

DONALA WATER AND SANITATION DISTRICT
BOARD OF DIRECTORS
MEETING MINUTES
March 27, 2026

The Board of Directors of the Donala Water and Sanitation District met in special session at 15850 Holbein Drive, Colorado Springs, CO 80921 on March 27, 2026, at 8:00 A.M.

Director's Present: Wayne Vanderschuere
Bill George
Scott McCulloch
Kevin Deardorff
Kenneth Judd

President Vanderschuere called the meeting to order at 7:56 am.

Approval of Agenda:

- No changes to the agenda.

Conducting Interviews for the General Manager position:

- The Board interviewed four candidates for the general manager position. The four qualified candidates were John Kuosman, Kevin Niles, Jonathon Smith, and Christina Hawker. Each candidate was asked a series of questions regarding their qualifications, management experience, how they would handle transitioning into the new manager role, and their vision for the district. The Board discussed the strengths of each candidate.
- Interviews were completed at 1:47 pm.

Board moves into executive session at 2:01 pm.

- Executive Session: pursuant to C.R.S. § 24-6-402(4)(f), for the purpose of discussing personnel matters related to the current employee candidate for the general manager position.
- Judd motions, McCulloch seconds, all aye.
- Executive session ended at 2:43 pm.

President Vanderschuere reconvenes the board meeting to open session at 2:53 pm.

Board Action:

- Judd makes a motion to offer the general manager position to John Kuosman, contingent upon a background check at a salary level of \$190,000. George seconds, all aye.
- Judd makes a motion to promote Christina Hawker to the Deputy General Manager/ CFO position with an increase in salary of \$175,000 effective immediately. George seconds, all aye.

President Vanderschuere adjourned the meeting at 2:56 pm.

These minutes are respectfully submitted for record by Christina Hawker on April 2, 2026.