

Woodland Park School District Re-2

BOARD OF EDUCATION

Regular Board Meeting – April 8, 2026

CALL MEETING TO ORDER

The meeting was called to order by Board President Keegan Barkley at 6:00 p.m. with the following members present: Robb, Davidson, Kassidi Gilgenast, Laura Gordon, Carol Greenstreet and Mrs. Barkley.

APPROVAL OF AGENDA

MOTION Greenstreet, second Gordon, to approve the agenda.

MOTION CARRIED; Voting Aye – Barkley, Davidson, Gilgenast, Gordon, Greenstreet.

DISTRICT/COMMUNITY SPOTLIGHT

Director Davidson introduced the Board's newly created "On Wings of Eagles" community recognition program, designed to honor individuals or organizations who go above and beyond to inspire and uplift students across the district in their pursuit of academic excellence, personal responsibility, and civic duty (Addendum A). Nominations can be submitted at any time through the Board of Education's page on the Woodland Park School District website, with recipients recognized at Board meetings and other community forums and presented with an American eagle statue symbolizing courage, vision, and leadership. President Barkley presented the inaugural On Wings of Eagles certificate and statue to Kimberly Founds, Director of the House of David Music Center, recognizing her distinguished service. Davidson shared that Mrs. Founds and her team trained 47 students from multiple schools across the district in a variety of instruments, culminating in a showcase fundraiser recital where \$100 checks were presented to each participating school's music program. Mrs. Founds expressed heartfelt gratitude for the recognition, sharing that when students are given the opportunity to contribute, they discover they are capable of doing great things, noting that one student from Columbine Elementary was solely responsible for earning the \$100 donation to his school by performing a piano piece. She also announced that an upcoming performance event is scheduled for Saturday, May 30th at the Ute Pass Culture Center, with all students eagerly participating after being inspired by their previous showcase experience.

DISTRICT VOLUNTEER SPOTLIGHT

Secretary Gordon enthusiastically introduced the Parents and Community Connection volunteer group, known as PACC, describing it as a passionate group of community members, parents, and grandparents united by their dedication to supporting students and staff. She warmly introduced PACC representative Dana Kramer to share more details about the group's efforts and initiatives. Mrs. Kramer shared that PACC was created to unite families, educators, and community members in fostering a supportive environment where students thrive and teachers feel valued, welcoming anyone who wants to contribute regardless of whether they are a parent. She noted that PACC has evolved over time, stepping in to carry the Panther spirit forward following the closure of the booster club, and announced that upcoming initiatives include an inaugural Panther Pickleball Tournament along with additional community-building fundraisers planned for the fall, with opportunities for involvement open to all.

BOARD OF EDUCATION REPORTS

Vice President Greenstreet provided a brief update on Ute Pass BOCES (Board of Cooperative Educational Services), on which she and Secretary Gordon serve as Woodland Park School District's representatives. She shared that Ute Pass BOCES serves students with special needs across both Woodland Park School District and Cripple Creek School District. She noted that state and federal funding covers approximately 30% of the cost of educating this special education population, and further explained that the current funding structure places districts with charter schools at a disadvantage, as the majority of students and associated costs are carried by Woodland Park School District. Secretary Gordon added that during the recent Ute Pass BOCES board meeting, she learned of a state-mandated dyslexia screener set to be implemented for the 2027-28 school year, which she noted is a welcomed and valuable tool for identifying dyslexia earlier in students' academic journeys.

President Barkley shared that she was honored to serve as Grand Marshal in the St. Patrick's Day parade and expressed gratitude to all who participated in the event, noting that the efforts raised over \$800 which she directed to the Woodland Park School District athletics program.

Director Gilgenast noted that as part of the Board's ongoing commitment to community outreach, a quarterly letter was recently published on the district website, distributed to families and staff, and featured as a guest column in the Courier. She shared that this will be an ongoing effort to keep the community informed and engaged about the work the Board is doing. Barkley encouraged community members to visit the district website homepage where a link is available to sign up for email updates, inviting everyone to stay informed and connected with the exciting things happening across the district.

Secretary Gordon highlighted that she, Greenstreet, and Davidson attended the State of the City breakfast, expressing appreciation for Mayor Case's dedication to the community and the meaningful work being done.

SUPERINTENDENT REPORT

Interim Superintendent Slocum shared several exciting updates from across the district. At Columbine Elementary, students and staff are preparing for the Maker Fair on April 22nd, themed "Colorful Colorado" in celebration of Colorado's 125th anniversary of statehood. Summit Elementary recently wrapped up their Readathon with students collectively logging 120,000 minutes of reading, and their Destination Imagination teams are heading to the state competition at the School of Mines, along with the Jr./Sr. High School's 7th and 8th grade Destination Imagination team. The high school musical Grease is being performed Thursday through Sunday. Slocum also proudly announced that Summit Elementary has once again been recognized by the state with the Governor's Distinguished Improvement Award for exceptional student growth, and that she will be accompanying Principal Katie Rexford to Denver on April 28th to receive the honor. On the academic side, CMAS testing is underway in all buildings, along with PSAT and SAT exams at the Jr./Sr. High.

Additional district updates included plans to revitalize the High Reliability Schools framework by Marzano, and the development of a charter school partnership webpage to promote transparency around the district's work with Merit Academy. Slocum also noted that in response to the state's financial forecast, the district is strategically managing staffing through natural attrition and minor reductions, while working diligently to get staff contracts finalized and communicated as quickly as possible. She also reported that she has a follow-up meeting with Mackenzie Khan of CACSA (Colorado Association of Charter School Authorizers) to discuss what services they provide, to include a charter school liaison.

FACILITIES REPORT

Director of Facilities and Maintenance Jason Farris presented the Board with a proposed community service day, outlining specific job tasks, the number of volunteers needed, and suggested dates for the event. The Board proposed moving forward with May 16th and having a digital sign-up on the district website. Farris relayed that he had contacted Don Moore of NoFloCo to see if they could assist with fire mitigation and beetle kill tree removal at the Columbine Elementary and Woodland Park Jr./Sr. High campuses. Director Davidson offered to serve as a liaison with Don Moore to take some of the scheduling off of Farris' plate and Farris concurred.

FINANCIAL REPORT

Chief Financial Officer David Kuritar addressed several financial matters, beginning with clarifying Merit Academy's claims of being underfunded. After reviewing the charter contract, he determined that the district has actually been overfunding Merit Academy by providing equal monthly payments rather than aligning payments with when the district receives state and property tax revenues, a practice that will be corrected in the coming fiscal year. He also clarified that per the contract, the sole responsibility and cost of transporting students to Merit Academy lies with Merit itself.

Kuritar provided an update on the annual audit, noting that the district is on track for a disclaimed opinion, the district's books matched the auditor's books for the first time with no adjustments needed. He explained that a disclaimed opinion means the audit firm was unable to complete a full clean audit but could verify the accuracy of the balance sheet, with the unresolved amounts being relatively small and primarily related to Title funding classification codes rather than misspent funds. Secretary Gordon emphasized that the disclaimed opinion was a result of unfinished work left by the previous CFO and that the district is now on a path toward clean audits going forward.

On the broader financial health of the district, Kuritar reported that 100% of bills are current, there is zero interfund borrowing, and the \$2 million line of credit has been fully repaid. A year-over-year comparison showed local revenue down \$1.3 million due to property tax timing differences, federal revenue up due to improved reimbursement filing, and salaries and benefits down \$1.2 million, resulting in a net loss that has decreased by \$285,000 compared to the prior year, reflecting meaningful financial progress.

Barkley connected the discussion of facilities emergencies to the earlier point about aligning Merit Academy funding with when the district actually receives its revenues, noting that retaining cash on hand rather than forwarding funds prematurely is essential to the district's ability to respond to unexpected facility needs. She emphasized that regardless of which building an issue arises in, the district is responsible for making those repairs, and having sufficient cash available ensures the district can address those situations promptly and effectively.

Kuritar walked the Board through a budget-to-actual comparison, noting that while local revenue appears significantly under budget, this is expected as two-thirds of local revenue typically comes in during the March through June timeframe (Addendum B). State revenue is tracking closely to budget as it is highly predictable, and federal revenue is anticipated to increase as the team continues to file for reimbursements. He flagged an ongoing dispute with Merit Academy regarding the distribution of at-risk student funding, noting that the Colorado Attorney General is currently reviewing how the law should be interpreted, and expressed hope that funding would ultimately follow the students who need the services. On the expense side, salaries and wages are approximately half a million under

budget, supply spending is on track to come in under budget, and facilities expenses are slightly over due to emergency repairs. He noted that total expenses appear over budget largely due to a benefits line item that may reflect a prior budgeting error rather than actual overspending. Kuritar acknowledged that the overall bottom line appears unfavorable at this point in the year, but emphasized that this is typical of school finance given that the majority of funding flows in during the final months of the fiscal year. He also indicated that the district anticipates participating in the ETRAN loan again and projected fund reserves of approximately \$3.5 million at year end, acknowledging that the long-term financial picture will require continued careful management.

Kuritar addressed a letter to the editor published in the local newspaper regarding the high school cheer program, clarifying that following questions raised by cheer parents, administration had already met with the families on March 13th to address their concerns. He explained that the cheer program ended the year in the red due to a discrepancy in camp fees and unbudgeted expenses including a banquet and senior gifts, and that after a thorough review, all fundraised money was confirmed to have been spent within the cheer program. He also stated that no one in administration had asked the former coach to personally contribute to cover the deficit, contrary to what was implied in the letter, and outlined steps already put in place to bring the cheer program in alignment with other athletic programs, including having fees paid through electronic platforms and removing coaches from the responsibility of collecting money.

Secretary Gordon shared that upon seeing the letter to the editor, she proactively reached out to a current cheer parent and the former coach, both of whom confirmed that the letter was largely untrue, noting that the author was not a current cheer parent and that the team's decision not to attend nationals was made collectively and was unrelated to funding, with the event ultimately being cancelled due to an ice storm in Dallas regardless. She expressed that her heart went out to the cheer team for being used to create a negative narrative, emphasizing that her motivation in reaching out was to ensure students were being treated fairly and to address any wrongdoing if it existed, and commended the administration for quickly identifying steps and policies to prevent similar situations in the future. President Barkley expressed pride in her fellow Board members, noting that every member of the Board immediately took action upon seeing the letter to the editor, reaching out to gather information and ensure any wrongdoing would be addressed and corrected. She took the opportunity to remind the community that this Board is open and accessible, encouraging anyone with questions or concerns to reach out directly via email, phone, or social media rather than feeling the need to go public, and noted that letters to the editor in the Courier are not fact-checked, meaning publication does not constitute validation of the information contained within them.

COMMITTEE REPORTS

District Accountability Committee Co-Chair Bridget Curran reported on the final DAC meeting of the year, sharing that discussions centered around budget priorities for each school, with staffing identified as the top need, including having two teachers per grade level, additional paras in the classroom, and support for professional development, supplies, and equipment. She also shared that CMAS testing opt-out numbers were encouraging, with zero opt-outs at Summit Elementary, nine at Columbine Elementary, and eleven at the Jr./Sr. High School, and noted that all DAC members participated in the strategic plan survey, expressing excitement about the strong foundation it provides for moving forward.

PUBLIC COMMENT

The following list of people (name and topic they listed when signing up to speak) made public comment to the Board of Education listed in order of speaking: Gail Gerig, Stakeholder, Thank You.

Ms. Khurshid Rogers offered several practical suggestions for the community volunteer day, noting that while the May 16th date coincides with state track, she felt it would be difficult to find a date where this isn't some kind of conflict. She praised Mr. Farris's detailed job task list as a great tool for engaging volunteers and suggested that the free version of Sign Up Genius would likely suffice, while also recommending exploring a checkbox waiver to simplify the sign-in process. She recommended sending home a flyer with students, reaching out to PTO presidents, and exploring whether the Courier would donate advertising space to help promote the event. She also proposed allowing student participation for service hours, and suggested that if all the work could not be completed on May 16th, a follow-up volunteer day at the end of summer or beginning of fall would be a worthwhile consideration.

CONSENT AGENDA

MOTION Greenstreet, second Gordon, to approve the consent agenda.

IX.a. Minutes – March 11, 12, 16, & 31, 2026

IX.b.1. Personnel – **New Contracts – Teacher(s):** *Kyle Grimes, Jr./Sr.* High Band Director, effective 2026-27 school year; *Krystyna Farquhar*, CES Sp. Ed. MM/SSN, effective 2026-27 school year. **Support Staff:** *Staci Quevillon, Jr./Sr.* High In-School Detention, effective March 4, 2026; *Kara Cannon*, District School Nurse, effective March 9, 2026; *Maria Shiver*, SES Sp. Ed. SSN Paraeducator, effective March 30, 2026. **Transfers:** *Jimmy Harris, Jr./Sr.* High In-School Detention to Jr./Sr. High Sp. Ed. SSN Paraeducator, effective February 24, 2026. **Guest Teachers/Staff:** *Kimberly Cook*, Teacher License; *Christine Lukasavige*, 3 Year Sub Authorization; *Janae Dean*, Paraprofessional; *Amber Gish*, Paraprofessional; *Eva Lakatos*, Paraprofessional.

IX.b.2. Personnel – **Resignations – Teacher(s):** *Stephanie Miller*, CES Grade 4, effective end of the 2025-26 school year; *John Schyomos*, CES Counselor, effective end of the 2025-26 school year; *Esteban Vickers, Jr./Sr.* High Panther Academy, effective end of the 2025-26 school year. **Support Staff:** *Cordingley Stevens, Jr./Sr.* High Sp. Ed. SSN Paraeducator, effective end of the 2025-26 school year; *Glenda Gianola, Jr./Sr.* High Sp. Ed. MM Paraeducator, effective end of the 2025-26 school year. **Retirements:** *Nancy Ellis*, Behavioral Specialist, effective end of the 2025-26 school year; *Julie Jabaay*, Speech-Language Pathologist, effective end of the 2025-26 school year. **Non-Renewals:** *Mackenzie Merson, Jr./Sr.* High Panther Academy, effective end of the 2025-26 school year; *Alan Gregory, Jr./Sr.* High Sp. Ed. MM Paraeducator, effective end of the 2025-26 school year.

MOTION CARRIED; Voting Aye – Barkley, Davidson, Gilgenast, Gordon, Greenstreet.

STRATEGIC PLAN UPDATE

President Barkley provided an update on the Strategic Plan, sharing that the draft plan was posted on the district website for approximately three and a half weeks with a survey open for community feedback, promoted in as many channels as possible including a presentation at a city council meeting (Addendum C). She noted that while 67 responses were received, the overall feedback was generally positive, with operational integrity and financial health emerging as the top priorities, cited by 56 of

the 67 respondents, followed by safe campuses, academic excellence, educator talent, student engagement, and community engagement.

The Board discussed next steps for finalizing the strategic plan, agreeing that two Board members, Director Davidson and Director Gilgenast, would work together to clean up and refine the draft, incorporating feedback from the survey, DAC and SAC input, and any additional comments from fellow Board members. It was noted that feedback from school and district leadership would also be sought through the upcoming leadership meeting to ensure the plan reflects input from those closest to the work. The Board expressed a desire to have a near-final draft ready ahead of the April 23rd work session, with the goal of presenting a polished version at the State of the District on April 28th. The State of the District was also identified as a valuable opportunity to gather any final community input before the plan is formally approved, with the Board emphasizing that while the priorities themselves are largely settled, the focus moving forward would be on refining the format, adding actionable goals, and ensuring the plan clearly communicates how decisions and budget priorities will be driven by its framework.

STATE OF THE DISTRICT

President Barkley confirmed that the State of the District is scheduled for Tuesday, April 28th at 6:00 p.m. in the auditorium, with presentations planned from herself on the strategic plan, Interim Superintendent Slocum on district highlights, CFO Kuritar on a financial overview, and Director of Academics Hamlow on academics. She noted that the evening's purpose is to inform the community about where the district currently stands, where it is headed, what has changed, and how community members can get involved, and expressed interest in incorporating some form of open dialogue or feedback opportunity for those in attendance. Director Gilgenast suggested collecting community feedback through a QR code displayed at the end of the presentation, as well as Board members making themselves available for individual conversations following the event. The Board agreed that this approach would be an effective and accessible way to gather meaningful feedback while also allowing for personal engagement with community members in attendance.

SUSTAINABLE FUNDING TASK FORCE

Vice President Greenstreet reported that the Sustainable Funding Task Force held its first meeting on April 3rd, bringing together a group of community members with expertise in mill levies, taxes, and both traditional and creative school funding mechanisms. The task force, which will meet every two weeks over four total meetings, is charged with researching and evaluating additional financial options for the district and delivering comprehensive findings and recommendations to the Board at the last work session in May. Funding mechanisms being explored include mill levy overrides, bonds, sales tax options, and other creative approaches, with the task force also mindful that many funding options are legally required to be shared equally with Merit Academy and giving consideration to how those efforts can benefit the charter school as well.

Board discussion also touched on the possible future role of the WPSD Foundation, including whether it could help manage scholarship-related funding opportunities tied to potential federal and state tax credit programs. Board members noted that additional information had been requested regarding the time and responsibilities required to maintain the foundation, and philanthropy and tax-deductible donations were also mentioned as possible funding avenues.

CACSA MEETING FOLLOW-UP

President Barkley reported that the Board recently participated in a three-plus hour work session featuring a presentation by Mackenzie Khan, Executive Director of the Colorado Association of Charter School Authorizers, and Alex Medler, Executive Director of the National Network for District Authorizing, providing the Board with a comprehensive overview of charter school authorizing best practices. She noted that the primary takeaway was that the district is currently missing several foundational best practices, and emphasized that these standards exist not to disadvantage either party, but rather to protect the charter school, the district, the students, and the taxpayers alike. Barkley expressed enthusiasm for a follow-up meeting scheduled for Friday to discuss next steps, including exploring the addition of a charter school liaison and reviewing the current contract and facilities use agreement to identify areas in need of strengthening for the benefit of all involved.

Secretary Gordon provided a visual comparison of the current charter contract and its attachments against the original, noting that several critical components are missing from the current version, including waivers, the school's recruitment and enrollment plan, enrollment policy, and a district services contract. She expressed particular concern regarding the absence of waivers, noting that even the district's prior law firm's own website states that waivers must be renewed upon contract renewal, and emphasized that the omission places both the charter school and the district at risk, making it a priority to address. Barkley noted that given the complexity of charter contract law, the district should seek legal counsel specializing in charter contracts, and planned to request attorney recommendations from CACSA at the upcoming Friday meeting.

Director Gilgenast expressed appreciation that Merit Academy's leadership took the time to attend the work session and hear the same information firsthand, noting that it created a valuable opportunity for dialogue and a shared understanding of best practices from both the district and charter school perspectives. Vice President Greenstreet shared a key clarification from the work session, noting that while the district is legally required to notify charter schools of any available unused space, it is not mandated by law to provide that space to them, emphasizing that the law sets a baseline rather than a ceiling and that choosing to provide space remains the right thing to do for the students in the community.

Interim Superintendent Slocum expressed enthusiasm about the possibility of hiring a charter school liaison to help structure the partnership with Merit Academy and ensure the district is following best practices, including establishing site visits, monthly meetings, and inviting charter school leadership to join operational meetings so that all parties are receiving the same information. She emphasized that having a dedicated liaison would be an important and positive step forward in strengthening the relationship between the district and the charter school. President Barkley acknowledged that without a dedicated liaison, the responsibility of managing the charter school partnership has fallen heavily on Interim Superintendent Slocum, CFO Kuritar, and the broader administration, diverting time and energy away from their other critical duties. She expressed that having someone whose sole responsibility is managing that relationship would significantly lighten that burden and allow district leadership to focus more fully on running the district. Greenstreet added that she has arranged a meeting with the BOCES Director and CACSA, with the possibility of an additional special education director joining the call, to ensure that BOCES is operating in accordance with best practices in its relationship with the charter school.

GP-8 – AGENDA PLANNING & BOARD MEETINGS

President Barkley noted that GP-8, regarding agenda planning and board meetings, had been discussed and edited at the previous board meeting and was now being brought forward for approval following its first reading, with no additional feedback received from Board members (Addendum D).

MOTION Gilgenast, second Davidson, to approve GP-8 – Agenda Planning & Board Meetings.

MOTION CARRIED; Voting Aye – Barkley, Davidson, Gilgenast, Gordon, Greenstreet.

STAFF APPRECIATION WEEK – MAY 4-8, 2026

President Barkley read the resolution and requested a motion (Addendum E).

MOTION Greenstreet, second Gordon, to approve Staff Appreciation Week – May 4-8, 2026.

Vice President Greenstreet requested that Staff Appreciation Week be added to the upcoming work session agenda so the Board could discuss any additional ways they might personally recognize and celebrate district staff during that week.

MOTION CARRIED; Voting Aye – Barkley, Davidson, Gilgenast, Gordon, Greenstreet.

SUPERINTENDENT CONTRACT APPROVAL

President Barkley noted that the Superintendent's contract, which had been tabled at the previous meeting for further review, had since gone through several rounds of edits in collaboration with legal counsel and was now in a final form the Board was ready to move forward with for approval (Addendum F).

MOTION Gordon, second Davidson, to approve the Superintendent Contract.

Secretary Gordon noted that she had been late in reviewing the contract and inquired whether any changes had been made, to which President Barkley confirmed that the only amendment was the removal of “be” that had caused a sentence to read incorrectly. Director Gilgenast requested confirmation that any material changes made to the contract during the revision process had been made in collaboration with Interim Superintendent Slocum, to which President Barkley confirmed that she, Interim Superintendent Slocum, and the district's attorney had met together to review and finalize the revisions.

MOTION CARRIED; Voting Aye – Barkley, Davidson, Gilgenast, Gordon, Greenstreet.

BOARD INFORMATION REPORTS

The operations report was included in the board packet as information for the Board of Education.

ADJOURN

MOTION Gordon, second Gilgenast, to adjourn the meeting at 8:53 p.m.

MOTION CARRIED; Voting Aye – Barkley, Davidson, Gilgenast, Gordon, Greenstreet

Attest:



Board of Education Secretary



Board of Education President

On Wings of Eagles





WPSD RE-2 BOE Recognition Program

On Wings of Eagles recognizes community members or organizations who rise above and beyond to inspire and uplift our students in their pursuit of academic excellence, personal responsibility, and civic duty.



WPSD RE-2 BOE Recognition Program

- **Anyone can submit candidates via the WPSD BOE Website nomination form**
- **Nomination form includes fields for selection criteria:**
 - Nominees inspire and uplift students in their pursuit of academic excellence, personal responsibility and civic duty.
 - Nominees inspire students from across multiple campuses.
 - Students demonstrate academic excellence, personal responsibility and civic duty.
 - Students' actions positively impact others.
- **Nominees can be submitted via the website form at any time**



WPSD RE-2 BOE Recognition Program

Recipients are honored with an American Eagle statue which reflects their actions to rise above and beyond to inspire and uplift our students.

The Eagle embodies courage, vision, strength and the ability to soar to great heights; representing insight, clarity, wisdom, leadership and renewal.

Our first recipient of the On Wings of Eagles Award is

On Wings of Eagles



KIMBERLY F. FOUNDS

House of David Music Center

April 8, 2026

Financial Update

April 8, 2026



Annual Audits

FY2025 - Disclaimed opinion

- Financial statements are being prepared by Hoelting & Co., and will need to be reviewed.
- Preparation of the MD&A
- Hoelting & Co. will the draft
 - Auditors Integrity Report
 - Bolded Balance Sheet once the pipeline is completed.

Presentation to Board: Aiming for April 22nd

UNAUDITED - Fund 10 Year-Over Year Budget to Actuals (Normalized)					
July 1 - December 21, 2025		Budget FY26	FY2026	Variance \$	Variance %
Revenue					
Local Revenue	8,442,849	\$3,349,510		(\$5,093,339)	-60%
State Revenue	5,485,955	5,495,149		9,194	0%
Federal Revenue	1,018,690	259,146		(759,544)	-75%
Charter Offset	(3,569,476)	(3,169,492)		399,984	-11%
TOTAL REVENUE	11,378,018	\$5,934,313		(\$5,443,704)	-48%
Expense					
Salary, Wages, & Stipends	5,731,197	5,232,580		(\$498,617)	-9%
Benefits	1,199,761	1,821,814		622,054	52%
Purchased/Professional Services	938,159	853,019		(85,140)	-9%
Supplies	350,376	702,118		351,743	100%
Facilities	249,375	318,772		69,397	28%
Other	436,929	536,225		99,296	23%
TOTAL EXPENSES	8,905,796	9,464,528		\$558,732	6%
Net Operating (Deficit)	\$2,472,222	(\$3,530,215)		(\$6,002,437)	-243%

UNAUDITED - Fund 10 Year-Over Year Actuals (Normalized)				
July 1 - December 21, 2025				
	FY2026	FY2025	Variance \$	Variance %
Revenue				
Local Revenue	3,349,510	4,656,127	-1,306,617	-28%
State Revenue	5,495,149	5,702,907	-207,758	-4%
Federal Revenue	259,146	113,829	145,317	128%
Charter Offset	-3,169,492	-2,914,158	-255,334	9%
TOTAL REVENUE	5,934,313	7,558,705	-1,624,392	-21%
Expense				
Salary, Wages, & Stipends	5,232,580	6,274,547	-1,041,967	-17%
Benefits	1,821,814	1,967,776	-145,962	-7%
Purchased/Professional Services	853,019	882,868	-29,849	-3%
Supplies	702,118	638,802	63,316	10%
Facilities	318,772	979,575	-660,803	-67%
Other	536,225	630,642	-94,417	-15%
TOTAL EXPENSES	9,464,528	11,374,210	-1,909,682	-17%
Net Operating (Deficit)	(\$3,530,215)	(\$3,815,505)	\$285,290	-7%

WPSD STRATEGIC PLAN

Community Stakeholder Feedback Report

Survey Period: March 6 – April 2, 2026 | Total Responses: 67

Executive Overview

The Woodland Park School District (WPSD) collected 67 stakeholder responses between March 6 and April 2, 2026. Respondents provided feedback on the proposed Mission Statement, Vision Statement, Core Values, and six strategic goal areas. Respondents included district staff, parents, community members, and other stakeholders.

Overall sentiment toward the proposed mission, vision, and core values was strongly positive. All selection counts and percentages in this report are calculated directly from the 67 survey responses, with each respondent's text matched against the known option strings.

Section 1: Mission, Vision & Core Values

1.1 Mission Statement

Proposed: "We, as the heartbeat of our community, welcome every student into a safe environment that inspires a love of learning, cultivates critical thinkers, and prepares responsible, capable citizens."

Key themes from qualitative feedback:

- Widespread approval of the focus on "critical thinkers" and "every student"
- Several respondents suggested softening or removing "heartbeat of our community" as potentially overreaching
- Requests to add language such as "compassionate," "high expectations," or "members of society"
- A handful requested stronger emphasis on academic rigor and teacher quality within the statement

1.2 Vision Statement

Proposed: "Strong Foundation, Strong Future"

Key themes from qualitative feedback:

- Approved as concise and memorable; appreciated its applicability to both staff and students

- Some felt it reads more as a tagline than a full vision statement; requested more descriptive language
- Three respondents specifically mentioned missing the former "Place of Becoming" vision statement
- Suggestion to define what "Strong Foundation" means in accompanying documentation

1.3 Core Values

Proposed: Respect · Integrity · Community · Collaboration · Excellence · Accountability

Key themes from qualitative feedback:

- Broadly positive reception; respondents appreciated the coverage of key organizational principles
- Several noted the list is lengthy and that Community & Collaboration overlap; combining could improve focus
- Requests to add values such as Empathy, Belonging, Compassion, or Communication
- Common question: how will these values be made actionable and observable at the board and administration level?

Section 2: Strategic Goal Area Priorities

For each goal area, respondents selected their top three priorities. Tables are sorted by number of selections. Percentages reflect the share of respondents who selected each item.

2.1 Academic Excellence

Priority Item	Count	% of Respondents
Increase % of students performing at or above grade level	36	53.7%
Multi-Tiered Systems of Support (MTSS) — targeted intervention and enrichment	26	38.8%
College and Career Readiness (CCR)	23	34.3%
Work-Based Learning opportunities	20	29.9%
Raise academic rigor across all grade levels	18	26.9%
Enrichment for special populations (G/T, SPED, ELL)	17	25.4%
Consistent use of High Quality Instructional Materials (HQIM)	15	22.4%
Skillful and responsible use of technology	13	19.4%
Strengthen Individual Career and Academic Plans (ICAP)	12	17.9%

Improve district and school framework ratings	11	16.4%
Effective Professional Learning Communities (PLCs)	6	9%
Increase graduation rate	3	4.5%

Key qualitative themes:

- Grade-level performance improvement requires sufficient staffing for MTSS and dedicated PLC time — currently inadequate
- Consistent use of evidence-based instructional materials cited across all schools
- Cell phone policies at Jr./Sr. High cited as prerequisite to meaningful academic progress
- Enrichment for SPED, G/T, and ELL populations seen as significantly under-resourced

2.2 Safe Campuses

Priority Item	Count	% of Respondents
Develop a comprehensive security plan across all schools (CES, SES, Jr./Sr., Merit)	49	73.1%
Safe and secure facilities with consistent maintenance protocols	48	71.6%
Build and sustain working relationships with local law enforcement	37	55.2%
Maintain a well-trained safety and security staff	35	52.2%
Transportation safety and protocol compliance	14	20.9%
Inclement weather preparedness and response planning	10	14.9%

Key qualitative themes:

- Broad support for a comprehensive, consistent district-wide security plan explicitly including Merit Academy
- Multiple respondents want SROs restored; concern that armed guards replaced community-integrated law enforcement
- Transparency about security staff credentials, training, and oversight strongly requested
- Bullying and student-on-student safety at the elementary level highlighted as a priority concern

2.3 Operational Integrity

Priority Item	Count	% of Respondents
Financial Health: Revenue management, functional reporting systems, and Board/Community finance education	56	83.6%

Facilities Conditions: Ongoing assessment and maintenance of all district facilities	43	64.2%
Strategic and Responsible facilities and asset utilization	22	32.8%
Operational Efficiency: Aligned policies/handbooks, clarity within contracts, and documented agreements	21	31.3%
Budget-Mandated Direction: Ensuring expenditures align with board-directed priorities	16	23.9%
Grant Reporting Policies: Compliance and accountability for all grant funding	12	17.9%
Technology Access: Equitable access to technology for all students and staff	12	17.9%
Processes and Procedures Handbook: Development of internal controls documentation	10	14.9%
Information Systems Compliance: Accurate and compliant data reporting	5	7.5%

Key qualitative themes:

- Financial Health selected by 83.6% of respondents — the single most-selected item in the entire survey
- District is approximately 15 months from a zero unassigned fund balance; fiscal honesty demanded
- Strong calls for plain-language financial communication to the full community, not just insiders
- Facility right-sizing and resolution of charter asset issues cited alongside financial recovery

2.4 Educator Talent

Priority Item	Count	% of Respondents
Retention and satisfaction efforts, including a District Culture and Climate Committee	37	55.2%
Holistic Compensation Strategy addressing salary, benefits, and non-monetary recognition	31	46.3%
Support and maintain high standards for educator qualifications and certification compliance	28	41.8%
Support for educators pursuing advanced degrees and certifications	22	32.8%
Robust and relevant Professional Development aligned to evidence-based practices	21	31.3%
Induction and Mentor Programs for Educators	18	26.9%
Comprehensive onboarding for all new staff	14	20.9%

Active and competitive recruiting strategies	11	16.4%
Optimization of PD days and work calendar structure	11	16.4%

Key qualitative themes:

- Retention was the dominant theme (55.2%) — losing experienced teachers cited as a root cause of many problems
- Competitive compensation and benefits (comparison to D11 cited) named as a key recruitment/retention barrier
- District-level onboarding has deteriorated since 2023; return to robust new-staff orientation requested
- Teacher burnout from excessive course loads (6–7 classes, multiple preps) at Jr./Sr. High highlighted

2.5 Community Engagement

Priority Item	Count	% of Respondents
Improve parent and family participation in district events and decision-making	43	64.2%
Effective Communication — improving outreach tools and messaging	40	59.7%
Develop and expand student internship opportunities	25	37.3%
Partnerships with civic organizations	21	31.3%
Strengthen business and employer engagement partnerships	20	29.9%
Community Partnerships through governmental organizations	16	23.9%
Senior community involvement programs	10	14.9%
Intergovernmental Agreements (IGA) to support district goals	9	13.4%
Engagement with local churches and faith communities	6	9%
Collaboration with realtors and real estate community	4	6%

Key qualitative themes:

- Improving parent/family participation and Effective Communication was dominant with 64.2%
- Communication channels need diversification — many community members do not use Facebook
- Respondents want BOE to hold regular listening/coffee sessions with parents (quarterly suggested)
- Community trust must be actively rebuilt before engagement efforts will fully take hold

2.6 Student Engagement

Priority Item	Count	% of Respondents
Enhance Social and Emotional Learning (SEL) programs and supports	46	68.7%
Career and Technical Education (CTE) and Trades programs	28	41.8%
Extracurricular athletics and activities, clubs, and student organizations	21	31.3%
Sixth-grade transition: Structured and supported transition programming	18	26.9%
Staff-to-student mentoring relationship building	18	26.9%
Diverse activity offerings to reach all student interests	14	20.9%
Expand AP and College Offerings	14	20.9%
Internship and Career Pathways aligned to student goals	14	20.9%
Expand elective offerings to increase student engagement	13	19.4%
Student Advisory Committee for student voice and input	11	16.4%

Key qualitative themes:

- SEL was the top priority (68.7%); respondents linked social-emotional health directly to academic readiness
- The pre-2022 grant-funded SEL/counseling program was mourned; restoration explicitly requested
- Sixth-grade transition to a dedicated middle school was a strong recurring theme across multiple sections
- CTE and trades highly valued; respondents cautioned against expanding offerings beyond staff capacity

Section 3: Cross-Cutting Qualitative Themes

Eight themes emerged repeatedly across multiple goal areas, representing the most strongly held concerns among respondents.

3.1 Financial Stability & Transparency

The single most prominent concern. Respondents repeatedly cited declining enrollment, budget deficits, the 15-month timeline to zero unassigned balance, and the need for honest community communication. Financial Health was selected by 83.6% of Operational Integrity respondents.

3.2 Merit Academy / Charter Relationship

Multiple respondents expressed strong views on both sides. WPSD parents cited perceived inequity in funding and loss of programs; others defended Merit Academy. Resolution of contract issues and transparent communication to all parties were frequently requested.

3.3 Sixth-Grade Transition & Middle School

Many respondents explicitly requested that 6th graders be returned to a dedicated middle school environment, citing developmental appropriateness, access to electives, and the strain placed on elementary school staff and resources.

3.4 Staff Retention & School Culture

Educator retention was described as foundational. Competitive compensation, improved culture, strong mentorship, and recognition were critical elements cited. Teacher burnout from unsustainable course loads at the Jr./Sr. High was a repeated specific concern.

3.5 Community Trust & Communication

Many respondents referenced damage to community trust from prior board decisions. Improved, multi-channel communication and transparency around finances and decisions were strongly requested. Rebuilding trust was seen as a precondition for effective engagement.

3.6 Safety & Security Clarity

While safety support was broad, respondents called for clarity about who security staff are, how they are trained, and how they relate to local law enforcement. Several respondents want a return to a community-integrated SRO model.

3.7 Facility Utilization & Maintenance

The maintenance backlog and optimal use of buildings (Columbine, Gateway, Summit) were raised multiple times. Respondents called for honest, bold decisions about facility right-sizing aligned with enrollment realities.

3.8 Academic Rigor & Curriculum

Respondents want high standards maintained or raised with consistent evidence-based materials. Cell phone policies, enrichment for special populations, and CTE/trades expansion were frequently mentioned alongside concerns about technology overreliance.

GP-8***Policy Type: Governance Process*****Agenda Planning & Board Meetings**

To accomplish its job, the Board will follow an annual agenda for its meeting.

Regular meetings

1. Regular meetings of the Board of Education shall be held in the Board room of the administration building unless otherwise posted.
2. Meetings of the Board shall be held on the second Wednesday of each month at 6:00 p.m. unless otherwise established by the Board.

Accordingly:

1. The planning cycle will start with the Board's development of its agenda at the annual Board Retreat for the school year, and may include:
 - a. methods of obtaining input, including consultations with selected groups and persons, will be determined and arranged to be held during the balance of the year
 - b. governance education, including orientation of new Board members in the Board's governance process and periodic Board discussion of process improvement, will be determined and arranged to be held during the balance of the year
 - c. education related to Board Purpose Statement (e.g. presentations by futurists, demographers, advocacy groups, staff, etc.) will be arranged to be held during the balance of the year
 - d. include ongoing review, modifying and refinement of Board Purpose Statement.
2. Throughout the year the Board will attend to consent agenda items as expeditiously as possible.
3. Monitoring of Governance Process, Board/Superintendent Relationships and Executive Expectations policies will be included on the agenda for separate discussion.
4. The planning cycle will conclude each year in June in order that administrative decision-making and budgeting can be based on accomplishing a one year segment of the Board's most recent statement of long term ends.

To accomplish its job, the Board will adhere to the following meeting protocol.

Accordingly:

1. All regular and special meetings of the Board shall be open to the public. The Board desires input from the public at those Board meetings. In order to ensure Board meeting deliberations are fair, open, and thorough, but also efficient, timely, and orderly, the Board commits to the following protocol for public participation and comment.
2. Board meetings are business meetings where elected representatives conduct the business of the District.
3. The agenda for the Board meeting will be prepared by the Board President and Superintendent in an agenda setting meeting at least one week prior to the Board meeting. If any Board member wishes to include a topic on the Board agenda, that topic will be brought to the Board President at least 24 hours prior to the agenda setting meeting if possible, and no later than 48 hours prior to the meeting.
4. Members of the public desiring to make a presentation to the Board must contact the Secretary to the Board one week prior to the scheduled meeting. No item will be placed on a Board agenda without prior approval of the Board President and/or Superintendent. No item will be placed on the agenda that has not gone through this process.
5. A Public Comment period is scheduled at every regular board meeting.
 - a. any person not on the agenda desiring to address the Board must place their name and topic of discussion on the "Public Comment Sign-up Sheet" available at the Board Meeting.
 - b. any personnel or individual student matters are considered confidential under Colorado Law. We require that those discussions take place privately in executive session.
 - c. the Board President shall be responsible for recognizing all speakers, who shall properly identify themselves.
 - d. individual comments will be limited to three (3) minutes.
 - e. time allocated to a particular topic will be limited to a total of fifteen (15) minutes.
 - f. at the discretion of the Board President, the total time may be extended.
 - g. the Board will make no decision or take no action on public comment during the meeting.

- h. the President may request that comments on an item on the agenda occur as the Board addresses that agenda item.

All public comment will occur during the Public Comment section on the agenda, unless otherwise rescheduled. Members of the public will not be recognized by the President as the Board conducts its official business.

Work Sessions and Retreats

1. The Board, as a decision-making body, is confronted with a continuing flow of problems, issues and needs which require action. While the Board is determined to expedite its business, it is also mindful of the importance of planning, brainstorming and thoughtful discussion without action. Therefore, from time to time the Board may schedule work sessions or retreats, which shall be open to the public.
2. No action shall be taken during such sessions.
3. Public notice of the session, including the topics for discussion and study, shall be provided.

Executive Sessions

All meetings of the Board shall be open to the public except that at any regular or special meeting the Board may proceed into executive session upon affirmative vote of two-thirds of the quorum present.

Final policy decisions, resolutions, policy(ies), or regulation(s) to be adopted or approved and formal action of any kind shall only be taken during regular or special board meetings. The Board is authorized to approve written minutes of an executive session in executive session, if written minutes are taken.

1. The Board may hold an executive session for the sole purpose of considering any of the following matters:
 - a. Purchase, acquisition, lease, transfer or sale of any real, personal or other property interest. However, no executive session shall be held to conceal the fact that a member of the Board has a personal interest in such property transaction.
 - b. Conferences with an attorney for the purpose of receiving legal advice on specific legal questions. The mere presence or participation of an attorney at an executive session is not sufficient to satisfy this requirement.
 - c. Matters required to be kept confidential by federal or state law or rules and regulations. An announcement will be made indicating the specific citation to state or federal law which is the reason the matter must remain confidential.

- d. Specialized details of security arrangements or investigations.
 - e. Determination of positions relative to matters that may be subject to negotiations, development of strategy for negotiations and instruction of negotiators.
 - f. Personnel matters except if an employee who is the subject of an executive session requests an open meeting. If the personnel matter involves more than one employee, all of the employees must request an open meeting. Discussion of personnel policies that do not require discussion of matters specific to particular employees are not considered "personnel matters."
 - i. The Teacher Employment, Compensation and Dismissal Act shall prevail in teacher dismissal hearings. (It provides that a dismissal hearing shall be open unless either the administration or employee requests that the hearing be closed.)
 - ii. Discussions concerning a member of the Board, any elected official or the appointment of a Board member are not considered personnel matters.
 - g. Consideration of any documents protected under the mandatory nondisclosure provision of the Open Records Act, except that consideration of work product documents and documents subject to the governmental or deliberative process privilege must occur in a public meeting, unless an executive session is otherwise allowed.
 - h. Discussion of individual students where public disclosure would adversely affect the person or persons involved.
2. Prior to convening in executive session, the Board president shall announce the topic of the executive session which shall be reflected in the minutes. The Board shall include the specific citation to statute authorizing it to meet in executive session when it announces the session and identify the particular matter to be discussed in as much detail as possible without compromising the purpose for which the executive session is authorized.
 3. Only those persons invited by the Board may be present during any executive session regardless of the topic of the session (including personnel matters).
 4. The Board shall cause an electronic record to be made of the executive session which shall be retained by the Board for 90 days following the session. No record shall be made of an executive session held for the purpose of discussing an individual student matter or of a session in which the discussion involves a privileged attorney-client communication. The record must include the specific statutory citation to the executive session law that allows the Board to meet in executive session.

Special Meetings

1. Special meetings of the Board may be called by the Board president at any time and shall be called by the president upon the written request of a majority of the members.
2. The secretary to the Board shall be responsible for giving a written notice of any special meeting to each Board member at least 72 hours in advance of the meeting if mailed and 24 hours in advance if personally emailed or texted to the member. The notice must contain time, place and purpose of the meeting and names of the members requesting the meeting.
3. Any member may waive notice of a special meeting at any time before, during or after such meeting, and attendance at a special meeting shall be deemed to be a waiver.

No business other than that stated in the notice of the special meeting shall be transacted unless all members are present and agree to consider and transact other business.

Adopted: September 9, 1998

Revised: 09/05, 05/08, 12/10, 10/14, 08/18, 01/23, 04/26

Monitoring Method: Board self-assessment

Monitoring Frequency: February



RESOLUTION

Staff Appreciation Week

WHEREAS, the dedication and commitment of education staff are essential to the success of students and educational institutions; and

WHEREAS, the tireless efforts of educators, support staff, administrators, and all those involved in the educational process deserve recognition and appreciation for their invaluable contributions; and

WHEREAS, Staff Appreciation Week provides an opportunity to honor and celebrate the hard work, passion, and dedication of all individuals who work tirelessly to support the mission of education; and

WHEREAS, acknowledging the efforts of staff creates a positive and supportive work environment, encouraging morale, and promoting continued excellence in education;

NOW THEREFORE, BE IT RESOLVED, we the members of the Board of Education of Woodland Park School District Re-2, proclaim May 4 - 8, 2026, as Staff Appreciation Week; and

BE IT FURTHER RESOLVED, that the Woodland Park School District Re-2 encourages all stakeholders, including students, parents, and the community at large, to join in recognizing and appreciating the dedication and hard work of our staff during this special week.

Adopted: April 8, 2026

Woodland Park School District Re-2
Board of Education

ATTEST:

Board of Education Secretary

Board of Education President

**WOODLAND PARK SCHOOL DISTRICT
CONTRACT OF EMPLOYMENT
SUPERINTENDENT**

THIS CONTRACT (“Agreement”) is made and entered into the **1st day of July 2026** by and between the Woodland Park School District Re-2, hereinafter referred to as “District” and the undersigned Interim Superintendent, hereinafter referred to as “Superintendent”, and approved by the District’s Board of Education, hereinafter referred to as “Board”, at a public meeting held on **March 16, 2026**.

A. Employment

The Board hereby employs the Superintendent, and Superintendent hereby enters into the employment of the Board as Superintendent of the District. Such employment shall be subject to the terms and conditions of this Agreement.

B. Duties

Superintendent agrees, during the period of this Agreement, to faithfully and diligently fulfill all the duties and obligations incumbent upon her as the Superintendent including, but not limited to, those duties as are, or may be set forth by the Colorado Revised Statutes, as may be amended. She shall report directly to and operate under the general direction of the Board. Her duties generally shall be all those duties incident to the office of Superintendent and set forth in the job description; applicable Board Policy, currently in effect and as may be amended or enacted; those obligations imposed by the law of the State of Colorado upon the Administrator; and to perform such other duties from time to time as assigned by the Board. The Board, individually and collectively, and consistent with its applicable policies, shall promptly refer all criticisms, complaints, and suggestions called to its attention about such duties to the Superintendent for study and recommendation.

C. Term

This Agreement shall take effect as of **July 1, 2026 and continue in force through June 30, 2028**, subject, however, to termination as hereafter provided. This Agreement will not automatically renew. However, the parties understand that it may be renewed for an additional agreed-to-term and provisions upon mutual written agreement between the parties. The parties agree that the Board has no obligation to fund the financial obligations under this Agreement other than for the fiscal year of the Agreement term however, in accordance with TABOR, the District has pledged and held for payment sufficient cash reserves for the payment of salary or benefits herein for the entire term of the Agreement.

Unless otherwise agreed to in writing, Parties understand and agree that any discussion or consideration of a renewal of this Agreement or Term, will happen on or before the end of the first evaluation of the school year 2027-2028 but no later than December 2027.

D. Salary

The District agrees to pay the Superintendent for her services a base salary of \$168,000.00 for fiscal year July 1, 2026 to June 30, 2027, paid periodically per the schedule and policies governing payment of other executive level employees of the School District. Salary for the fiscal year July 1, 2027 to June 30, 2028 school year will be negotiated and determined between the parties on or before July 1, 2027.

E. Benefits

The District shall provide the Superintendent with the following benefits:

1. Leave: The Superintendent shall be entitled to paid leave commensurate with the district level leadership team in addition to holidays normally given to employees of the School District. The Superintendent shall notify the Board President as far in advance as possible when the Superintendent will be out.
2. Auto Allowance: The Superintendent shall receive a monthly auto allowance in the amount of **\$500.00** to cover automobile-related expenses incurred when traveling within and outside the District, related to District business. The allowance will be paid on each payroll date. The allowance shall be in lieu of actual mileage reimbursement for such automobile usage.
3. Life Insurance: The Superintendent shall receive life insurance coverage or similar instrument equal to 2x base salary.
4. Severance: Upon termination of this Agreement prior to the end of the initial Agreement period, the Superintendent shall be compensated for the remainder of the entire Agreement Term.
5. Health Insurance: The District shall pay full cost of health insurance plan for Superintendent and including dependents plus children.
6. Other Benefits: Unless otherwise replacing, provided in lieu of, or superseded by listed benefits provided above, the Superintendent will maintain and accrue any benefits she was already eligible for and has accrued and as otherwise provided to executive administration as per District policy.

F. Indemnification

To the extent permitted by law, and to the applicable limits provided in the Colorado Governmental Immunity Act, C.R.S. § 24-10-101, et seq., the District agrees that it shall defend, hold harmless and indemnify Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in her individual capacity or in her official capacity as agent and employee of the District, provided the claim arises out of injuries sustained for an act or omission of the Superintendent which occurred during the performance of her duties and within the scope of her employment, except where such act or omission was willful and wanton.

G. Termination

1. Termination for Cause: The Superintendent shall be subject to discharge for good and just cause. If discharged for good and just cause, the Superintendent shall be entitled to no further payments or benefits under this Agreement, including, but not limited to, severance pay. No discharge shall be effective until written charges have been served upon her and she has an opportunity for a fair hearing before the Board after ten (10) days' notice in writing. At such hearing, she may have legal counsel at her own expense.
2. Unilateral Termination by the District: The District can only discharge the Superintendent without cause upon written notice of at least sixty (60) calendar days. In the event of such

termination, the Superintendent shall be entitled to severance as defined in Section E(4). Such compensation shall be the only benefit to which the Superintendent is entitled and shall satisfy any and all claims that the Superintendent may raise with regard to the Board's contractual obligations pursuant to this Agreement.

3. Resignation by the Superintendent: The Superintendent must provide sixty (60) calendar days written notice to the Board if she chooses to resign before the termination of this Agreement. In the event the Superintendent resigns, she is not eligible for reassignment. The Superintendent agrees to pay damages to the District and the District agrees to collect or withhold damages from compensation due or payable to the Superintendent, with such damages being assessed against the Superintendent if the Superintendent abandons, breaches or otherwise refuses to perform services pursuant to this Agreement, unless the Superintendent has given the required written notice to the Board and providing further that such damages shall not exceed ordinary and necessary expenses of the District to secure the services of a suitable replacement for the Superintendent.

4. Death of the Superintendent: This Agreement shall automatically terminate upon the death of the Superintendent. Any compensation due and payable to Superintendent at the date of her death shall be paid to her heirs and legal representatives in the event of her death.

5. Disability of Superintendent: Should Superintendent be unable to perform the duties and obligations of this Agreement, by reason of illness, accident, or other cause beyond Superintendent's control and such disability exists for a period of more than thirty (30) days after the exhaustion of accumulated sick leave days and vacation days during any school year, the District, at its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for an additional thirty (30) days or if such disability is permanent, irreparable or of such nature as to make the performance of Superintendent's duties impossible, the District at its option, may terminate this Agreement, whereupon the respective duties, rights and obligations of the parties shall terminate.

H. Evaluation

The Board and the Superintendent shall meet two times per school year at dates set by the Board after consultation with the Superintendent for the purpose of evaluating the performance of the Superintendent and expressing recommendations and observations on how such performance may be improved. The Superintendent shall be evaluated on the job performance as determined by the Superintendent's job description, the Superintendent's professional goals set by the Board and the Superintendent, and any future goals set for the District by the Board and Superintendent. The Board shall determine and adopt performance metrics in accordance with the Superintendent's Duties and Responsibilities after approval of this Agreement.

Duties and Responsibilities. The Duties and Responsibilities of the Superintendent shall be those duties incident to the Superintendent as set forth in the Superintendent's job description and District's published Executive Expectations ("EE's") and those obligations imposed by State and Federal law. In addition, the Superintendent shall serve as the executive officer of the Board and perform such other duties as from time to time may be assigned to Superintendent by the Board.

I. Professional Activities

1. This Agreement is intended by the parties to be a full-time contract and Superintendent will devote her attention to the functions of Superintendent at all times during the term of this Agreement. It is not contemplated that the Superintendent will perform services on weekends or legal holidays. However, it is expected that the Superintendent shall remain available on such occasions as are necessary. It is expected that the Superintendent shall establish and communicate to the Board her work calendar developed in accordance with this Agreement. Upon any leave, it is expected that the Superintendent will reasonably and foreseeably plan for and communicate such leave to the Board and assign necessary responsibilities to other administrative personnel in accordance with the District's Succession Plan, as approved of by the Board.

2. Board Approval: With prior approval of the Board, the Superintendent may undertake consultative work, speaking engagements, writing and other professional activities for honoraria and expenses, provided such activities do not interfere with the Superintendent's normal duties. She shall report to the Board following such activity. Such activities shall not be considered to be a part of the Superintendent's scope of employment for purposes of Paragraph F, above.

J. Governing Law

The interpretation of this Agreement and any questions arising under it shall be determined exclusively by the law of the State of Colorado as currently in effect and as may subsequently be amended or enacted.

K. Merger Clause

This Agreement contains the entire agreement between the parties pertaining to the subject matter hereof and supersedes and replaces all prior agreements, understandings, negotiations and discussions, whether oral or written.

L. Severability

The provisions of this Agreement shall be deemed severable, and the invalidity of any portion hereof shall not affect the validity of the remainder.

M. Amendments

This Agreement may be amended by the mutual consent of both parties. Any amendment must be in writing and must be executed by a duly authorized member of the Board. A copy shall be attached hereto.

N. Mutual Non-disparagement

Employee shall not make, issue, release, or authorize any written or oral statements, derogatory or defamatory in nature, about the Board in accordance with law. Employee agrees that the District would be entitled to recover money from Employee if this Agreement were violated. The District agrees it will not make, issue, release, or authorize defamatory statements about Employee in accordance with law. District agrees that the Employee would be entitled to recover money from District if this Agreement were violated. Employee and District agree that this provision does not constitute any legal basis for a cause of action and only such defamation which independently gives rise to a cause of action may be pursued by Employee or District.

O. Waiver

Any waiver of any provision of this Agreement shall not be deemed to be a waiver of any other provision or of a subsequent breach and shall not be construed to be a modification of the terms of the Agreement.

P. No Assignment

This Agreement is one for personal services to be provided the District only and may not be assigned.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year set forth above.

SIGNATURE
Ginger Slocum
Superintendent

SIGNATURE
Keegan Barkley
President, Board of Education

Date

Date