

### Policy discussion

The board approved policy EGA regarding electronic signatures and records and continued discussion of policy GCBDA regarding meeting and conferring between the superintendent and groups and individuals within the district. The former policy required that the superintendent meet with groups who represented more than half of the employees.

Director Pfoff doesn't like to single out the Lewis-Palmer Education As-

sociation as the sole representative for staff and felt that the policy should be reworded so that all could confer with the superintendent. He felt that the superintendent could make a regulation to that effect.

The board then discussed policies JCD and JKE regarding suspension and expulsion of students. Director of Personnel and Student Services Bob Foster explained that if a student is alleged in juvenile or district court to have committed an offense that would constitute

unlawful sexual behavior or a crime of violence, basic identification information and the details of the alleged act or offense are required to be provided to the school district. The superintendent will then determine whether the student should continue in the school or be suspended or expelled or wait until the conclusion of court proceedings. If the student is suspended or expelled, the district must provide the student with an appropriate alternate education.

This was the first reading of the policy and required no action.

### Report on teacher salary study

Tom Patrick of Palmer Ridge High School and Amy Sienkowski of Lewis-Palmer Middle School presented the findings of the Teacher Salary Schedule Committee. The committee included representatives from each building and was charged with considering the future needs and sustainability of the salary schedule. They also examined other districts with an eye to the ability to recruit, retain, and reward excellent teachers.

Within the current step system, each step is equal to \$1,241 regardless of seniority. There is a general perception that pay in the district is lower than in surrounding districts. The district's reputation attracts employees as does its attractive location.

An additional objection is that employees, once they reach the top of their lane, receive no increase. *Please see "boarddocs" (lewispalmer.org, board of education, meetings, boarddocs and meeting date) for the presentation.*

Pfoff thanked the committee for its hard work but objected to the fact

that there is no provision for pay for performance.

No action was required at this meeting. The salary schedule will be discussed at the March meeting.

### Board members' comments

All members of the board invited members of the public to call or email them at any time with their opinions and concerns. Contact information can be found on the district website. Pfoff said that he has posted details about his opinions on his Facebook page.

Taylor recognized Ted Bauman, Jeff Ferguson, and Mark Mascarelli for their foresight in building Creekside Middle School. He also said that perhaps the board should take more direct responsibility for policies rather than just following the suggestions of the Colorado Association for School Boards. He suggested that this discussion be placed on a future agenda.

Board Vice President Tiffney Upchurch agreed that she would welcome any public contact and said she attended the recent State of the Region meeting, which dealt with growth concerns. She also said that this is Love Your Bus month and asked if the district is taking care of its bus drivers, who are the first and last district employees students see each day.

Clawson said he agreed that the board should take a bigger part in determining policy and encouraged people to call or email. He also said the district sends its thoughts and prayers to Florida, where the recent school shooting occurred.

Brofft said that the district needs to consider focusing on security. The entire staff has the safety of students in mind. She said that the legislation sup-

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