan In Progress

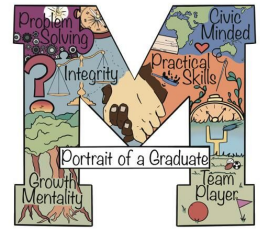


**MSD Mission:** In partnership with our community, we will foster safe, positive and rigorous learning experiences.

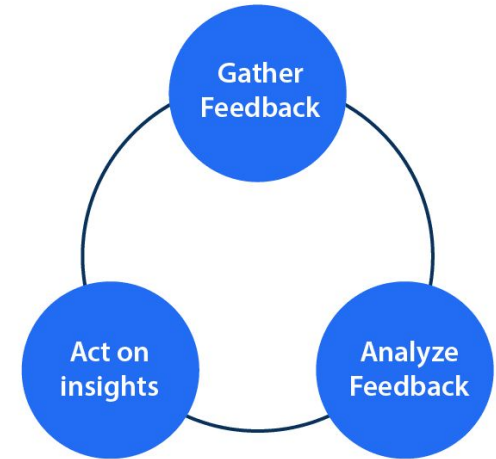
**MSD Vision:** Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, team work and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.

Healthy Community	Measures of Success	Strategic Action Plan	People/Teams	Fall Check-In Notes/links	Level of Implementation	Current Standard Rating
<p><b>We will cultivate (foster) a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, heard, supported and valued.</b></p>	<p><i>Assessments, survey results, performance indicators, participation data, external/internal review</i></p>	Implement consistent district-wide collaboration and community building (2C)			not started ▼	approa... ▼
		Articulate student referral system . . . .(2B, 4C)			not started ▼	approa... ▼
		All staff trained in trauma informed practices			not started ▼	approa... ▼
		Co-create MSD instructional model that embeds a trauma informed practices across student and professional environment (2B)			not started ▼	▼
		Begin student and staff advisory groups across the district (2B, 2C)			not started ▼	▼
					not started ▼	▼
					not started ▼	▼
					not started ▼	▼
					not started ▼	▼

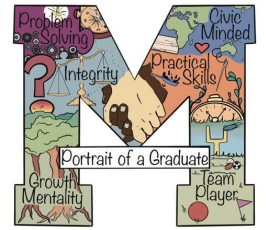
# Next Steps



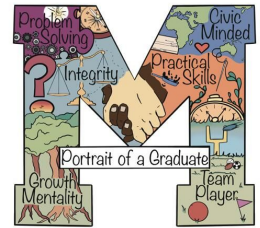
- **August - September:**
  - Finalize 25.26 Action Plan for District
- **October:**
  - Articulate School-Based Goals and Action Plan (MELC, ES, Secondary).
  - **Identify cycle for sharing with DAC and BOE**
- **Now - May 2026:**
  - Implement plan
  - Feedback cycles with staff, community and BOE ongoing



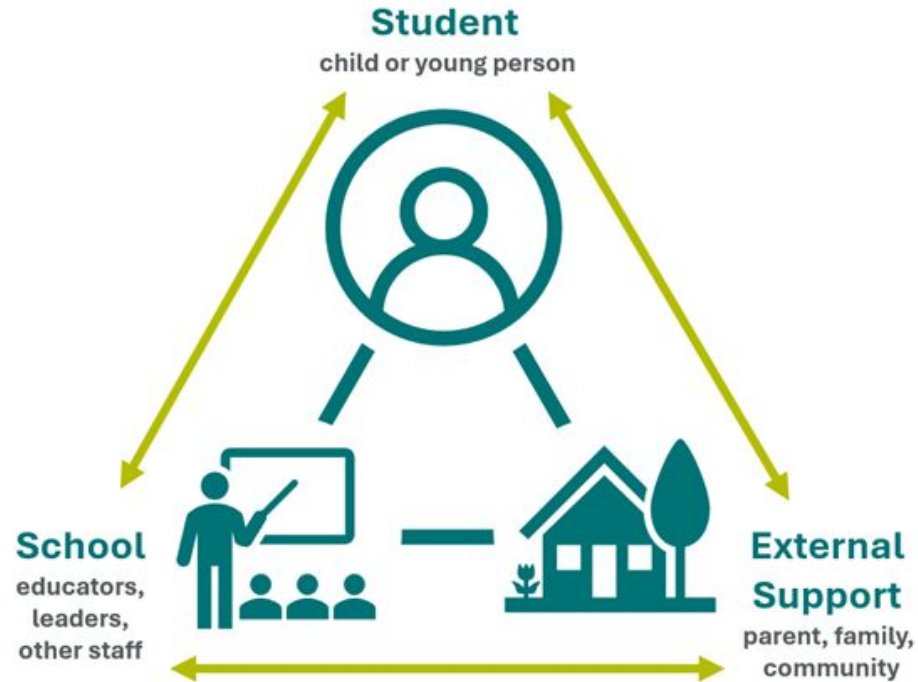
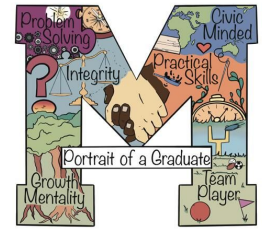
# Comments? Questions?



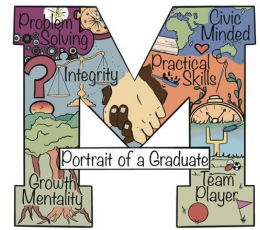
# What is the District Accountability Committee? (DAC)



# Why DAC Engagement Matters



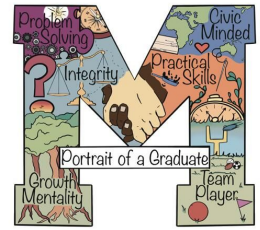
# What is the District Accountability Committee? (DAC)



- ❖ **State Law:** [Education Accountability Act of 2009](#), specifically Title 22, Article 11, Parts 3 and 4
- ❖ **Recommending** to its local school board **priorities for spending school district moneys**
- ❖ Submitting recommendations to the local school board concerning **preparation of the district's Performance**, Improvement, Priority Improvement or Turnaround plan
- ❖ Reviewing any charter school applications received by the local school board and, if the local school board receives a charter school renewal application and upon request of the district and at the DAC's option, reviewing any renewal application prior to consideration by the local school board
- ❖ At least annually, **cooperatively determining, with the local school board, the areas and issues, in addition to budget issues, that the DAC shall study and make recommendations upon**
- ❖ **Providing input and recommendations to principals**, on an advisory basis, concerning the development and use of assessment tools to **measure and evaluate student academic growth as it relates to teacher evaluations**
- ❖ For districts receiving federal funds, **consulting with all required stakeholders with regard to federally funded activities**
- ❖ **Publicizing opportunities to serve and soliciting parents to serve on the DAC**
- ❖ **Assisting the district and school personnel in implementing the district's parent engagement policy**, including parents' engagement in creating students' READ plans, Individual Career and Academic Plans, and plans to address habitual truancy



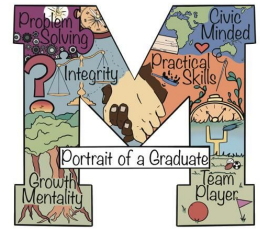
# New Approach



Topic presentation by school staff

- Goals and connection to Strategic Plan
- Current state
- Challenges faced
- Questions/Discussion
- Recommendations
  - BOE (policy)
  - Superintendent (practice)

# New Approach Discussion

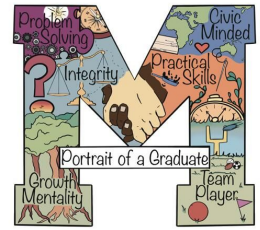


What's strong about this approach?

What are your questions?

What are your recommendations?

# Let's Get Started

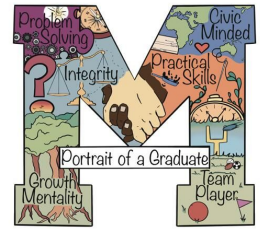


## Administrative Oversight/HR Accountability - October DAC

- What do you want to know about?
- What do you already know that you'd like us to address/discuss at the meeting?

# Closing Reflection

- What do we want to cover in future meetings?
- Appreciations
- What worked?
- Even better if. . .



## **Legislative Resolution Advocacy Committee (L-RAC)**

**The Colorado General Assembly Special Session met to address the \$750 million budget shortfall due to the federal tax and spending bill passed by Congress.**

- Cuts to Health School Meals Program and Supplemental Nutrition Assistance Program (SNAP)
- Higher Education cuts
- Colorado government hiring freeze
- No cuts to K-12

Artificial Intelligence related to implementation SB24-205 requires a developer of high-risk artificial intelligence system to use reasonable care to protect consumers from discrimination. This bill was delayed until 2026.

### **Delegate Assembly Convened**

Approved the 2026 Finance, Student & Staff Safety and Success, and Local Government and Accountability Platforms all passed with some minor changes.

We had 12 resolutions presented to the Delegated Assembly on topics such as Unfunded Mandate, Vouchers Programs, and Ensure Educational Equity in Rural Districts under the implementation of the HB25-1320 School Finance Act.

8 passed

1 failed

1 was removed

2 were moved to the December Annual Convention

## **Colorado Association of School Boards (CASB)**

December 11-13 – 85<sup>th</sup> Annual Convention

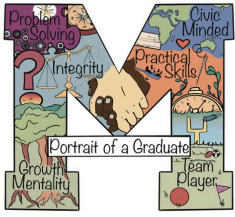
January 28<sup>th</sup> Winter Legislative Conference

February 12<sup>th</sup> Student Day at the Capitol

1. 2025 Fall Conference & Delegate Assembly:
  - A. The key note speaker provided a few strategies on how to communicate confidently. For example, he discussed how to be open minded and have a growth mindset while listening.
  - B. He provided examples and had us practice through dialogue.
  
1. CASB combined the Legislative Resolutions Committee (LRC) with the Federal Advocacy Committee (FAC) to create the Legislative Resolution Advocacy Committee (L-RAC)
  
2. “The Get It Done” campaign - It empowers members at every level to listen, learn, and lead in their efforts to champion fully funded and equitable public schools in Colorado. This is a grassroots campaign engaging and educating our communities throughout Colorado.

Great-Education Colorado is the driving force behind this campaign. Here is a link for more information

<https://www.greateducation.org/get-it-done>



# Superintendent’s Report

Board of Education Meeting

**September 15, 2025**

Prepared by Audrey Hazleton, Superintendent

## Table of Contents

[Cultivating a Healthy Community](#)


[Ensuring Engaging Learning](#)

[Building Cohesive and Sustainable Systems and Structures](#)

[Board Work](#)


[Link to Strategic Plan Overview](#)

### 2025-26 Goal 1


	<p><b>Healthy Community:</b> We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.</p>
<p><b>Staff Community Building</b></p>	<p>Friday Staff Days are starting with an All-Staff connection and alignment. Wellness was the focus of the Sept. 5 time. Staff members choose between Walk and Talk outside, Mindful Chill Zone, and Battleship led by Renee Feigenbaum.</p>
<p><b>Student-Centered Collaborative Teaming</b></p>	<p>At all schools, student-centered collaborative teaming is underway to develop individualized student support plans to ensure access, safety and skill development. Teams include classroom teachers, deans, student advocates, social workers, service providers, parent input or participation, and administration if necessary.</p>
<p><b>Restorative Practices Training and Planning</b></p>	<p>All new staff received Restorative Practices 101 training with Zac Hess and Steve Martinez from Generation Schools Network. Our Wellness team and new leaders also worked with Zach and Steve to develop a plan for school-wide implementation.</p>
<p><b>Family Engagement</b></p>	<p>The MTSS District Leadership Team completed the CDE P-12 FSCP Framework self-assessment of our current family engagement practices. This framework will be used to guide action planning and prioritization of tasks.</p>
<p><b>Community Partnerships</b></p>	<p>Regular meetings with Mancos United Executive Director, Katie McClure, have started. Upcoming work includes a reflection and review of Summer Hub facilities use.</p>
<p><b>Coming Up:</b></p>	<p>Listening sessions with families - small groups, 1-1 and virtual.</p> <p>Development of a Restorative Practices student group to develop student-led practices and a restorative culture across the Secondary School.</p> <p>Student safety and discipline retreat scheduled in late September with school leaders and deans to review current systems and practices, identify strengths, gaps,</p>

	alignment to policies and across our district, and professional development needs.
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2025-26 Goal 2

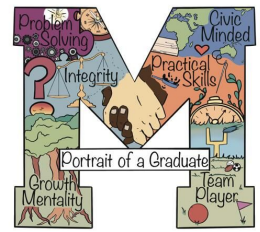
 <p><b>Engaging Learning:</b> We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.</p>	
<b>Student Growth and Data Analysis and Planning</b>	<a href="#">District-Wide Performance Overview</a> : Includes all end-of-year data, school performance and key action steps underway to improve student growth and achievement.
<b>Professional Development</b>	Use of data to deepen and target student learning: <ul style="list-style-type: none"> <li>• NWEA platform training with consultant to help teachers analyze data and utilize resources for instructional planning.</li> <li>• Literacy Data analysis PD for Secondary teachers without NWEA data to ensure high-quality literacy instruction is embedded across the curriculum.</li> </ul>
<b>CTE and Pathways Report to the Board of Education</b>	<b>3C:</b> Mancos School District provides students with non-traditional courses based on student input and teacher strengths.
<b>Coming Up:</b>	Integration of end-of-year and beginning-of-year data analysis action steps into Strategic Plan action items and the state Unified Improvement Plan (UIP) at district and school level.

2025-26 Goal 3

 <p><b>Cohesive Systems and Structures:</b> We will collectively renew, revise and build sustainable systems and structures that reflect our values and ensure success, consistency and cohesion across the district.</p>	
<b>Communication Plan Development</b>	Making incremental shifts in communication systems with the goal of having more efficient, streamlined and purposeful communications across the district. This month we launched a new and expanded Campus Connections staff monthly newsletter: <a href="#">Campus Connections</a>
<b>Staff Evaluation Process and Timeline</b>	<b>Goal:</b> Transparency, clarity, support, and building a culture of growth <a href="#">Overview Document</a> ; <a href="#">Slide Deck</a>
<b>New Hire Onboarding Process</b>	Tiffany Aspromonte has developed a process and timeline for onboarding new hires including a “first day checklist” and follow up support. Most recently, we held a New Hire Lunch where new hires shared how much they feel welcome and supported in the Mancos School District.
<b>Facilities Topics</b>	Willis Ditch Transfer - Working to develop a plan to finalize a ditch transfer left incomplete after the football field and track were completed.

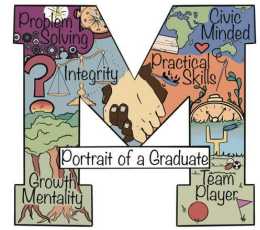
	<p>Parking Lot Lighting - Met with neighbors to discuss parking lot lighting concerns. Continuing to research options to maintain student and staff safety while also reducing glare into neighbors homes.</p>
<b>Election Work</b>	<p>Timely submission of all ballot certifications and necessary documentation for Mill Levy Override and School Board Election.</p> <p>Website updated with easy access to Mill Levy FAQ and School Board Election information.</p> <p>School Board Candidate Forum planning underway. Date and facilitator to be released soon.</p>
<b>Coming Up:</b>	<p>School Finance Professional Development: Attending School Finance training with the Colorado School Finance Project in Parachute, CO on September 25, 26, 2025.</p> <p>CDE Cohort for school leaders: Educator Effectiveness Implementation Workshop Series</p>

<b>Board Work</b>	
<b>Student Board Member Seat</b>	<p>Established Teacher Liaison role to assist Student Board Members. Worked with Rachel McWhirter and Will Custer to improve process and student experience.</p>



# Mancos Strategic Plan

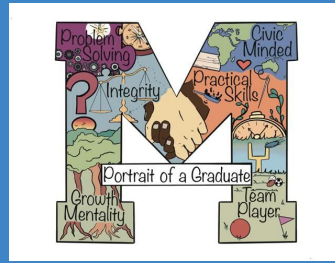
**3C:** Mancos School District provides students with non-traditional courses based on student input and teacher strengths.

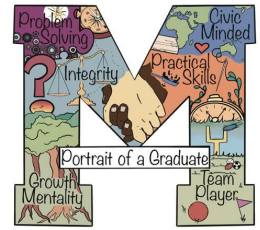


# Throughline to 25-26

**Engaging Learning:** We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.

**Indicators:** Secondary schedules and student transcripts reflect participation in and completion of non-traditional coursework.





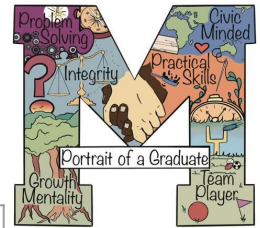
# Evidence of Progress Towards Goal

Key:

~~Text~~ existed last year; doesn't exist this year

Text added this year

# Middle School Exploratories

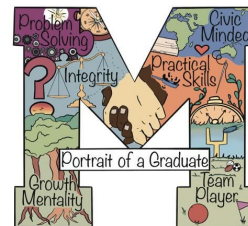


Beg. Robotics	Farmstand	Hunting	Electricity & Magnets	CAD
Adv. Robotics	Career Exploration (8th)	Money Management	Self Improvement	Coding
Google Suites (6th)	Drama	Creative Writing	Drama Productions	Music Exploration
Outdoor Exercise	Spanish	PE	Mapping	
CSI	Art of Cooking	Art	Art Immersion	
Adv. Band	Health (7th)	Strength & Cond.	Shop	

# Secondary SCYC Out-of- School Programs



## SCYC'S FREE OUT-OF-SCHOOL TIME SECONDARY PROGRAMS



	Monday	Tuesday	Wednesday	Thursday	Friday
After School	4:10-4:30 Chill Zone	4:10-4:30 Chill Zone	4:10-4:30 Chill Zone	4:10-4:30 Chill Zone	Friday Field Trips* Grades K-12 (Stay tuned for dates and times)  Skate Club (at Mancos Skate Park) September - October 3-5pm Grades 3-12
	4:30-5:30 Homework Help Grades 6-12	4:30-5:30 Rock Band Grades 6-12	4:30-5:30 Homework Help Grades 6-12	4:30-5:30 Art Honors Grades 6-12	
	E-sports Grades 6-12	Running Club Grades K-12	Crafting Grades 3-6	Coding Grades 3-6	
	Coding Grades 3-6	Acting for Stage Grades 3-7	Musical Theatre Grades 3-7	Nature Club Grades 3-6	
	Crafting Grades 3-6				



1st Semester Programs: September 2nd - December 18th

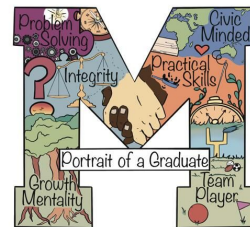
2nd Semester Programs: January 12th - April 24th

Free snacks provided at Chill Zone.

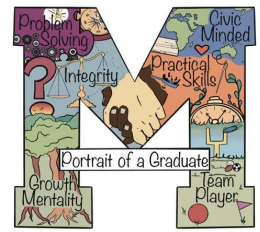
\*requires registration



# CTE Pathways



<b>Pathway</b>	Semester 1	Semester 2
Culinary	Intro to Culinary (yearlong)	
Culinary	ProStart 1	ProStart 2
Manufacturing Trades	Intro to Welding	Construction
Health	A & P (yearlong)	
Health	Sports Medicine (yearlong)	
Business	Business and Marketing	Intro to Entrepreneurship



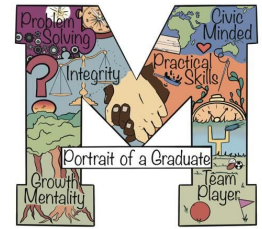
# High School Industry Certifications

- Recreational drones license UAS Trust
- UAS part 107 drones license
- ServSafe Managers Food Safety certificate
- Wilderness First Aid
- ~~PCT, Phlebotomy and EKG~~
- NCCER (Building Trades) -  
teacher cert. pending
- ~~GAD~~
- CPR



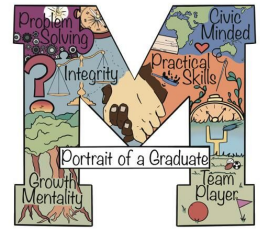
# Last year's graduates

- 92% earned at least one certification
- 53% earned two or more certifications



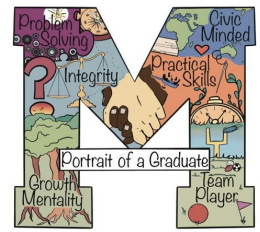
Source: 2025 Graduation Certificates and Honor Cords

# High School Concurrent Enrollment



- — Welding
- — Construction
- BIO 1066
- Communications
- BUS 2017 (16 students)
- ENP 1005 (11 students)
- PCC-UAS 1040/1050 (8 students)
- MATH 1340 (College Alg) (18 students)
- MATH 1420 (College Trig) (17 students)
- MATH 2410 (Calc 1) (2 students) ← This year only
- COMP 1021 (17 students)
- COMP 1022 (16 students)
- LIT 1015 (14 students)
- ENG 2021 (13 students)

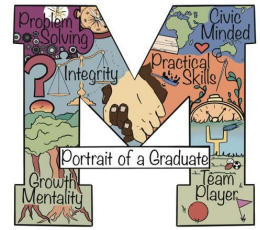




# Seniors' Opportunity for FLC Campus Classes

- Student needs to have exhausted the classes we offer on our campus.
- Students with an ALP may be exempted from that requirement.
- An ICAP and a conversation with the registrar will build a plan that is best for the student.
- Every student's needs are different.

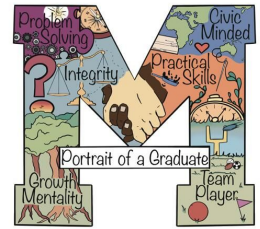
# High School Work Study/Internships



- Students self-select opportunities based on their interests.
- Students in a work study or internship must complete weekly reflections that ask them to connect their work to the Portrait of a Graduate competencies.
- Fall semester 25-26 SY: 13 students



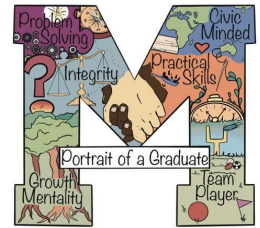
# PCC Friday Academy



- Basic Sign Language I
- Auto Brake Service I
- Basic Repairs for Home/Apt
- Emergency Medical Responder
- Engineering Methodologies
- Intro to Entrepreneurship
- Nurse Aide Health Care Skills
  
- Fall semester 25-26 SY: 2 students (EMR course)



# Other Opportunities



SWCEC

Shared equipment

Job shadow

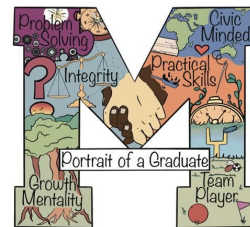
Summer Institute

Futures Fair

Work-based learning opportunities

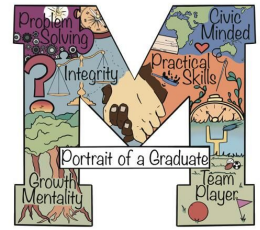
Internships





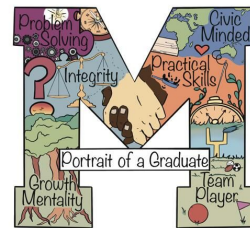
CELEBRATION

## Last year, 24-25



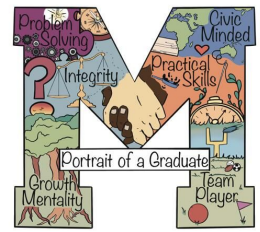
- 31 students received CDIP certs across the 5 pathways
- 22 students received non-CDIP certs in Wilderness First Aid and Food Safety
- Several students going into trades that they received certs for (Google Ads, ServSafe Manager [higher level food handling], CDL, UAS Part 107)
- 11 of our 28 graduates went into a study program or job in which they earned a credit and/or a certificate from one of our pathways





# Gaps





# Third-point measurement tool

- A rubric for CTE/Pathways program evaluation
- [Quality Work-Based Learning Indicators in Colorado](#)

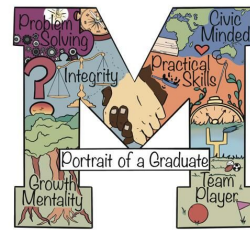
# Student work measurement tool

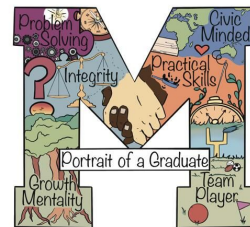
- Student portfolios
- 27-28 Juniors
- Designing portfolio requirements/rubric
- Embedding places to work on portfolio through coursework

# Funding

- Continued success depends on continued future funding

	Exploring	Emerging	Demonstrating	Thriving
Leadership	An individual or an entity is a champion of this effort	A leadership team has been established with representation from multiple partners	A leadership team meets regularly and committees are in place as needed for specific projects	A partner has devoted a full or partial FTE to manage the initiative and guide the work of the leadership team and committees
Needs Analysis	Labor market information and needs of businesses has not been analyzed or reviewed.	Labor market information and other data sources are identified and used to inform the direction of the initiative	Full analysis of data and needs has been conducted and the right solution has been picked for the identified problem	Data analysts are identified and work together across partners to regularly review relevant information
Asset Mapping	Community assets and programs are understood based only on past experiences	Assets and resources of engaged stakeholders are documented and used in decision making	Assets and resources of all community stakeholders are documented and used in decision making and strategic planning	Assets are documented and made public and updated on a regular basis
Stakeholders	At least two of the three key stakeholder groups are at the table and ready to engage in this project. The three stakeholder groups are Business, Education, and Workforce/Community	Roles of all partners are defined. Engagement opportunities exist and are known.	Partners from all three stakeholder groups actively engage in conversations and initiatives together. Work is aligned and duplication of services is not occurring.	Capacity building activities take place regularly, a governance structure is in place for decision making
Resources	Financial resources to support the work are unknown	Existing resources are known and utilized appropriately; funding may be redirected into the initiative from existing streams	Financial resources are contributed by multiple partners as they are available. A strategy is in place to coordinate funding opportunities when they arise	A sustainable business model is in place that supports a lead agency to drive this work forward on an ongoing basis
Communications	The champion communicates as needed with engaged stakeholders	Key messages are developed and a schedule is in place to engage with stakeholders	A communications lead is identified and develops messaging that informs stakeholders and expands the partnership	A strategic communications plan is in place that keeps all partners informed on a regular basis, as well as sharing stories to generate further involvement
Evaluation & Continuous Improvement	Process outcomes are defined and considered to be success	An overarching outcome has been identified and an agreed upon indicator is in place	Multiple outcomes are identified and indicators are tracked and reported regularly	Indicators are regularly reviewed and progress is reported publicly; surveys are conducted regularly to identify improvement opportunities

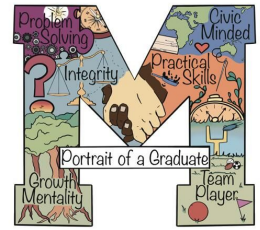




# Next Steps



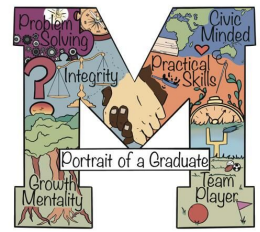
# Ask the students (Perception measurement)



- Perform more student surveying to determine their interests
- Perform more student exit surveys

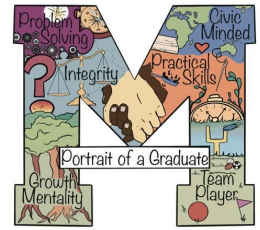
Questions:

- Are we making an impact with our opportunities?
- What more can we be doing for our students?
- What would they like to see?

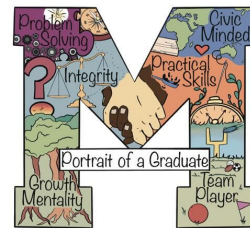


# How the BOE can help

# BOE Support

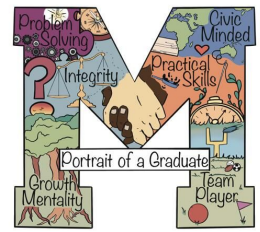


- Look for means to provide funding for two more teachers to receive CTE credentialing (Engineering, Arts)
- Funding for current CTE teachers to attend state-wide professional development opportunities



# Discussion





# Protocol: See Think Wonder

I see...

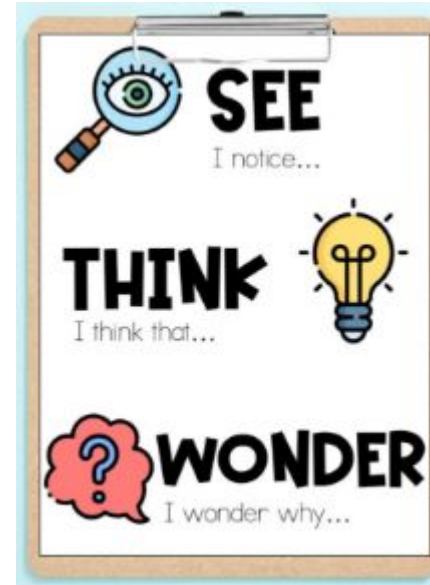
I think...

I wonder...

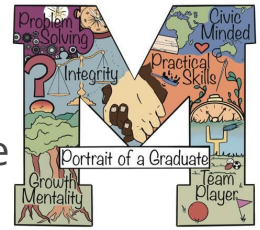
(1 minute/member)

## Protocols:

- Provide structure
- Allow for thoughtful, focused discussion
- Create equity
- Manage time



# Discussion Notes:



RW: Think new set up is fantastic, how in the old rating system how would we be rated?

EHB: lots of good work, thoughtful in best efforts in promising data, think that we will find a way to crosswalk into old ratings; wonder - as a parent “what’s missing” public perception that FLC can’t happen, sell ourselves short, put ourselves at risk, students shuffling around

Tim - Great progress, doing great job, wonderful presentation; wonder how we can keep up momentum and focus on program and follow through;

Victor - We are continuing to build on our pathways and concurrent enrollment, great opportunity for students traditional and non-traditional, PoG inclusion; we are providing more opportunities for students to provide feedback and adjust to needs; wonder about leaders continued development in best practices

Next week’s presentation: statement in transition year, proficiency indicators, provide evidence of success

Regular Meeting  
Monday, August 25, 2025 6:00 PM Mountain

HS Room #223 - Boardroom  
355 Grand Ave  
Mancos, CO 81328

Craig Benally: Present  
Victor Figueroa: Present  
Tim Hunter: Present  
Emily Hutcheson-Brown: Present  
Rachel McWhirter: Present

Present: 5.

#### 1. Call to Order

#### 2. Roll call

#### 3. Pledge of Allegiance

The Pledge of Allegiance was led by Mrs. Emily Hutcheson-Brown.

#### 4. Approval of Agenda

Motion to amend the agenda to strike 9b Strategic Plan 4a discussion and action item. Amended to remove 9d Policy Second Review of Policies JJA3, JJA3R, and BC09 to the November meeting. This motion, made by Rachel McWhirter and seconded by Victor Figueroa, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea, Rachel McWhirter: Yea  
Yea: 5, Nay: 0

#### 5. Public Participation

No public participation.

#### 6. Reports to the Board of Education

##### 6.A. Board Report Student Voice

The Student Voice Initiative was discussed to align with the district staff to encourage more applicants to apply. Mrs. Hazleton expressed excitement about involving high school students in the board process.

##### 6.B. Board Report District Accountability Committee

Mrs. Hazleton provided an update on the District Accountability Committee (DAC), including its purpose and upcoming meetings. September 9th will be the first meeting, with an opportunity to learn more about DAC. We are encouraging our Bluejay family to get involved.

##### 6.C. Board Report LRC

LRC Update: Mr. Figueroa reported on the Colorado General Assembly's special session, addressing a \$750 million budget shortfall due to the federal tax and spending bill passed by Congress and AI management in schools.

#### 6.D. Board Report CASB

Mr. Figueroa provided updates on the Colorado Association of School Boards (CASB), including regional meetings and legislative priorities.

The public is encouraged to look at the "[Get it Done](#)" Campaign by the Rural Alliance. It addresses the funding inequities in rural districts.

It was noted that the LRC is changing to LRAC; it is now an action committee.

It was recommended by Mrs. Hazleton that the social media guidance handout from CASB be added to the communication guide.

#### 6.E. Board Report Linkage

There are two board seats up for election. We will start the conversation in November and wrap up in December. We will only have five months to do so.

#### 6.F. Board Report BOCES

BOCES update, including MCSD application for reorganization and potential financial impacts. Discussion was on the need for more detailed financial projections and the impact on district services.

#### 6.G. Superintendent Report

Mrs. Hazleton provided her first Superintendent report, focusing on listening, learning, and leading. Highlights include early learning center events, strong starts at the elementary and secondary schools, and new staff. She emphasizes the importance of communication, safety, and the staff evaluation process.

Updates shared on state assessment results, BoardBook integration, and the SRO position. The SRO has resigned, but the MSD still has active coverage from the Mancos Marshall's office. The MOU will be honored in the practice of hiring and working alongside the Marshall's office in the placement of a new SRO.

#### 6.H. Buisness Manager Report

The audit is underway. Audit findings should be presented at the September 15th meeting.

The main focus is to close out the FY25.

Title grant funding has been released. The MSD budget will be tricky moving forward.

Currently, we are not below our 463 student count.

The Mancino invoice is for cheer mats.

#### 7. Strategic Plan Objective Report

Strike the Strategic Plan Objective from the agenda. No discussion.

Mrs. Hazleton discusses the alignment of the strategic plan with the mission, vision, and goals for the 2025-2026 school year. There is an emphasis on the need for coherence and alignment across the district.

Highlights the importance of community engagement, learning, and cohesive systems and structures.

Mrs. Hazleton describes the process of gathering feedback and prioritizing action items.

There has been the implementation of district-wide time during PD days to participate in feedback.

## 8. Policy Review

Strike Policies: BC-09, JJA-3, JJA-3R for later review.

These policies will be put through board consent:

KLK: No concerns with Policy KLK.

KLK-R: 4a and 4b: Mrs. Hazleton recommends herself as the designated employee for immigration matters, with alternates: Dr. Mary Marable and Mr. James Hughes.

JRAJRC: Discussion on the rights of refusal for directory designation, with October 1 suggested as the specific date.

## 9. Consent Agenda

Strike 9b, 9c, and 9d Motion to adopt all consent agenda items 9a through 9j, except 9e, 9h, 9i, and 9j. This motion, made by Tim Hunter and seconded by Craig Benally, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea, Rachel McWhirter: Yea

Yea: 5, Nay: 0

Discussion on the need to insert October 1st as the deadline in policy JRAJRC, as adopted per emergency adoption resolution.

Removal of 9b, 9c and 9d.

### 9.A. Approve Meeting Minutes

### 9.B. Strat Plan Objective

Question on the two-month span between the review and adoption of the strategic plan. There is a need for time to adapt to board requests and gather data. It was suggested that the current cycle continue until the board feels it needs to be adjusted.

### 9.C. Policy First Review

### 9.D. Policy Second Review

### 9.E. Policy Emergency Resolution To Adopt

Mr. Craig Benally moves to approve the adoption of the RESOLUTION FOR EMERGENCY APPROVAL OF POLICIES. This motion, made by Craig Benally and seconded by Rachel McWhirter, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea, Rachel McWhirter: Yea

Yea: 5, Nay: 0

Mr. Hunter stated this is a mandate required by the Colorado State Legislature, and comes with a September 1st deadline, along with fines if not properly adopted.

### 9.F. Approve bills

Mrs. McWhirter made a motion to adopt the Capital Reserve Resolution and approve bills. This motion, made by Rachel McWhirter and seconded by Victor Figueroa, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea,

Rachel McWhirter: Yea  
Yea: 5, Nay: 0

#### 9.G. Act on personnel recommendations

#### 9.H. Board Calendar & Rolling Planning Document

Motion to move to accept the board calendar and rolling document with the proposed changes noted. This motion, made by Tim Hunter and seconded by Rachel McWhirter, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea, Rachel McWhirter: Yea

Yea: 5, Nay: 0

Adjust the board calendar and rolling planning document, proposing to add DAC obligations to the calendar.

Adjustments to the proposed BOE obligations calendar:

Move the November 17th BOE Regular Board Meeting to November 10th.

Add: TBD: DAC Meetings as Obligated

Rolling Planning Document:

Approve the rolling planning document as a "work in progress" with the intention of coming back and revisiting it at the end of the year/new board elections.

#### 9.I. Adopt Capital Reserve Resolution

Capital reserve expenditure of \$7,730 for cheerleading mats.

#### 9.J. Election Certifications

Motion to approve the Ballot Language Certification and IGA in 9J. This motion, made by Tim Hunter and seconded by Victor Figueroa, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea, Rachel McWhirter: Yea

Yea: 5, Nay: 0

Update on the election process, including the Intergovernmental agreement and Tabor notices. Changes were made to the ballot language to ensure clarity for voters.

Rationale for Changes:

Increase clarity of the Mill Levy for voters

Ensures yearly revenue grows with inflation, not a flat rate of \$600,000

"Staff" is inclusive of all employees

#### 10. Upcoming Calendar Obligations

#### 11. Future Agenda Items

We will have an update on Board Petitions at the September BOE Meeting and Candidate Forums.

#### 12. Board President Follow Up

#### 13. Adjournment- Board President

Motion of Adjournment of the meeting at 20:15. This motion, made by Rachel McWhirter and seconded by Craig Benally, Carried.

Craig Benally: Yea, Victor Figueroa: Yea, Tim Hunter: Yea, Emily Hutcheson-Brown: Yea, Rachel McWhirter: Yea

Yea: 5, Nay: 0

14. Follow Up - Board Self Review Questions

## **BC – 09 - School Board Conduct**

### **Student Member of the School Board**

Nonvoting student representative(s) to the Board of Education will be selected each year by a vote of the school board. Student applications will be accepted in the first month of each school year and will undergo an **interview review** process by the Board. ~~Once selected, the student(s) will be seated on or before October 1.~~ The term shall be concluded on or before the end of the school calendar year.

The student may participate in Board discussions of agenda items at regular meetings and work sessions. The student will express their thoughts and opinions on action items but will not cast a formal vote. However, the student shall be excluded from attendance at executive sessions.

Specifics relative to qualifications, academic standing, reporting and responsibilities shall be set forth in policy JJA-3R.

The Board reserves the right to bar the participation of the student member if actions of the student member are unacceptable to the Board.

**Adopted** : June 9, 2025

Reviewed and Revised:

## JJA-3R Student Member of the School Board

The ~~Student representative~~ **Member** to the School Board will:

- Represent the student voice and perspective of all students enrolled in Mancos High School to the School Board, Superintendent, and leadership team.
- Actively solicit ideas and input from various student stakeholder groups within the school district.
- Actively interact and communicate with various student stakeholder groups to help explain the roles and responsibilities of the Board.
- Actively interact with various student stakeholder groups to help communicate board policies and actions that impact student life in the school district.
- Consistently attend and participate in School Board meetings and work sessions. **Student Member(s) will be given the option to leave at 8:00 pm.**
- Communicate in a timely fashion with the Board when the student ~~representative~~ **Member(s)** is not able to be present at meetings.
- Represent themselves in a professional and positive manner to all stakeholders within Mancos RE-6 school District, (parents, community, school board, RE-6 staff, etc.)

Student ~~representative~~ **Member(s)** will not be allowed to vote on matters coming before the School Board but will be encouraged to give their opinion and point of view to board members prior to the School Board voting on any matters coming before them in a public forum (executive sessions are not included).

### Process of applying

The **Student Member(s)** must be at least a sophomore (10th grade level), at the time of application.

The Mancos School Board will annually develop an application and make these available to interested students by April 1st.

The Mancos School Board ~~Clerk~~ Secretary will collect completed applications and forward them to the School Board not later than ~~April 30<sup>th</sup>~~ **August 31st**.

~~The School Board~~ **A committee composed of the superintendent, a teacher liaison and a Board member** will review completed applications and interview candidates.

Successful candidate(s) will be ~~announced~~ **recommended by the superintendent** at the ~~May~~ **September** board meeting, ~~seated at the August board meeting,~~ and ~~serve a 10-month term.~~ **and confirmed by a board vote.**

During the course of an academic year, the Mancos School Board will reserve the right to appoint, or remove, any student board representative holding a seat for any reasonable accommodation or justification.

**Adoption Date: August 19, 2024**

~~**Reviewed and Revised: June 9, 2025**~~

**Reviewed and Revised:**

