

March 3, 2026 - PSD District Advisory Board Meeting Minutes - start 7:03pm | [PSD events calendar](#)

February Meeting Minutes motioned for approval by Ashley B., seconded by Sarabeth L.; voted on and passed

Membership Update: Jenny M |

- New reps present from Harris, Irish, Mountain Schools!
- Seeking reps from: Bacon, Eyestone, Zach, Timnath Middle, Early Childhood, and Fort Collins Montessori
- Looking ahead: *Is this your student's last year at your school? Start thinking about transitioning membership; contact your principal and see if someone new wants to join!*

Legislative Update: Sarabeth L | public legislative calls are [Fridays 12-1pm via Teams link](#)

- Meetings are every week starting in March
- PSD will now be able to share the [FastDemocracy.com bill tracker](#) that they use
- [Colorado School Finance Project](#) - tracks bills related to schools

DAC Update: Ashley B | [PSD DAC webpage](#) | next DAC update will be April

- Reviewed [PSD District Ends 1.0 Monitoring Report \(February 2026\)](#) - looked for opportunities and celebrations
- Comprehensive Long Range Planning Committee - shift from negative to positive
 - How will our students benefit from these changes?
 - Where do we want to go and how do we get there?
 - What would my school gain from having more students?
 - Building new identities with two new schools?
- Two openings on DAC - start [submitting applications now](#) and April & May meetings will be used to identify new members for the membership to start SY 2026-2027
 - Parent of a middle school student
 - Parent of an English Language Learner

Academic Committee Update: Karrie G | Anne N. has cycled off as a rep.

SEAC Update: Ashley L | [PSD SEAC webpage](#) | [February Action Letter](#)

- Feb 18 meeting - presentation from Dr. Julie C.
- Specific criteria moving forward and framework in mind to provide the Comprehensive Long Range Planning Committee
- Membership includes various community organizations, parents of students with IEPs, Paraprofessionals.
 - Ashley will follow up with Barb on whether or not there are any openings

BOE Update: Dr. Coronda Ziegler |

- Monitoring Report showed good results
- [Listening Sessions](#): *Any parent can go to any listening session; attendance is not limited to the school where the session is located.*
 - Thursday March 5 @ Bauder & Zach from 5:30-7pm
 - Thursday April 19 @ Bamford & Rice from 5:30-7pm
 - Looking into more options for scheduling and accessibility
 - Open to feedback on how to engage the community

Q+A w/ PSD Chief of Staff Lauren H. on PSD Reduction in Staff | *Newly hired teachers are considered probationary and do not have a contract; licensed and certified staff only. April is when we will know how many positions will be affected. Need to consider endorsements and certifications within buildings and how they meet requirements. We're projected at 2% declining enrollment and our budget is 85% personnel.*

Q: How does this impact a school level decision? *Principals set budgets and determine staffing; it's giving principals the space to say, "I don't have a space for this continuing contract teacher" and then PSD will try to place that contracted teacher somewhere else first. If a contracted teacher becomes displaced, they could replace a probationary teacher.*

Q: How does eliminating floating subs for schools work into this? *In house floating subs are classified staff; schools with center based programming (autism programs, effective needs, etc.) will keep their in house floating subs.*

Q: When might you know the decision? *We'll have a good sense after spring break; principals are doing staffing rosters now then overage process starts. Formalized RIF brought to board at the April 14 meeting.*

Q: Scale? *It's hard to say bc we haven't done the placing of people; 37 overage placements, we will work to find a spot, so a number less than that will be the RIF. Principals are still working to finalize their staff so this can change. HR will do everything they can to find spots for contracted employees.*

Q: HW? *Declaring the possibility of a RIF is procedural; we have to get approval before doing anything; the steps for this are a part of the [employee agreement](#). FAQ's on website. Email any additional questions to HR@pdsschools.org*

Q: Are there retirement incentives? *No retirement incentives; our reserves are too small to be able to offer that.*

Q: Are Assistant Principals included in this RIF? *No, Assistant Principals are administrative positions and at-will employees.*

Q: Are you losing some kind of retirement planning? *Individual personal decisions; Transitional years are available through PERA; you move from a contracted position to an at-will employee*

Q: Salary freezing as an option to save the district money? *PSD cannot do that on their own; salaries are negotiated*

Q: Is there a school size or a class size that is triggering this? *It is school to school based because we have zero-based schools where we figure out what that school needs to operate year to year like our Mountain Schools (three elementary schools operating on one budget with students from multiple grades in one class).*

Q: Could Specials teachers positions be reduced before a core teacher? *Site based on school decisions.*

Q: Is salary schedule considered? *Salary schedule is not considered.*

Q: What are you doing to address moral or “survivor’s guilt”? *All employees have access to mental health services and support via the district. HR is helping as well.*

Q: What is the communication plan for informing the school communities and the district as a whole? *Typically staffing is not communicated out because it can be invasive, but that is a building decision for how that is communicated with their school communities?*

Q: How does choice impact these decisions and how families choose their school? *Principals have a good sense of where they’ll be for the next school year during February and March because of the first round of choice that is due in the fall; There is a recall procedure in place if for some reason we have a need to bring teachers back.*

Q: School choice timeline is important to consider when announcing school consolidations are important, like after October count but before school choice applications are due. *We are aware of this and it’s important.*

Q: Mill Levy passed included funds to retract and retain teachers. Is this part of this solution at all? *4A allowed us to put \$15million annually into the salary schedule*

Q: Can you clarify the order of operations between a RIF and school consolidations? *This is not directly tied to consolidations. We also may be in a position where we have to enact a RIF if we have a mismatch of endorsements and credentials within a building, so timelines are restricted by other things outside of the consolidations.*

Q: What about transportation staff? *Transportation is not affected by this RIF because they are classified and administrative staff.*

Q: How are public charter schools impacted by the RIF? *This RIF is for PSD, the charter schools oversee their own staff and budgeting so PSD doesn’t oversee their staffing budgets*

Q: How do principals decide how positions are prioritized? *It fluctuates from school to school and level to level. Principals receive a student based budget from student enrollment (October counts, school choice projections); They then determine all the staffing in their operating budget (staff, supplies); Common considerations for elementary schools: How many tracks? Supports within the classroom or supports that supplement the classroom. Middle Schools look at number of students and how many sections within those courses (Math, English, Writing, etc.); High School is mostly student choice course related - how many students choose which course and how many sections within that course the school needs that year. IS supports, language supports, early childhood... have outside funding sources so that affects how those are prioritized.*

Q: What about mental health via the [2019 4A mill levy](#)?

Q: Is there an expectation of how many students are needed to maintain a certain number of staff? *No there is no exact number; we have schools ranging from zero based budgeted school*

Small Group Table Discussions | Each table will have a notetaker, a timekeeper, and a moderator; share with each other how our school communities have answered these questions:
As we move forward in developing an approach to school consolidation...

- What are some ways to keep our community informed?
- What would a successful process include?
- What might be some ways to be unified as a district rather than divided as schools or groups?

DAB Executive Team SY 2026-2027: Nominations announcements | Nominations for exec team members are open from tonight until the end of the April 6 meeting (via in person, email, voice, text, whatever) → look for the email!

Future Discussions: April 6 - Q+A w/ Sup BK; May 2026 meeting date change: Monday May 11

Meeting adjourned: 9:00am