From Neil Anderson <neil.anderson@bvsd.org>
Subject **South Boulder Declining Enrollment - Next Steps**
To Brian Munoz <brian.munoz@bvsd.org>, Brooke Daerr <brooke.daerr@bvsd.org>
Date August 7, 2026 10:29:45 AM MDT

Brian,

FYI -

Neil

Dr. Neil Anderson, Ed.D.
Assistant Superintendent of Schools
Pronouns: He/Him/His
Office: 720-561-5252
BOULDER VALLEY SCHOOL DISTRICT
School & Network Leadership
BOULDER VALLEY SCHOOL DISTRICT
ALL TOGETHER for ALL STUDENTS

---------- Forwarded message ---------
From: **Tanner Dayhoff** <tanner.dayhoff@bvsd.org>
Date: Wed, Aug 5, 2026 at 4:26 PM
Subject: Re: South Boulder Declining Enrollment - Next Steps
To: Neil Anderson <neil.anderson@bvsd.org>
Cc: Brooke Daerr <brooke.daerr@bvsd.org>

Hi Neil,

I'm following up on this topic, and the conversations you had with BVEA and me regarding Montana's FTE. I want to keep at the forefront of this conversation that my request for full-time, and her request for full-time, are different.

After talking with BVEA, Montana put together this DOCUMENT which lists all elementary counselors and their caseload numbers. Numbers were pulled from current school numbers (minus Preschool). She also has information on schools that have Assistant Principals or Deans, because that does change the shared load between admin/counselors.

The DOCUMENT speaks for itself in regards to her caseload being way over that of other elementary counselors. There is one other .5/.5 FTE counselor that has a similar number of students at BCSIS/High Peaks, but that person is in the same building, and has more flexibility to be responsive to the needs of students between the two buildings.

I confirmed with Brian Munoz that there is nothing that dictates elementary caseloads per Negotiated Agreement, and I shared this DOCUMENT with him since BVEA is involved.

I believe today an additional 9 seats were offered at Bear Creek, and I don't know if more were offered at Community Montessori. The numbers on this chart are likely higher for her caseload than what is listed.

All that to say, BVEA encouraged Montana to ask me to escalate her request to you to be full-time at Bear Creek, hence I'm reaching out. I also still feel strongly that if we're going to have major work to be done in South Boulder this school year that Montana's support would be extremely helpful in opening me up to be able to focus on that work.

Thanks for your consideration,
Tanner

Tanner Dayhoff
Principal, Bear Creek Elementary School
720-561-3500

On Tue, Jul 21, 2026 at 12:30 PM Neil Anderson <neil.anderson@bvsd.org> wrote:

Tanner,

Good afternoon and welcome back! I hope you had a relaxing and rejuvenating summer break.

As for your questions/statements:

1.) We are in the same place as we were in the spring when it comes to declining enrollment and the process we are using to make decisions. At this time, our process remains the same as Robbyn described in the May email.
2.) The allocation was specific to the BoCo tax focused on mental health and substance prevention. BVSD, in partnership with Impact on Ed, was awarded this grant based on our application to use these funds to support our MHA program and positions lost due to various grants ending. Unfortunately, for all schools, there is no additional funding for general counselor FTE.

I hope your planning for the return of your teachers is going well, and we will see you next week at DLT/PK12.

Cheers,
Neil

Dr. Neil Anderson, Ed.D.
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On Tue, Jul 21, 2026 at 7:55 AM Tanner Dayhoff <tanner.dayhoff@bvsd.org> wrote:

Hi Neil and Brooke,

I hope things are starting well for both of you in your new roles.

I wanted to forward this communication chain that was sent originally to Rob Price, Robbyn, Neil, and Josh. It was then narrowed down to Robbyn and Neil.

As we get back into the swing of things, I'd like to bring forward these two topics again:
1) I want you both to know that I am available to meet - as much as needed - over the next couple of weeks to discuss recommendations being given to the Board of Education at the end of August. I know that Josh would be similarly committed. I am open to engaging in any process in which we proactively plan for supporting South Boulder in the coming months.
2) I heard rumblings over the summer that some additional mental health funding had come through. Regardless of the funding source, I'd like to again request to have Montana Hatlen (School Counselor) full-time at Bear Creek this school year. I spent time over the summer reading about an administrator's role in a school consolidation process, and feel strongly that additional support at Bear Creek will allow me to best support whatever process happens in South Boulder while continuing to support Bear Creek with the important work ahead of us this year.

- I have the utmost respect for Robbyn and understand the response I received in May. My best hope is that circumstances have changed enough that we're better positioned to consider how our district is going to support leaders as we support the complex work of this school year. I request the support of our counselor, as Bear Creek doesn't qualify for an AP, Dean, or TOSA, and she is the best person for the job.
- I will send an email separate from this, but we have some waitlisted kids that I believe we could comfortably take, which supports us getting closer to the 350 mark for full-time elementary counselors.

Thank you for your consideration. Cheers to a great upcoming school year!

-Tanner

Tanner Dayhoff
Principal, Bear Creek Elementary School
720-561-3500

On Thu, May 28, 2026 at 12:13 PM Robbyn Fernandez <robbyn.fernandez@bvsd.org> wrote:

Tanner,

Thanks for reaching out and foe thinking ahead. And, my thoughts are these....don't get ahead of the process. We still have no idea what is coming down the pike about closures, consolidations, etc. We won't know that unti the plan is developed, shared with the BOE and approved. In the meantime, the most important thing to stay focused on in your school and what is immediately in front of you being the SPST and bond stuff. The request for counselor-there is no more FTE for that. I wish there were more counselor FTE, as there are a variety of places that could really use that.

Happy to engage in a conversation if you would like! Happy weekend.

Robbyn

On Wed, May 27, 2026 at 10:41 AM Tanner Dayhoff <tanner.dayhoff@bvsd.org> wrote:

> Hi Team,
>
> One other follow-up - Rob and Josh removed.
>
> Next year Bear Creek has SPST and Phase 2 of IM Implementation. We're also due up for Bond next summer. That is a lot on its own, but I'm very cognizant of the amount of work that will need to go into supporting two schools in coming together. Regardless of if leadership decides to consolidate or do a PK-2/3-5 option with Bear Creek and Mesa, I would envision being the leader of those options moving forward. I sense that I will need to be spending a lot of time planning with district leadership, and a lot of time being present in both schools next year.
>
> We're at 14 rounds and just over 330 students. (That's our biggest since 22-23!) With everything on my plate going into next school year, I'd like to request that Montana Hatlen (School Counselor) be increased to 1.0 FTE for 26-27. She is currently slated to be .5 FTE at BCE and .5 FTE at CM. Montana has always been an integral part of my Leadership Team, Student Support Process, 504s, etc... With Montana on board, next year seems manageable.
>
> I thought about waiting on this appeal until we return, but figured it would be fair to Community Montessori to get this out there now so that they have time to hire someone, if this is approved.
>
> My best,
> Tanner
>
> ---
>
> **Tanner Dayhoff**
> **Principal, Bear Creek Elementary School**
> **720-561-3500**
>
> ---------- Forwarded message ---------
> From: **Tanner Dayhoff** <tanner.dayhoff@bvsd.org>
> Date: Wed, May 27, 2026 at 10:27 AM
> Subject: South Boulder Declining Enrollment - Next Steps
> To: Rob Price <rob.price@bvsd.org>, Robbyn Fernandez <robbyn.fernandez@bvsd.org>, Neil Anderson <neil.anderson@bvsd.org>
> Cc: Josh Baldner <josh.baldner@bvsd.org>
>
> Rob, Robbyn, and Neil,
>
> I hope you're having a nice start to the summer work season!
>
> I've connected with all of you separately, but wanted to connect all of us as we move into the summer. I'm wondering if it might be helpful for us to meet to discuss next steps for South Boulder prior to Cabinet/Exec. Team making decisions over the summer. I'm hopeful that Josh and I can provide insights from what we're hearing from the South Boulder community. Regardless of the direction we go, there are a lot of details that I believe parents are going to want to hear. If we have some of those details worked out, I believe we'll hear less from South Boulder when everything rolls out.
>
> Please let us know if that is possible prior to Josh and I heading off to summer. I plan to be substantially wrapped up by June 12th, but I'm in town until June 30th.
>
> Thanks,
> Tanner
>
> ---
>
> **Tanner Dayhoff**
> **Principal, Bear Creek Elementary School**
> **720-561-3500**

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Robbyn Fernandez
Assistant Superintendent of Schools
720-561-5086



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