



Above: At the Lewis-Palmer D38 Board meeting, students selected to perform in upcoming All State choir, orchestra, and band performances were honored. While not all students were able to attend the meeting, which began with a sax performance of the Star Spangled Banner by Raleigh Eversole, the following students were recognized: All State Choir from PRHS (Feb 11 in Denver): Raleigh Eversole, Bass 2 (also selected last year), Carmen Reyes, Alto 2 (also selected last year), Sheppard Pennison, Tenor 1; All State Choir from LPHS: Katelyn Marsh, Soprano 1; Emily Allen, Alto 2; All State Jazz Band from PRHS (Jan 26-28 at the Broadmoor Hotel): Raleigh Eversole, tenor saxophone; Nate Sapp, piano and trombone (chose piano); Cole Wickert, alto saxophone; All State Jazz Band from

LPHS: Niko Skorick, trumpet; All State Orchestra from PRHS (Feb 2-4 at CSU Ft Collins): Ruby Bales, trombone; Emma Bloomfield, clarinet; Casey Gooding, percussion; Ceci Eversole, clarinet; Raleigh Eversole, bassoon; All State Orchestra from LPHS: Bree Atnip, oboe; Heather Hawkins, percussion; Will Simpfordorter, oboe; All State Band from PRHS (March 23-25 at UNC in Greeley): Ruby Bales, trombone; Emma Bloomfield, clarinet; Caleb Dall, tuba; Ceci Eversole, clarinet; Raleigh Eversole, bassoon; Grace Lusk, baritone saxophone; Caleb Ray, tenor saxophone; Nate Sapp, euphonium; Cole Wickert, alto saxophone; Chelsea Young, clarinet; All State Band from LPHS: Bree Atnip, oboe; Will Simpfordorter, oboe; Riley Smith, bass trombone; Robert Weeks, trombone. *Photo by Jackie Burhans*

and supply chain issues. At present, estimates are often only guaranteed for a week or a month or so.

Consequently, Coulter and Ridgway said that they would like to prepare purchase orders for many of the needs as soon as possible and to have assurance from the board that the purchase orders would be funded after July 1. Coulter said that \$2.3 million would be required this year to begin work. They assured the board that bids would be sought from contractors known to the district.

Board Vice President Theresa Phillips asked about the 10% contingency included in the estimate.

Coulter responded that the contingency funds could be used in cases of emergency repairs and for such purposes as upgrading playgrounds and transitioning to touch-free bathrooms district-wide.

Taylor said that because the list was incomplete, the board need not vote to approve the expenditures at this time. He also referred to a board policy which stipulates that expenditures should be prioritized

toward the greatest educational result. He asked that were the district to budget such a large amount to facilities, would we be sacrificing curriculum or salaries? He requested that Superintendent KC Somers look at the big picture.

Coulter said this process is part of the regular budgeting procedure and intended to make the board aware of needs so it would not be surprised later. Ridgway concurred and added that it is important to know if the board is hesitant.

When asked if this list included school buses, Coulter said it did not because buses would be funded from the transportation fund.

Strategic plan update

Somers reported that work is underway to update the district's strategic plan to include a provision for operations and facility planning. The strategic plan is a work in progress and previously included provisions for a safe and healthy learning environment, world class education, caring for our people, fiscal responsibility, and communication and relationships with the



Above: In honor of National School Board Recognition Month, Superintendent K.C. Somers recognized the D38 Board members for their work on behalf of Lewis-Palmer School District 38. From left to right are board members Theresa Phillips and Tiffany Upchurch, board President Chris Taylor, and Superintendent KC Somers. Board members Matt Clawson and Ron Schwarz attended the meeting by phone. Somers noted that school board members exemplify local citizen control and decision-making in education, saying they volunteer hundreds of hours to assure that our schools are providing the best education possible for the children of our community. School Board Recognition Month was also celebrated by a proclamation by Governor Jared Polis. *Photo by Jackie Burhans*

community.

Somers said that his focus this evening was on valuing our people in response to the defeat of the mill levy override in November and concerns about compensation.

Somers said that his approach was based on compensation (regular and supplemental and benefits), professional development to include recognizing certification, calendar concerns regarding how time is allocated, program design and efficiencies, and the district's culture regarding values and beliefs.

Taylor commented that he recalled that 10% of staff assessments were based on performance. He asked if that were still the case.

Somers responded that he has heard from staff that they do not support this. He has not discussed it with the Staff Collaboration Committee. He is not aware of a Colorado district which includes performance in its assessment process.

When asked if this was included in surveys, Somers replied that it was not.

Taylor said that some community individuals seem to be in favor of it.

Somers reported on results of an investigation into transitioning to a four-day school and work week, as requested by the board at its December meeting. He said that emphasis is on recruiting and retaining quality staff, and the Staff Collaboration Committee would meet in a few days and could dis-

cuss the matter.

Based on conversations with some staff, Somers said that a four-day schedule was not favored, although he couldn't say whether staff would choose to work elsewhere if it were implemented.

Staff seems to be more concerned with being competitive with compensation, and compensation would not change with a four-day week.

Assistant Superintendent Amber Whetstine commented that another district in the region tried using a four-day week and there was a lot of turnover as a result. She said there are concerns among parents regarding child care and the impact on learning. Although there is not an indication of impact on achievement, there appears to be an impact on growth, she said. There is a concern that families may opt to send their children to school in another district should a four-day week be implemented.

The only change in the calendar for the 2023-24 school year is to eliminate some of the delayed starts and replace them with full days of professional development. If the four-day work week were approved, it would not go into effect until 2023-25.

Upchurch recommended that one or more members of the board should attend the Staff Collaboration Committee meetings.

Somers said that the district's proposed pay schedule will be pre-



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