



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 - WORK SESSION

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.

April 20, 2026

5:00 PM






HS Room #223 - Boardroom

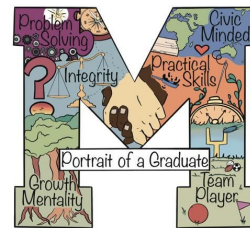
1. Establish Quorum
2. Approval of Agenda
3. Review Norms
4. Strategic Plan

Engaging Learning: Aligned and Articulated Curriculum

- MS/HS Mathematics Curriculum Review and Proposal

5. Policy
BG- School Board Process Policy review
6. Board- "Other" Work Session
Mill Levy - Final Updates and Review
7. Adjournment

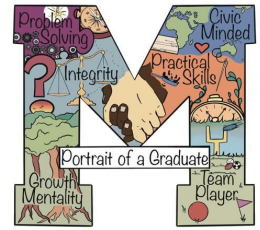
 Team Driven Shared Leadership
 Data Based Problem Solving and Decision Making
 Comprehensive Screening and Assessment System
 Layered Continuum of Supports (LCS)- Evidence Based Practices, Instruction, and Interventions
 Family, School, and Community Partnerships



Secondary Math Curriculum Review Cycle

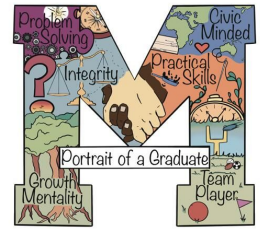
Mancos School District

Purpose

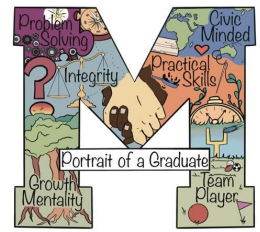


- align curricula with the mission, vision, and instructional model of MSD
- examine student learning and implement changes necessary to accelerate student learning
- provide teachers with the support, training, instructional resources, and a positive educational climate to meet the needs of all learners
- evaluate, develop, and implement all curricula in a manner that allocates district resources wisely and effectively

The Model



- staggered multi-year cycles
- each curricular area receives specific focus as it proceeds through the stages of the review cycle
- facilitates effective and fiscally responsible use of district resources
- district and building goals are aligned
- allowing teachers (especially early childhood and upper elementary) to concentrate on one major content area at a time rather than attempting to manage multiple curricular initiatives



Documents, References

[Content Curriculum Review Cycle](#) (spreadsheet)

[Project Management Document](#) (document)

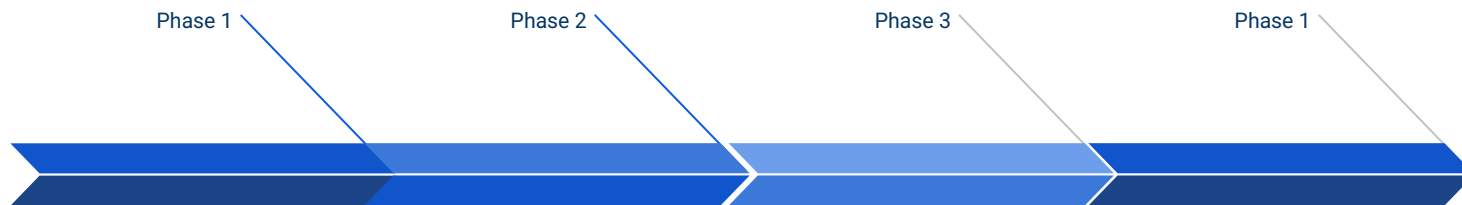
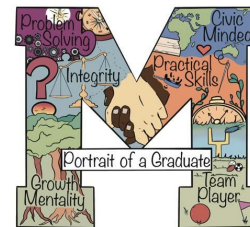
[EdReports Adoption Steps](#) (website)

[Look Fors](#) (web article)

[CDE Math Resource Bank](#) (filterable website)

[IG MSD Board Policy](#)

Sample Timeline



Consideration

6 months - 1 year

Year 0

Implementation

As soon as possible after adoption and professional development

Year 0-1

Evaluation

Make evaluation plans for one year after implementation, then subsequent years until next review cycle

Adjust and monitor as needed

Continue professional development

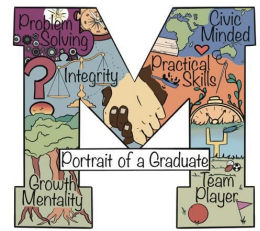
Each year thereafter
Years 1-5

Consideration

Begin review cycle again

Use findings from curriculum evaluation in addition to curriculum review process

Year 0



- Phase 1: Consideration

- Committee-focused

- Establish the process and the committee
 - Develop the lens, evaluation criteria
 - Know and winnow the choices
 - Investigate the materials and budget
 - Make a decision

The Committee

MS Math

Brady Archer, 6th grade math & science,
secondary parent

Matt Redford, 7th & 8th grade math

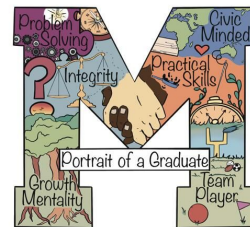
HS Math

Josh Dalley, HS math & science, elementary
parent

Jamie Snellings, HS math

HS Science

Rich Krueger, HS science, previous HS math
teacher



Middle school parent, DAC, PTA

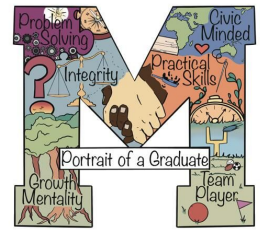
Jessica McIntyre (started April 3rd)

Leadership

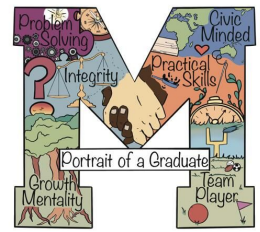
James Hughes, Secondary Principal &
former math teacher

Adyan Farrar, District curriculum
coordinator

Establish the Process



- Form committee (teachers, above and below as needed, principal, parent during key feature phase)
- Vision – What does the “right curriculum” look like for a student? For the district?
- Gather curricular options:
 - What do CDE, Ed Reports, and the leading professional organizations recommend?
 - What is in use in the area?
 - What is in use by other schools/districts that share our instructional model?
- Consider key features and select 1-2 (at most 3) to pilot
 - <https://www.edmentum.com/articles/curriculum-alignment/>
 - Matrix – check out CDE <https://ed.cde.state.co.us/standardsandinstruction/curriculum-adoption-and-implementation>
- Pilot, collect data, evaluate against vision
- Present data at public forum (open house, BTS, PTC, PBL or other)
- DAC, board, selection



Committee Norms

Use district norms

Stay curious and kind.

Center the student experience.

Ensure all voices are heard and considered.

Be productive and solution-focused.

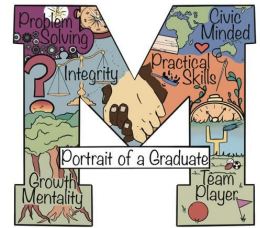
Assume positive intent and listen to understand.

Anchor conversations in evidence, data, and lived experience.

Show care for yourself and others.

Enjoy the time together and have some fun!

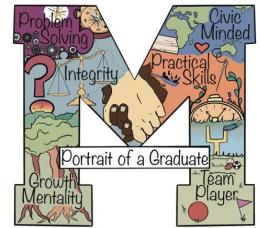
Strategic Plan → Work Plan → Outcomes



Strategy Execution Equation



Decision-Making Processes Fist-to-Five and RAPID



The Fist to Five Voting Method

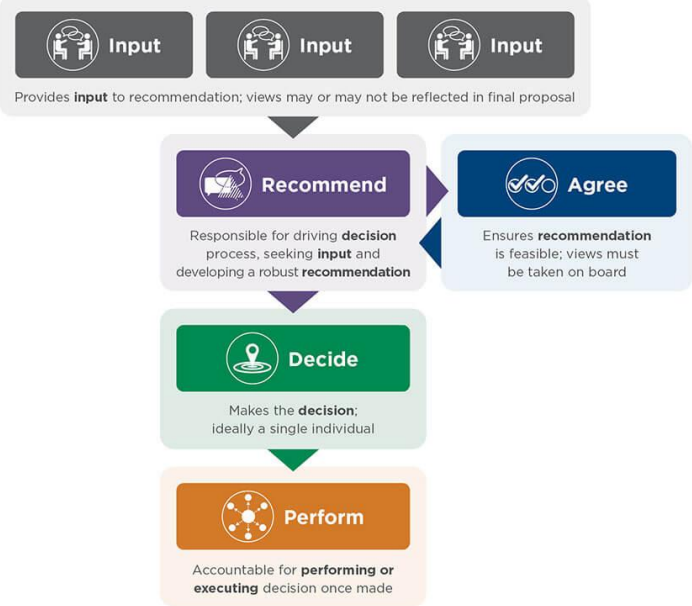
On the count of 1-2-3, everyone simultaneously raises a fist with 0, 1, 2, 3, 4 or 5 fingers extended to express how you feel about the decision.



- 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.

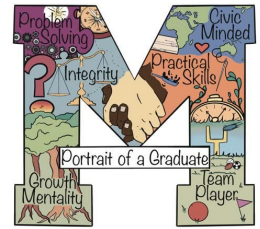


How the Five Roles Contribute to a RAPID Decision-Making Process



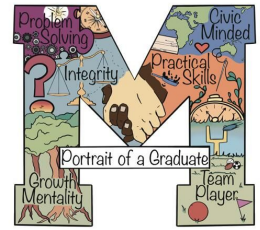
Source: The Bridgespan Group, adapted from Bain & Company

Phase 1, Step 1



- Phase 1: Consideration
 - Committee-focused
 - Establish the process and the committee
 - **Develop the lens, evaluation criteria**
 - Know and winnow the choices
 - Investigate the materials and budget
 - Make a decision

Dreams, goals, aspirations for curriculum



Richard –

A curriculum that is easy to follow, for anyone who “comes in off the street”

In lieu of consistency of students, we have consistency of curriculum

Would offset the loss of teachers

Strong computer presence, but don't want Chromebooks day after day, need strong collaborative process

Don't like Delta math

Don't like textbooks

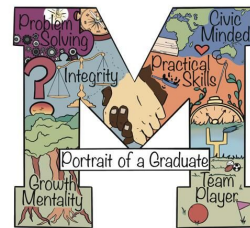
Josh –

Get away from the Google Doc that is our “scope and sequence”

We need a consistent school-wide resource that is our S&S beyond writing those bullet points down

Should match with our school vision – application, problem-based, PBL, led to discovery

Dreams, goals, aspirations for curriculum



Brady –

Knows that Matt doesn't want computer-heavy curriculum (Matt wasn't here on 1/23)

Connected math had small books – is that okay?

No worksheets

Investigation based, doesn't need to be big project

Group based, isn't isolated

Even if it isn't PBL, it's in line with those principles

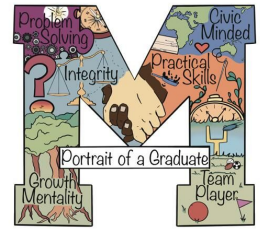
Matt –

Open-ended, interesting problems. Hands-on and interactive when possible

Real world examples of how subject matter is applied- no “you need this for your next math class”

Focus on depth of understanding, and application of skill

Dreams, goals, aspirations for curriculum



Jamie –

Don't like textbooks

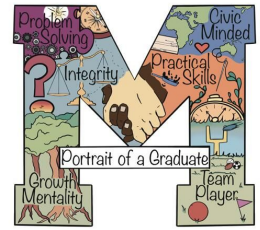
Some computer is okay but not too much

Follow UDL principles (multiple means of engagement, representation, and expression)--allow for student choice

Easy differentiation for different levels of learners

Practical applications relevant to students' lives

Dreams, goals, aspirations for curriculum



Adyan –

Aligns with our instructional model of student inquiry

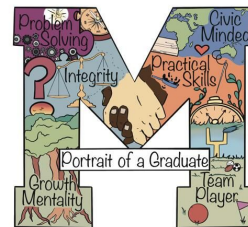
Allows for “low floor” (easy entry point into lesson or standard) “high ceiling” (challenges students who need the challenge without just giving them more work to do) – differentiation that is not MORE for the teacher to do

Discussion-based

Easy-to-follow curriculum for teachers, doesn’t require a multitude of cross-referenced books and CDs and websites

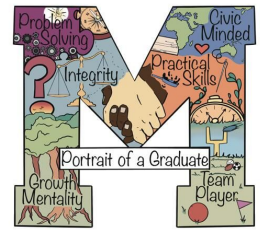
Provides Tier 1 scope and sequence for 6th-11th

Must Haves – Committee Determined, Fist-to-Five Decided

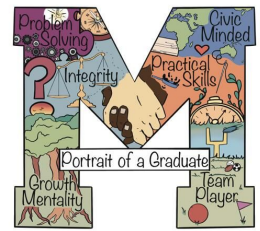


<p>Alignment to standards (CO new standards, Common Core)</p>	<p>Ed Reports score with Meets Expectations in all three Gateways, the higher the better:</p>
<p>time on screens</p> <ul style="list-style-type: none"> ● See work ● Pencil & paper ● Limit time on screen ● Online components can aid understanding ● Chromebooks 	<p>Teacher edition printed</p> <ul style="list-style-type: none"> ● Available to print a binder or purchase a teacher edition
<p>Aligned with Mancos’ instructional model (student-centered, problem-based learning, collaborative)</p>	<p>Aligned with NCTM Mathematics Teaching Practices</p>
<p>Goes with what is above, but real life connection.</p>	<p>Uses real world opportunities and situations to explore math</p>
<p>Content progresses coherently from unit to unit and grade to grade</p>	<p>Resource guide, not canned curriculum, rote step-by-step (aligns standards grade by grade, provides guide to what standards a student has hit)</p>

Nice to Haves – Committee Determined, Fist-to-Five Decided



Provides for differentiation/intervention	Connects smoothly to PBL
Supportive, but not overwhelming, amount of PD required to implement	Homework, nice if it's available, should reinforce existing skills, not just the one just taught



- Phase 1: Consideration

- Committee-focused

- Establish the process and the committee
 - Develop the lens, evaluation criteria
 - Know and winnow the choices
 - Investigate the materials and budget
 - Make a decision

Other Districts

Bayfield

Carnegie

Dolores

Carnegie

Dove Creek

Pearson 6-12 (??)

Ouray and Montrose

CPM

Durango High & Animas High Schools

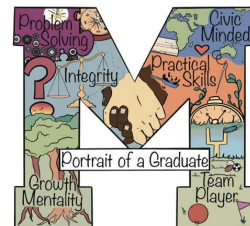
Mathematics Vision Project

All Durango Middle Schools

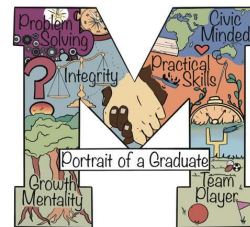
Open Up Resources

Jefferson County

Illustrative Math



To Do : make a list of curriculum for Adyan to collect samples of



Krueger, [Illustrative Math, teacher access](#) (Kendall Hunt, imkendallhunt.com) – contacted on Calendly March 3, 2:00 Meeting

Educator Account https://accessim.register.illustrativemathematics.org/id_verification_sessions/new

College Preparatory Math (<https://cpm.org/>) – Contacted via form on 2/9, Zoom on 2/17

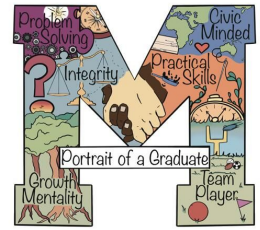
enVision Mathematics (<https://www.savvas.com/>) – Contacted via form on 2/9

[Carnegie Learning](#) (Accelerate Learning) – did not contact

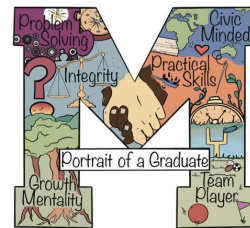
[Accelerate Learning - Math Nation](#) – did not contact

Open up math – <https://access.openupresources.org/curricula> – contacted 3/23

Notes from conversation with Martha, i-Ready



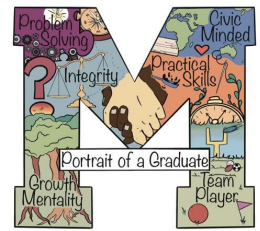
- Working well for students in the instructional “middle”
- Starts at a conceptually accessible level
- Requires that extra time on devices for the diagnostic gap-filling, called “My Path”
- Less flexibility for the teacher with 4-day school week
- Uses Try-Discuss-Connect instructional model, students pairing and sharing, teachers selecting a few different solutions to model for the class



Narrowed List

- Carnegie
- CPM
- Envision Savvas
- Illustrative Math (IM 360)*
- Open Up*

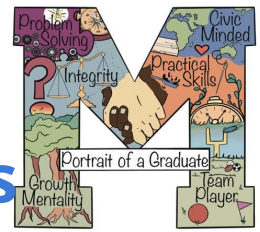
*Open Education Resource



- Phase 1: Consideration

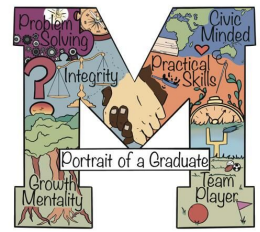
- Committee-focused

- Establish the process and the committee
- Develop the lens, evaluation criteria
- Know and winnow the choices
- Investigate the materials and budget
- Make a decision



Using the criteria to investigate the materials

- Collaborative process
- All team members dove into online resources and text book samples
- Each team member investigated a different curriculum to fill out the criteria
- I researched pricing

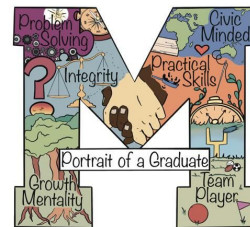


- Phase 1: Consideration

- Committee-focused

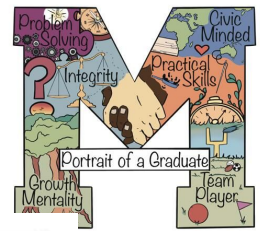
- Establish the process and the committee
 - Develop the lens, evaluation criteria
 - Know and winnow the choices
 - Investigate the materials and budget
 - Make a decision

Recommendation: Open Up Resources Math



Highlights:

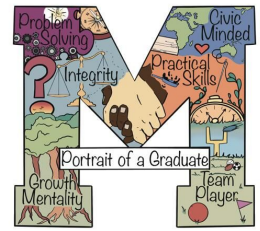
- Open Education Resource, 501C3, not-for-profit
- ELL, Spanish, ESS, and Advanced supports
- Problem-based learning, aligns with elementary's math instructional model
- Discussion based, aligns with NCTM's "5 Practices for Orchestrating Productive Mathematics Discussions"
- Aligns with NCTM's Mathematics Teaching Practices
- Used by Durango's middle schools (nearby classrooms and colleagues)
- Accessible professional development
- Math language routines
- Aligns with other instructional aspects of Mancos (student-centered, cognitive challenge, regular routines and protocols, etc.)
- Unanimous team decision!



Gold Plan, approx. \$38,300 (5 years)

Price Estimates		
26.27 Stipends, travel Summer HIVE Conference		\$6000
Teacher Editions 3 MS, AGA, IM 1, IM 2	(8 X \$200)	\$1600
Online Curriculum Access	Free	\$0
Professional Development 26.27		\$8700
Math Kits (are these needed?)		\$2000
	TOTAL	\$18300
Ongoing PD 27-31 (onboarding, stipends, etc.)	(4X\$5000)	4 more years of teacher support \$20000

Silver Plan, approx. \$24,300 (5 years)



Price Estimates		
+ 26.27 Stipends, travel Summer HIVE Conference		\$6000
Teacher Editions 3 MS, AGA, IM 1, IM 2	(8 X \$200)	\$1600
Online Curriculum Access	Free	\$0
Professional Development 26.27		\$8700
	TOTAL	\$16300
Ongoing PD 27-31 (onboarding, stipends, etc.)	(4X\$2000)	4 more years of teacher support \$8000

BG - School Board Policy Process

The Board considers policy development its chief responsibility. The Board strives to reflect the community's values in its policies and commits itself to an ongoing effort to engage the community regarding policy-level concerns. The Board develops policies and puts them in writing to provide for the successful, consistent and efficient operation of the district's schools and the high achievement of district students. Policy development shall be aimed primarily toward the continual formation and evaluation of goals and desired end results for students, rather than toward daily district operations.

The Board uses the policy development and codification system of the National Education Policy Network/National School Boards Association (NEPN/NSBA), as recommended by the Colorado Association of School Boards.

This system, while it may be modified to meet needs, is to serve as a general guideline for such tasks as policy research, drafting of preliminary policy proposals, reviewing policy drafts with concerned groups, presenting new and revised policies to the Board for consideration and action, policy dissemination, policy monitoring and the continuous maintenance of the Board policy manual.

The policies of the Board shall be interpreted in accordance with state and federal laws and regulations.

Policy adoption

Adoption of new policies or the revision or repeal of existing policies is solely the responsibility of the Board of Education. However, proposals regarding policies may originate with a Board member, the superintendent, staff members, parents, students, consultants, civic groups or other residents of the district. A careful and orderly process shall be used in examining such proposals prior to action upon them by the Board.

The Board shall adhere to the following procedure in formally considering and adopting policy proposals to ensure thoughtful examination of the issues prior to final adoption.

1. First meeting-the proposal shall be presented as an information item.
2. Second meeting-the proposal shall be presented for a first reading, discussion and first vote.
3. Third meeting-the proposal shall be presented for a second reading, discussion and final vote.

During discussion of a policy proposal, the Board shall seek out the views of the community and staff. The Board shall take action only after hearing recommendations of the superintendent and viewpoints of persons and groups affected by the policy.

Amendments may be proposed by Board members. An amendment shall not require that the policy go through an additional reading except when the Board determines that further study is needed or that an additional reading would be helpful.

Under unusual circumstances, the Board may temporarily approve a policy to meet emergency conditions. However, the above procedure is required before the policy shall be considered permanent.

The Board shall establish procedures to waive policies to facilitate attainment of district-level or school-level goals.

Policy revision and review

In an effort to keep its written policies up-to-date, the Board shall review its policies on a

continuous basis.

The superintendent shall be responsible for calling to the Board's attention all policies that are out of date or for other reasons appear to need revision. Policy revision shall be accomplished in the same manner as policy adoption, except that revisions mandated by changes in law shall not require a second reading and may be adopted upon final vote at the second meeting.

Additionally, from time to time the Board may undertake a process to review and revise all of the policies in its manual. At the Board's discretion, it may utilize an outside facilitator to conduct this review and revision process. Such process shall be in accordance with a schedule developed by the Board and the outside facilitator, if applicable. The process shall include opportunities for staff, parent and community involvement. In addition, any changes to policy that affect the benefits, rights, responsibilities or expectations of students or staff shall be provided in writing to the affected group with sufficient time to make any necessary arrangements prior to the effective date of the change. Once the review and revision process is complete, the Board may choose to adopt the revised policy manual in its entirety by approval of a resolution. In this event, the above policy adoption process, including any readings, shall not apply.

Board review of regulations

The Board reserves the right to review regulations issued by the administration at its discretion, but it shall revise or veto such regulations only when, in the Board's judgment, they are inconsistent with policies and regulations adopted by the Board. The Board shall be provided with copies of all district-wide regulations issued by the administration.

Regulations shall be officially approved by the Board when required by state or federal law or when strong community, staff or student attitudes make it advisable.

Before issuance, regulations shall be properly titled and coded.

Policy communication

The superintendent shall establish and maintain an orderly plan for preserving and disseminating district policies and regulations. Staff will be informed of policy changes on a regular basis.

The Board's policy manual is a public record and shall be open for inspection at the administrative offices of the district [optional language: and on the district's website].

Monitoring policy implementation

The Board shall continuously monitor the implementation of its policies to ensure that reasonable progress is being made toward achieving the Board's goals and that operation of the school district is consistent with its policies.

Suspension/repeal of policy

In the event of special circumstances, the operation of any Board policy, including those governing its own operating procedures, may be temporarily suspended by a majority vote of Board members present at any regular or special meeting. This, however, shall not apply to any Board policy established by law or by contract.

Policy repeal shall be accomplished in the same manner as policy adoption.

Adoption: April 18, 2022 (CASB Core Policy Adoption)

LEGAL REF.: C.R.S. [22-32-109](#) (1)(a-c), (y)(I) (specific duties of board)

BG - School Board Policy Process

The Board considers policy development its chief responsibility. The Board strives to reflect the community's values in its policies and commits itself to an ongoing effort to engage the community regarding policy-level concerns. The Board develops policies and puts them in writing to provide for the successful, consistent and efficient operation of the district's schools and the high achievement of district students. Policy development shall be aimed primarily toward the continual formation and evaluation of goals and desired end results for students, rather than toward daily district operations.

The Board uses the policy development and codification system of the National Education Policy Network/National School Boards Association (NEPN/NSBA), as recommended by the Colorado Association of School Boards.

This system, while it may be modified to meet needs, is to serve as a general guideline for such tasks as policy research, drafting of preliminary policy proposals, reviewing policy drafts with concerned groups, presenting new and revised policies to the Board for consideration and action, policy dissemination, policy monitoring and the continuous maintenance of the Board policy manual.

The policies of the Board shall be interpreted in accordance with state and federal laws and regulations.

Policy adoption

Adoption of new policies or the revision or repeal of existing policies is solely the responsibility of the Board of Education. However, proposals regarding policies may originate with a Board member, the superintendent, staff members, parents, students, consultants, civic groups or other residents of the district. A careful and orderly process shall be used in examining such proposals prior to action upon them by the Board.

The Board shall adhere to the following procedure in formally considering and adopting policy proposals to ensure thoughtful examination of the issues prior to final adoption.

1. First ~~meeting~~ **reading**-the proposal shall be presented as an information item **at a Work Session or Business Meeting** .
2. Second ~~meeting~~ **reading** -the proposal shall be presented **at a Business Meeting** for a ~~first~~ **second** reading, discussion and first vote.
3. Third ~~meeting~~ **reading**-the proposal shall be presented **at a Business Meeting** for a second reading, discussion and final vote.

During discussion of a policy proposal, the Board shall seek out the views of the community and staff. The Board shall take action ~~only~~ after hearing recommendations of the superintendent and viewpoints of persons and groups affected by the policy.

Amendments may be proposed by Board members. An amendment shall not require that the policy go through an additional reading except when the Board determines that further study is needed or that an additional reading would be helpful.

Under unusual circumstances, the Board may temporarily approve a policy to meet emergency conditions. However, the above procedure is required before the policy shall be considered permanent.

The Board shall establish procedures to waive policies to facilitate attainment of district level or school-level goals.

Policy revision and review

In an effort to keep its written policies up-to-date, the Board shall review its policies on a continuous basis.

The superintendent shall be responsible for calling to the Board's attention all policies that are out of date or for other reasons appear to need revision. Policy revision shall be accomplished in the same manner as policy adoption, except that revisions mandated by changes in law shall not require a second reading and may be adopted upon final vote at the second meeting.

Additionally, from time to time the Board may undertake a process to review and revise all of the policies in its manual. At the Board's discretion, it may utilize an outside facilitator to conduct this review and revision process. Such process shall be in accordance with a schedule developed by the Board and the outside facilitator, if applicable. The process shall include opportunities for staff, parent and community involvement. In addition, any changes to policy that affect the benefits, rights, responsibilities or expectations of students or staff shall be provided in writing to the affected group with sufficient time to make any necessary arrangements prior to the effective date of the change. Once the review and revision process is complete, the Board may choose to adopt the revised policy manual in its entirety by approval of a resolution. In this event, the above policy adoption process, including any readings, shall not apply.

Board review of regulations

The Board reserves the right to review regulations issued by the administration at its discretion, but it shall revise or veto such regulations only when, in the Board's judgment, they are inconsistent with policies and regulations adopted by the Board. The Board shall be provided with copies of all district-wide regulations issued by the administration.

Regulations shall be officially approved by the Board when required by state or federal law or when strong community, staff or student attitudes make it advisable.

Before issuance, regulations shall be properly titled and coded.

Policy communication

The superintendent shall establish and maintain an orderly plan for preserving and disseminating district policies and regulations. Staff will be informed of policy changes on a regular basis.

The Board's policy manual is a public record and shall be open for inspection at the administrative offices of the district **and on the district's website.** ~~[optional language: and on the district's website].~~

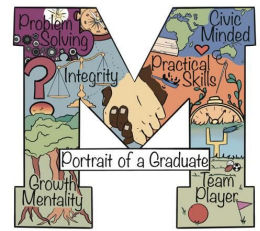
Monitoring policy implementation

The Board shall continuously monitor the implementation of its policies to ensure that reasonable progress is being made toward achieving the Board's goals and that operation of the school district is consistent with its policies.

Suspension/repeal of policy

In the event of special circumstances, the operation of any Board policy, including those governing its own operating procedures, may be temporarily suspended by a majority vote of Board members present at any regular or special meeting. This, however, shall not apply to any Board policy established by law or by contract.

Policy repeal shall be accomplished in the same manner as policy adoption. **Adoption:** April 18, 2022 (CASB Core Policy Adoption)
LEGAL REF.: C.R.S. [22-32-109](#) (1)(a-c), (y)(I) (specific duties of board)



Recommendation: E2/E3 Combo

Certified

- 99% Mkt Ave (base \$46,350)
- 1.2% step & lane increases
- Base: 99% Mkt Ave

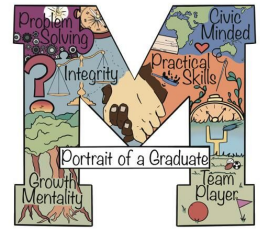
Classified

- 4 roles (student supports) 5% above Mkt Ave.
- 6 roles to Mkt Ave
- 3 roles already at Mkt Ave
- Dollar Increases

Admin/Director

- 2 roles at/above mkt ave
- 7 roles at or above 95%
- Dollar Increases

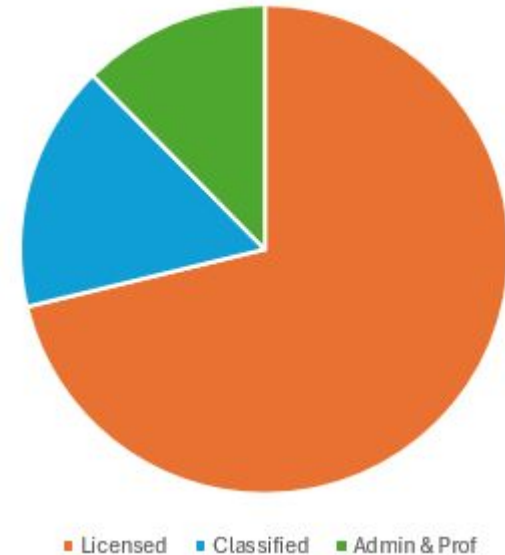
Mill Levy Distribution Summary

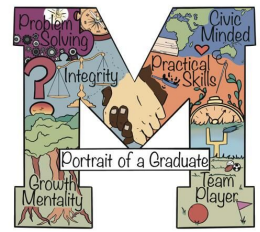


Includes new staff mix for 26/27

Licensed	\$392,748	71%
Classified	\$ 90,178	16%
Admin & D'or	\$ 68,458	12%
TOTAL	\$551,384	100%

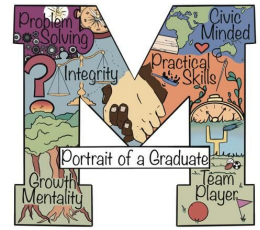
Total Distribution





MLO Management Plan Resolution:

- **Procedure for convening and keeping committee apprised each year**
 - “Every January, the District Superintendent and Director of Finance will schedule a meeting with the Committee to apprise the Committee of the inflation rate adjustment and the index used to determine such adjustment, and to explain the District’s plan for distribution of the MLO Funds in the second half of the then-current fiscal year. The Committee members may ask any questions of clarification and request additional information related to the use of the MLO Funds, and the District Superintendent and Director of Finance will make all reasonable efforts to provide such additional information.”
- **Procedure for distribution of unused funds**
 - “For unused MLO Funds remaining at the end of the fiscal year, stipends will be distributed across the staff using a similar distribution percentage established in the initial 2026 distribution: 70% licensed staff, 20% classified staff, 10% administrators and directors.”

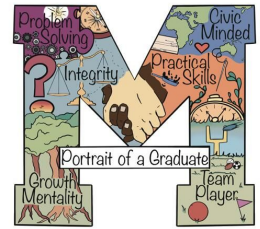


Action Items Completed for April 20

- Final drafts of salary schedules with notations completed
- Classified "Annual Salary" schedule view completed
- Final drafts reviewed by CDE Finance Office
- MLO Management Plan resolution drafted and reviewed by legal

Next Steps

- Discussion
- On April 20, 2026 Business Meeting Agenda for Approval



MANCOS SCHOOL DISTRICT RE-6

RESOLUTION

A RESOLUTION ADOPTING A PLAN FOR MILL LEVY OVERSIGHT COMMITTEE UPDATES AND DISTRIBUTION OF ADDITIONAL MILL LEVY REVENUE PURSUANT TO CRS 22-32-108.5

BE IT RESOLVED by the Board of Directors (“Board”) of the Mancos School District RE-6 (the “District”), Montezuma County, Colorado, as follows:

WHEREAS, in the November 4, 2025 school district election, the District voters approved the following ballot issue (herein referred to as the “Ballot Issue”):

SHALL MANCOS SCHOOL DISTRICT RE-6 TAXES BE INCREASED BY \$600,000 FOR COLLECTION IN 2026, AND GROW ANNUALLY BY INFLATION THEREAFTER, BY WHATEVER AMOUNTS ARE RAISED FROM AN OVERRIDE MILL LEVY IMPOSED AT A RATE NECESSARY TO GENERATE SUCH AUTHORIZED AMOUNTS, FOR THE PURPOSE OF IMPROVING STUDENT EDUCATION BY INCREASING THE SALARIES OF ALL DISTRICT EMPLOYEES INCLUDING: ATTRACTING AND RETAINING QUALIFIED STAFF BY RAISING BASE SALARIES CLOSER TO THE MARKET AVERAGES FOR SURROUNDING SCHOOL DISTRICTS; AND ESTABLISHING AN INDEPENDENT CITIZEN REVIEW COMMITTEE TO MONITOR AND REPORT TO THE COMMUNITY TO ENSURE THE TAXES ARE USED FOR THE PURPOSES IDENTIFIED IN THIS BALLOT MEASURE; WHICH TAXES (I) SHALL BE USED SOLELY FOR THE PURPOSES IDENTIFIED IN THIS BALLOT MEASURE, (II) SHALL BE IN ADDITION TO THE PROPERTY TAXES OTHERWISE AUTHORIZED TO BE LEVIED FOR THE GENERAL FUND, (III) SHALL BE CALCULATED BASED UPON INFLATION, AS DEFINED IN ARTICLE X, SECTION 20 OF THE STATE CONSTITUTION, FOR THE CALENDAR YEAR PRECEDING THE DATE ON WHICH THE TAXES ARE LEVIED; (IV) SHALL BE SUBJECT TO STATE LAWS, REGULATIONS AND DISTRICT POLICIES FOR ACCOUNTABILITY AND TRANSPARENCY, AND (V) SHALL CONSTITUTE A VOTER-APPROVED REVENUE CHANGE?

; and

WHEREAS, the independent citizen review committee (the “Committee”) referred to in the Ballot Issue has been established for the purposes of monitoring the District’s actions in accordance with the Ballot Issue and reporting to the community thereon; and

WHEREAS, the Board wishes to institute a procedure for informing the Committee of its use of the mill levy override funds (the “MLO Funds”) collected pursuant to the Ballot Issue, to ensure there a regular and sufficient means for the Committee to carry out its monitoring function.

NOW, THEREFORE, the Board hereby establishes the following procedure:

Section 1: Prior to December 15 of each year, the District will confirm the applicable inflation rate adjustment and certify the taxes to be collected on the District's behalf to the Montezuma County Assessor and Board of County Commissioners.

Section 2: Every January, the District Superintendent and Director of Finance will schedule a meeting with the Committee to apprise the Committee of the inflation rate adjustment and the index used to determine such adjustment, and to explain the District's plan for distribution of the MLO Funds in the second half of the then-current fiscal year. The Committee members may ask any questions of clarification and request additional information related to the use of the MLO Funds, and the District Superintendent and Director of Finance will make all reasonable efforts to provide such additional information.

Section 3: While recognizing that the Committee is an independent body and may fulfill its reporting function in any manner it sees fit and proper, the Board directs that, if and when requested by the Committee, the District administration will assist the Committee by providing a page on the District's website with an appropriate link for the Committee's report to the community, and further directs that District administration cooperate with the Committee in providing other District communication channels for issuing such report, as may be reasonably requested by the Committee.

Section 4: For unused MLO Funds remaining at the end of the fiscal year, stipends will be distributed across the staff using a similar distribution percentage established in the initial 2026 distribution: 70% licensed staff, 20% classified staff, 10% administrators and directors.

ADOPTED AND APPROVED this 20th day of April, 2026.

MANCOS SCHOOL DISTRICT RE-6

By _____
President, Board of Directors

ATTEST:

By _____
Secretary, Board of Directors



Mancos School District Re-6

2026-2027

Licensed Salary Schedule

165 contract days

Steps	BA	BA+10	BA+20	BA+30	BA+40	MA	MA+10	MA+20	MA+30	MA+40	D	Steps
1	46,530	47,088	47,653	48,225	48,804	49,390	49,982	50,582	51,189	51,803	52,425	1
2	47,088	47,653	48,225	48,804	49,390	49,982	50,582	51,189	51,803	52,425	53,054	2
3	47,653	48,225	48,804	49,390	49,982	50,582	51,189	51,803	52,425	53,054	53,691	3
4	48,225	48,804	49,390	49,982	50,582	51,189	51,803	52,425	53,054	53,691	54,335	4
5	48,804	49,390	49,982	50,582	51,189	51,803	52,425	53,054	53,691	54,335	54,987	5
6	49,390	49,982	50,582	51,189	51,803	52,425	53,054	53,691	54,335	54,987	55,647	6
7	49,982	50,582	51,189	51,803	52,425	53,054	53,691	54,335	54,987	55,647	56,315	7
8	50,582	51,189	51,803	52,425	53,054	53,691	54,335	54,987	55,647	56,315	56,990	8
9	51,189	51,803	52,425	53,054	53,691	54,335	54,987	55,647	56,315	56,990	57,674	9
10	51,803	52,425	53,054	53,691	54,335	54,987	55,647	56,315	56,990	57,674	58,366	10
11	52,425	53,054	53,691	54,335	54,987	55,647	56,315	56,990	57,674	58,366	59,067	11
12	53,054	53,691	54,335	54,987	55,647	56,315	56,990	57,674	58,366	59,067	59,776	12
13	53,691	54,335	54,987	55,647	56,315	56,990	57,674	58,366	59,067	59,776	60,493	13
14	54,335	54,987	55,647	56,315	56,990	57,674	58,366	59,067	59,776	60,493	61,219	14
15	54,987	55,647	56,315	56,990	57,674	58,366	59,067	59,776	60,493	61,219	61,953	15
16	55,647	56,315	56,990	57,674	58,366	59,067	59,776	60,493	61,219	61,953	62,697	16
17	56,315	56,990	57,674	58,366	59,067	59,776	60,493	61,219	61,953	62,697	63,449	17
18	56,990	57,674	58,366	59,067	59,776	60,493	61,219	61,953	62,697	63,449	64,211	18
19	57,674	58,366	59,067	59,776	60,493	61,219	61,953	62,697	63,449	64,211	64,981	19
20	58,366	59,067	59,776	60,493	61,219	61,953	62,697	63,449	64,211	64,981	65,761	20
21	59,067	59,776	60,493	61,219	61,953	62,697	63,449	64,211	64,981	65,761	66,550	21
22	59,776	60,493	61,219	61,953	62,697	63,449	64,211	64,981	65,761	66,550	67,349	22
23	60,493	61,219	61,953	62,697	63,449	64,211	64,981	65,761	66,550	67,349	68,157	23
24	61,219	61,953	62,697	63,449	64,211	64,981	65,761	66,550	67,349	68,157	68,975	24
25	61,953	62,697	63,449	64,211	64,981	65,761	66,550	67,349	68,157	68,975	69,802	25
26	62,697	63,449	64,211	64,981	65,761	66,550	67,349	68,157	68,975	69,802	70,640	26
27	63,449	64,211	64,981	65,761	66,550	67,349	68,157	68,975	69,802	70,640	71,488	27
28	64,211	64,981	65,761	66,550	67,349	68,157	68,975	69,802	70,640	71,488	72,346	28
29	64,981	65,761	66,550	67,349	68,157	68,975	69,802	70,640	71,488	72,346	73,214	29
30	65,761	66,550	67,349	68,157	68,975	69,802	70,640	71,488	72,346	73,214	74,092	30

NOTES:

- 1 New to the district certified employees may be granted up to 13 years of experience / Step 13 upon hire.
- 2 1.2 % step and lane increases
- 3 Movement on the salary schedule will occur annually pending funding availability and Board of Education approval.
- 4 Salaries listed above are full-time employment and for a 165 day teaching contract, based on 4 day school week.

Board Approved On:



Mancos School District Re-6

2026-2027

Administration and Director Salary Schedule

Steps	Business Manager	Principal	Instructional & Curriculum Director	Dean of Students	Activities & Athletic Director	Operations Director	Food Service Director	IT / HR Director	District Nurse	Steps
<i>Contract Days</i>	261	180	180	180	195	261	195	195	165	
1	63,100	74,400	66,800	66,800	60,700	56,414	45,600	46,800	40,755	1
2	64,350	75,650	67,700	67,700	61,600	57,314	46,500	47,700	41,655	2
3	65,600	76,900	68,600	68,600	62,500	58,214	47,400	48,600	42,555	3
4	66,850	78,150	69,500	69,500	63,400	59,114	48,300	49,500	43,455	4
5	68,100	79,400	70,400	70,400	64,300	60,014	49,200	50,400	44,355	5
6	69,350	80,650	71,300	71,300	65,200	60,914	50,100	51,300	45,255	6
7	70,600	81,900	72,200	72,200	66,100	61,814	51,000	52,200	46,155	7
8	71,850	83,150	73,100	73,100	67,000	62,714	51,900	53,100	47,055	8
9	73,100	84,400	74,000	74,000	67,900	63,614	52,800	54,000	47,955	9
10	74,350	85,650	74,900	74,900	68,800	64,514	53,700	54,900	48,855	10
11	75,600	86,900	75,800	75,800	69,700	65,414	54,600	55,800	49,755	11
12	76,850	88,150	76,700	76,700	70,600	66,314	55,500	56,700	50,655	12
13	78,100	89,400	77,600	77,600	71,500	67,214	56,400	57,600	51,555	13
14	79,350	90,650	78,500	78,500	72,400	68,114	57,300	58,500	52,455	14
15	80,600	91,900	79,400	79,400	73,300	69,014	58,200	59,400	53,355	15
16	81,850	93,150	80,300	80,300	74,200	69,914	59,100	60,300	54,255	16
17	83,100	94,400	81,200	81,200	75,100	70,814	60,000	61,200	55,155	17
18	84,350	95,650	82,100	82,100	76,000	71,714	60,900	62,100	56,055	18
19	85,600	96,900	83,000	83,000	76,900	72,614	61,800	63,000	56,955	19
20	86,850	98,150	83,900	83,900	77,800	73,514	62,700	63,900	57,855	20
21	88,100	99,400	84,800	84,800	78,700	74,414	63,600	64,800	58,755	21
22	89,350	100,650	85,700	85,700	79,600	75,314	64,500	65,700	59,655	22
23	90,600	101,900	86,600	86,600	80,500	76,214	65,400	66,600	60,555	23
24	91,850	103,150	87,500	87,500	81,400	77,114	66,300	67,500	61,455	24
25	93,100	104,400	88,400	88,400	82,300	78,014	67,200	68,400	62,355	25
26	94,350	105,650	89,300	89,300	83,200	78,914	68,100	69,300	63,255	26
27	95,600	106,900	90,200	90,200	84,100	79,814	69,000	70,200	64,155	27
28	96,850	108,150	91,100	91,100	85,000	80,714	69,900	71,100	65,055	28
29	98,100	109,400	92,000	92,000	85,900	81,614	70,800	72,000	65,955	29
30	99,350	110,650	92,900	92,900	86,800	82,514	71,700	72,900	66,855	30

NOTES:

- 1 New to the district certified employees may be granted up to 13 years of experience / Step 13 upon hire.
- 2 Step increases for the Business Manager and Principal is \$1,250 and director roles is \$900.
- 3 Movement on the salary schedule will occur annually pending funding availability and Board of Education approval.


Board Approved On:





Mancos School District Re-6

2026-2027


Benefits Package


 Full-time employees receive 100% district-paid health, dental, vision, and life insurance (employee-only coverage).

 Discretionary days	165 day contract	7 days
	180 day contract	8 days
	195 day contract	9 days
	261 day contract	10 days

 Optional programs include PERAPlus 401(k) and 457 plans and supplemental life insurance.

Employees contribute 11% of salary, and the district contributes 21.4% on the employee's behalf (current rates). Retirement benefits are based on years of service and highest average salary.

 Employees participate in the Colorado Public Employees' Retirement Association (PERA), a defined benefit pension plan that provides a lifetime monthly retirement benefit. For most school employees, PERA serves in place of Social Security.

 Benefits are established by Colorado law and contribution rates are subject to change. For more information, visit www.copera.org.



Mancos School District Re-6

2026-2027

Classified Salary Schedule

Hourly Rates

Steps	STUDENT SUPPORT				OPERATIONAL SUPPORT								
	ESS Para	Para	Bus Driver	Specialist	Dishwasher	Kitchen Helper	Kitchen Mgr	Preschool	Custodian	Maintenance	Admin Asst	District Admin Asst	
Step Increases	Contract Days	165	165	146	165	147	157	157	165	261	261	180	261
\$0.26	1	20.03	17.73	23.75	25.00	17.60	17.60	18.00	18.62	17.74	19.98	19.30	25.23
	2	20.29	17.99	24.01	25.26	17.86	17.86	18.26	18.88	18.00	20.24	19.56	25.49
	3	20.55	18.25	24.27	25.52	18.12	18.12	18.52	19.14	18.26	20.50	19.82	25.75
	4	20.81	18.51	24.53	25.78	18.38	18.38	18.78	19.40	18.52	20.76	20.08	26.01
\$0.30	5	21.11	18.81	24.83	26.08	18.68	18.68	19.08	19.70	18.82	21.06	20.38	26.31
	6	21.41	19.11	25.13	26.38	18.98	18.98	19.38	20.00	19.12	21.36	20.68	26.61
	7	21.71	19.41	25.43	26.68	19.28	19.28	19.68	20.30	19.42	21.66	20.98	26.91
	8	22.01	19.71	25.73	26.98	19.58	19.58	19.98	20.60	19.72	21.96	21.28	27.21
	9	22.31	20.01	26.03	27.28	19.88	19.88	20.28	20.90	20.02	22.26	21.58	27.51
\$0.34	10	22.65	20.35	26.37	27.62	20.22	20.22	20.62	21.24	20.36	22.60	21.92	27.85
	11	22.99	20.69	26.71	27.96	20.56	20.56	20.96	21.58	20.70	22.94	22.26	28.19
	12	23.33	21.03	27.05	28.30	20.90	20.90	21.30	21.92	21.04	23.28	22.60	28.53
	13	23.67	21.37	27.39	28.64	21.24	21.24	21.64	22.26	21.38	23.62	22.94	28.87
	14	24.01	21.71	27.73	28.98	21.58	21.58	21.98	22.60	21.72	23.96	23.28	29.21
\$0.38	15	24.39	22.09	28.11	29.36	21.96	21.96	22.36	22.98	22.10	24.34	23.66	29.59
	16	24.77	22.47	28.49	29.74	22.34	22.34	22.74	23.36	22.48	24.72	24.04	29.97
	17	25.15	22.85	28.87	30.12	22.72	22.72	23.12	23.74	22.86	25.10	24.42	30.35
	18	25.53	23.23	29.25	30.50	23.10	23.10	23.50	24.12	23.24	25.48	24.80	30.73
	19	25.91	23.61	29.63	30.88	23.48	23.48	23.88	24.50	23.62	25.86	25.18	31.11
\$0.42	20	26.33	24.03	30.05	31.30	23.90	23.90	24.30	24.92	24.04	26.28	25.60	31.53
	21	26.75	24.45	30.47	31.72	24.32	24.32	24.72	25.34	24.46	26.70	26.02	31.95
	22	27.17	24.87	30.89	32.14	24.74	24.74	25.14	25.76	24.88	27.12	26.44	32.37
	23	27.59	25.29	31.31	32.56	25.16	25.16	25.56	26.18	25.30	27.54	26.86	32.79
	24	28.01	25.71	31.73	32.98	25.58	25.58	25.98	26.60	25.72	27.96	27.28	33.21
\$0.46	25	28.47	26.17	32.19	33.44	26.04	26.04	26.44	27.06	26.18	28.42	27.74	33.67
	26	28.93	26.63	32.65	33.90	26.50	26.50	26.90	27.52	26.64	28.88	28.20	34.13
	27	29.39	27.09	33.11	34.36	26.96	26.96	27.36	27.98	27.10	29.34	28.66	34.59
	28	29.85	27.55	33.57	34.82	27.42	27.42	27.82	28.44	27.56	29.80	29.12	35.05
	29	30.31	28.01	34.03	35.28	27.88	27.88	28.28	28.90	28.02	30.26	29.58	35.51
	30	30.77	28.47	34.49	35.74	28.34	28.34	28.74	29.36	28.48	30.72	30.04	35.97

Board Approved On:



Mancos School District Re-6

2026-2027

Supplement for Informational Purposes Only

Contracts are issued by hourly rate and number of days

Classified Salary Schedule

Days	165	165	146	165	165	147	157	157	165	261	261	180	261
Hrs/Day	8.5	8.5	4	8.5	10	4	6	8.5	8.5	8	8	9	8
Step 1 Hourly Pay	20.03	17.73	23.75	25.00	25.00	17.60	17.60	18.00	18.62	17.74	19.98	19.30	25.23

Steps	STUDENT SUPPORT					OPERATIONAL SUPPORT							District Admin Asst
	ESS Para	Para	Bus Driver	Specialist	Specialist	Dishwasher	Kitchen Helper	Kitchen Mgr	Preschool	Custodian	Maintenance	Admin Asst	
1	28,939	25,617	13,871	36,113	41,250	10,349	16,579	24,696	26,897	37,041	41,718	32,077	52,680
2	29,315	25,993	14,022	36,488	41,679	10,502	16,824	25,053	27,272	37,584	42,261	32,509	53,223
3	29,690	26,369	14,174	36,864	42,108	10,655	17,069	25,409	27,648	38,127	42,804	32,941	53,766
4	30,066	26,744	14,326	37,239	42,537	10,807	17,314	25,766	28,023	38,670	43,347	33,373	54,309
5	30,499	27,178	14,501	37,673	43,032	10,984	17,597	26,178	28,457	39,296	43,973	33,872	54,935
6	30,933	27,611	14,677	38,106	43,527	11,160	17,879	26,589	28,890	39,923	44,600	34,370	55,562
7	31,366	28,044	14,852	38,539	44,022	11,337	18,162	27,001	29,323	40,549	45,226	34,869	56,188
8	31,799	28,478	15,027	38,973	44,517	11,513	18,444	27,413	29,757	41,175	45,852	35,367	56,814
9	32,233	28,911	15,202	39,406	45,012	11,689	18,727	27,824	30,190	41,802	46,479	35,866	57,441
10	32,724	29,402	15,401	39,897	45,573	11,889	19,047	28,291	30,681	42,512	47,189	36,431	58,151
11	33,215	29,893	15,599	40,388	46,134	12,089	19,368	28,757	31,172	43,222	47,899	36,996	58,861
12	33,706	30,384	15,798	40,879	46,695	12,289	19,688	29,224	31,663	43,932	48,609	37,561	59,571
13	34,197	30,875	15,996	41,370	47,256	12,489	20,008	29,690	32,155	44,641	49,319	38,126	60,281
14	34,688	31,367	16,195	41,862	47,817	12,689	20,328	30,157	32,646	45,351	50,028	38,691	60,990
15	35,237	31,916	16,417	42,411	48,444	12,912	20,686	30,678	33,195	46,145	50,822	39,323	61,784
16	35,786	32,464	16,639	42,959	49,071	13,136	21,044	31,199	33,744	46,938	51,615	39,954	62,577
17	36,335	33,013	16,861	43,508	49,698	13,359	21,402	31,721	34,292	47,732	52,409	40,586	63,371
18	36,884	33,562	17,083	44,057	50,325	13,583	21,760	32,242	34,841	48,525	53,202	41,218	64,164
19	37,433	34,111	17,305	44,606	50,952	13,806	22,118	32,763	35,390	49,319	53,996	41,849	64,958
20	38,039	34,718	17,550	45,213	51,645	14,053	22,514	33,340	35,997	50,196	54,873	42,547	65,835
21	38,646	35,325	17,795	45,820	52,338	14,300	22,909	33,916	36,604	51,072	55,750	43,245	66,712
22	39,253	35,931	18,040	46,426	53,031	14,547	23,305	34,492	37,210	51,949	56,627	43,943	67,589
23	39,860	36,538	18,286	47,033	53,724	14,794	23,701	35,068	37,817	52,826	57,504	44,641	68,466
24	40,466	37,145	18,531	47,640	54,417	15,041	24,096	35,645	38,424	53,703	58,380	45,339	69,342
25	41,131	37,809	18,800	48,304	55,176	15,312	24,530	36,276	39,088	54,664	59,341	46,104	70,303
26	41,795	38,474	19,068	48,969	55,935	15,582	24,963	36,907	39,753	55,624	60,301	46,868	71,263
27	42,460	39,138	19,337	49,633	56,694	15,852	25,396	37,538	40,417	56,585	61,262	47,633	72,224
28	43,124	39,802	19,605	50,297	57,453	16,123	25,830	38,169	41,082	57,545	62,222	48,397	73,184
29	43,789	40,467	19,874	50,962	58,212	16,393	26,263	38,800	41,746	58,506	63,183	49,162	74,145
30	44,453	41,131	20,143	51,626	58,971	16,664	26,696	39,431	42,411	59,466	64,143	49,926	75,105

Board Approved On: