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The Memo

PSD's Staff Newsletter

February 15, 2026

With important conversations underway about budget, enrollment, and comprehensive planning, our goal is to keep staff in the loop with as little overwhelm as possible. Below you'll find all the need-to-know info as we (almost! so close!) head into Spring.

If The Memo ever gets lost in your inbox, [this](#) page can help you find prior and current issues.

District Updates, Staff Announcements, Reminders

Nominate the Best of PSD:

If you know a staff member who's great at their job and makes a big difference by being part of PSD, the **deadline for [PSD Celebrates nominations](#) has been extended to noon on Feb. 20, 2026**. You can nominate staff in the following categories:

- Outstanding Educators
- Integrated Services
- Classified Staff
- Transportation Services
- Custodial Services
- Substitutes
- Student Workers
- Administrative Professionals
- Belonging

Negotiations Summary: Comprehensive Planning:

The second Negotiations session of the year took place on Jan. 29 and featured a **budget and enrollment presentation**, a proposed update to Article 15 of the **employee agreement regarding department restructure**, a discussion

For important news about **one of the biggest and most challenging conversations going on at PSD right now**, see the email sent on 1/28/2026 titled

Board Meeting Recap:

The board meeting on Feb. 10 featured a **budget presentation and a presentation of district ends**. A recording of this meeting can be found [here](#). For more detailed board meeting recaps,

about **supporting working conditions that better allow staff to be present and healthy**, and a motion by ACE to **pause the request for professional development stipend increases** (note that the stipend will still be available to classified staff as normal.)

The next session will be **Feb. 25 from 8-4 in the JSSC Boardroom**. The meeting is open to the public and all staff are welcome to attend as observers. Please note that all staff who wish to do so must do so on their own time. Please refrain from taking photos of attendees without direct consent. Seating is limited, but observers can quietly come and go throughout the day. A recap of the session and its outcomes will be emailed to all staff at the conclusion of the day.

Colorado Teacher of the Year Nominations:

Nominations are open for the Colorado Department of Education 2027 Teacher of the Year Award! You can nominate as many teachers as you'd like, just be sure to do it by Friday, Mar. 20!

Summer Institute:

Registration opens on **April 29 for PSD's 2026 Summer Institute!** Summer Institute offers a phenomenal array of professional development courses for licensed and classified staff, and **will be held June 1-3** this year. Keep an eye out for registration information and more details!

New Curriculum & Instruction Team Member:

Hillary Dodge joins the Curriculum & Instruction department as the Media & Learning Digital Ecosystems Coordinator, bringing experience across public and academic library services,

"Update from the PSD Comprehensive Planning Committee".

Budget News:

For important budget updates, see the email sent on 2/11/2026 titled "**An Update on PSD's Budget Challenges and Planning for 2026-27**".

We know it's annoying for your staff newsletter to tell you "just read your email", but these two topics are more complex than can be summarized in a short blurb.

Reminder of Existing Security Protocols:

It's everyone's responsibility to keep campuses secure. This includes:

- Keeping all **exterior doors** closed and locked.
- Ensuring that all **visitors**, including those with an active PSD badge, check in at the main office.
- Immediately directing any adult without a visible visitor badge or PSD badge to the main office to **check in**.

The Security team thanks you for helping to keep our schools safe!

Classified PD Stipend Paperwork:

The deadline for the Classified Professional Growth Stipend **applications** is coming up! Your packet must be received in the ACE office at Boltz Middle School by **1:00 pm on April 1, 2026** to receive the \$400 stipend payment on your end-of-May paycheck. Emailed or late applications will not be accepted. Please note that no stipends are automatically paid from carryover hours. You must still submit a stipend application form. On the form, you would note "Use Carryover Hours".

[this page](#) will be updated with summaries of each meeting.

New Principals:

Congratulations to **Angel Herrick** for being named the new principal of the **PSD Mountain Schools** (Red Feather Lakes, Livermore, and Stove Prairie) and **Alison Ferguson** for being named the new principal of **Johnson Elementary**! We look forward to their leadership, and we thank Tom Schachet and Georgianna Dawson for serving these schools so well.

PSD Talent Show Interest Form:

Got talent? The PSD Foundation is exploring the possibility of a teacher and staff community talent show. Share your interest [here](#).

Dog Biscuits & Decals

Students in the **Transition Pathways program** have **decal stickers** and scratch-baked, **all-natural dog treats** for sale! Orders can be placed until the end of this semester. Support one of PSD's best local businesses!

POUDRE SCHOOL DISTRICT
Transition Pathways
Community Businesses

All-Natural Dog Biscuits
Scratch-baked and packaged by TPA students!

Great Holiday Gift!

Peanut Butter
Pumpkin and
Plain (Beef) Flavors
Available!

4oz bags for \$3

Order Biscuits Here!

Student-Created Decal Stickers
Permanent vinyl stickers for you car, water bottle or just about anything!

Prices range \$3-\$10

Order Decals Here!

Questions? Contact Dustin Noden at dnoden@psdschools.org

Employee Associations:

If you haven't heard, every PSD employee has the

technology enablement, and digital resource management. Hillary is passionate about building sustainable, user-centered media and technology systems that strengthen teaching and learning and looks forward to collaborating with educators and staff across the district.



Become a Teacher Program:

PSD's Become a Teacher program, **which provides funding for qualifying employees to become licensed special education teachers**, will have a new cohort starting in Fall 2026. Click [here](#) to learn more about this program and express interest in potentially joining the cohort.

If you have questions or need assistance with your application, please contact [Joni Baker](#) at 970-490-3533, or refer to the email sent to classified staff on 1/13/26 titled "Classified Professional Development Stipend Information".

When to use Translation/Interpretation Services:

[These guidelines](#) help educators and instructional leaders better understand when translation/interpretation is an appropriate support strategy for students vs. when it is better to use ELD strategies to ensure student language acquisition growth. If you have questions, please contact [David Autenrieth](#).

Teaching and Learning Conditions Colorado Survey:

The Teaching and Learning Conditions Colorado (TLCC) survey will be **available for all staff until Feb. 23**. The TLCC Survey is a statewide, anonymous survey of school-based staff (teachers, support staff, and building leadership) on their perceptions of teaching and learning conditions. This information will be shared by an assigned individual in each school, and if you have questions, feel free to reach out to [Candice Mozer](#).

opportunity to join their respective [employee association](#) to have a voice at the table of collective bargaining. [PEA](#) (Poudre Education Association, representing licensed staff, led by [Candice Mozer](#)), [ACE](#) (Association of Classified Staff, representing classified staff, led by [Joni Baker](#)), and [PASE](#) (Poudre Association of School Executives, representing administrative staff, led by [Kristin Stolte](#)) organize for equitable staff pay, benefits, and working conditions. **To Join, find applications here:** [PEA](#), [ACE](#) (this can be submitted through interoffice mail), [PASE](#).

Org Chart:

The Central Office Org Chart has been updated in both its handy, searchable [PDF version](#) and its [web version](#), so check it out if you ever wonder who to go to with a question and how to contact them! At any point that you see something in the Org Chart that needs updating, email [Communications](#); the web version will be updated continuously throughout the year and the PDF version will be updated in January and June of each year.

LCE Newsletter:

Check out the February edition of Seeds of Change [here](#), featuring info on Black History Month and Lunar New Year celebrations.

PSD SPRING PROFESSIONAL LEARNING



Join colleagues from across the district for a day dedicated to professional growth, collaboration and reflection. This professional learning experience offers meaningful choice, practical strategies, and time to strengthen practices that enhance teaching, leadership, and student success. Together, you'll share ideas, build connections, and deepen your collective impact—because our growth as educators directly supports the growth of our students.

Multiple Choice Sessions

- Sessions are aligned to PSD's Strategic Plan and Fall PL feedback
- Will be led by a variety of departments and educators from PSD
- Includes 15+ sessions that align with re-licensure criteria

Secondary March 13th

- 8:30-10:00 Choice Session 1
- 10:00-10:15 Transition
- 10:15-11:45 Choice Session 2
- 11:45-12:45 Lunch
- 12:45-1:15 Common District Learning within Content Session
- 1:15-3:30 Content Session

Elementary April 23rd

- 8:30-9:30 Choice Session 1
- 9:30-9:45 Transition
- 9:45-10:45 Choice Session 2
- 10:45-11:15 Common District Learning with Choice Session 2
- 11:15-12:15 Lunch
- 12:15-3:30 iReady Math Training for K-5 General Ed, IS, GT, ELD, Coaches & Administrators
- 12:15-3:30 Content Session for Educators Who Do Not Teach Math

K-12 educators, including specialists, who **have not** taken Universal Dyslexia should register for that course for one of their choice sessions. This is not the READ Act training.

Register Here!

Catalog Link

Secondary Registration Opens February 2nd
Elementary Registration Opens March 23rd

Wellness

Ramp Health Challenge:

Registration is open for the **Wildlife Around the World Challenge**! This challenge takes you on a virtual journey around the world, unlocking new terrain and new wildlife with each step. Rally your coworkers, form a team, and get moving — literally — toward better health and **250 points earned towards the stipend raffle**! Register on [Ramp Health](#); registration closes **Feb. 22**. Click [here](#) for Ramp Health challenge FAQ or email support@ramphealth.com.

Healthy Cooking Class:

Cook along with Lifestyle Health's Registered Dietitian, Sarah Morales, in this upcoming offering! At 5:30 p.m. on Feb. 16, Sarah will be hosting a virtual cook-along event, making Thai tempheh

lettuce wraps and veggie tacos with black beans. She will send all registered participants the list of ingredients to buy ahead of time, so can be prepared. [Sign up here!](#)

Banner Health Clinic:

All employees with scheduled hours can utilize either of the [Banner Urgent Care clinics](#)! All you need is your **PSD medical insurance card if you are on a plan, or PSD ID badge** if you declined coverage! These clinics offer many free services for standard urgent care services, but can require payment for special services like radiology or labs. For a faster visit, you can use the reservation system on the clinic websites!

Upcoming Events

Celebration of PSD's BIPOC Educators :

Feb. 27, 6-8pm at the Cultural Enrichment Center of Fort Collins, 1825 E. Mulberry St.

Give Them Their Flowers Now is an event honoring the impact of PSD's teachers who are Black, Indigenous, or people of color. A light dinner will be served.



Upcoming [Board Meetings](#):

Feb. 24 and Mar. 10 in the Johannsen Support Services Center Boardroom. The dinner session for each is at 5 p.m. and the regular meetings start at 5:30 p.m. To speak during community comment at one of these board meetings, please sign up before 5 p.m. on the Monday preceding the meeting.

On Mar. 3, the Board will convene a special meeting in the Boardroom at 5 p.m. There will be no dinner session for this meeting. As has been the Board's practice, no community comment will be available at the special meeting.

Graduating Senior Hiring Fair:

Apr. 9 at the Foothills Mall from 9 a.m.-12 p.m. for local graduating senior and ASCENT students.

How you can help:

- Spread the word to students. [Student Sign-Up Form](#)
- Spread the word to businesses who might be looking to hire. [Business Sign-Up Form](#) / [Current Business List](#)

[Here](#) is a flyer you can copy and edit as desired to spread the word.

Accessibility Lunch & Learn:

Join us for monthly Lunch & Learn sessions to deepen your understanding of accessibility; previous sessions are available to [watch anytime](#). The next live session, which will cover Google Sites and Classroom, is Feb. 22, 2026, 12-12:30 p.m. on Teams — save [this meeting link](#) or email [Jessica Palin](#) to be added to the invite!

Accessibility Office Hours:

Looking for personalized support in making your work accessible to the full spectrum of different needs and abilities in your community? Drop by the next Accessibility Office Hours on Tuesday, Mar. 3, 2026, from 9-10 a.m. in the ITC Building, Greyrock Conference Room. We've [added a Teams link](#) so you can join virtually!

If you can't make it, **site-based training is available**, email [Jessica Palin](#) or call 970-490-3507 to coordinate training delivered to your staff at your site!

Negotiations:

Febr. 25, 8 a.m.-4 p.m.
Mar. 31, 8 a.m.-4 p.m.
Apr. 21, 4:30 p.m.-8:30 p.m.
May 14, 8 a.m.-4 p.m.

All will take place in the JSSC Boardroom. See "Negotiations" blurb in the announcement section above



POUDRE SCHOOL DISTRICT



Open Community Conversations
with Superintendent
Brian Kingsley

Evenings from 5:30-7:00pm

Tuesday, September 30: Lincoln MS
Tuesday, October 28: Leshar MS
Thursday, November 13: Webber MS
Wednesday, January 21: Wellington MHS
Tuesday, February 17: Bethke
Wednesday, April 22: McGraw



POUDRE SCHOOL DISTRICT

BOARD OF EDUCATION

COMMUNITY ENGAGEMENT SESSIONS

Thursdays from 5:30-7:00pm

Oct. 2: Olander & Werner
Oct. 16: Linton & Eyestone
Nov. 6: Timnath Elementary & Irish
Feb. 19: Laurel & Tavelli
March 5: Bauder & Zach
April 16: Bamford & Rice

Superintendent and Board of Education Listening Sessions:

Superintendent Kingsley and the Board of Education will host [Community Engagement Sessions](#) throughout the 2025-26 school year. The next Board session will be held on Feb. 19 from 5:30-7 p.m. at Laurel & Tavelli Elementary Schools, and the next Superintendent session will be held on Tuesday, Feb. 17 from 5:30-7 p.m. at Bethke Elementary School.

Resources

- [2025-2026 Staff Calendar](#): view all contract length dates for all employees for the upcoming year
- [2025-2026 Multifaith Observance Calendar](#): view major holiday dates for the upcoming year
- [PSD Presentation Templates](#): For anyone who gives presentations at PSD, these new templates are up-to-date with accessibility guidelines. There are two options each for PowerPoint and Google Slides, featuring easy-to-use accessibility recommendations and instructions.
- [Elevations Credit Union](#) runs special offers and benefits for PSD employees
- [Employee Special Offers](#): Several businesses offer special rates and discounts to PSD employees. Special offers are updated online seasonally or when new offers are added to the list



**Check Out All of
Our Deals at**

psdschools.org/staff/employee-special-offers

Feedback & Contributions



Have an announcement, event, or resource you want featured in a future newsletter? Email or Teams [Katya Andersson](#). If you'd like your announcement to go in the upcoming month's newsletter, please try to have these requests in by the 10th of that month. The Memo goes out on the 14th of each month to admin and the 15th of each month to all staff.

Submit Your Input



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