

**MINUTES OF BOARD OF EDUCATION**  
**The Board of Education of the Brentwood School District**

Open Session	Conference Center	7:00 p.m.	November 16, 2021
<b>Kind of Meeting</b>	<b>Location</b>	<b>Time</b>	<b>Date</b>

Members

<p><u>Present</u>          Jamie Allen          Chris Perkins          Keith Rabenberg          Lindsay Spencer          Kerry Trostel</p> <p><u>Present via Conference Call</u>          Melissa Nehrt</p> <p><u>Present – Sworn In at 7:10 p.m.</u>          Keith Slusser</p>	<p><u>Absent</u></p>
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| Call to Order                                   | Board President, Ms. Lindsay Spencer, called the open session meeting to order at 7:00 p.m.   |
| Pledge of Allegiance                            | Ms. Spencer led the Pledge of Allegiance.   |
| Communications                                  | Ms. Spencer asked if there were any citizens' comments. No comments were presented.   |
| Roll Call                                       | Brentwood School District Board members were present or absent as stated above.   |
| Attendance                                      | Also in attendance was Superintendent, Dr. Brian Lane.  |
| ACTION 91<br>Appointment of New<br>Board Member | <p>The motion was made by Mr. Keith Rabenberg and seconded by Mr. Chris Perkins to appoint Mr. Keith Slusser as board member to fill the board member vacancy until the April 2022 election.</p> <p>Ms. Spencer thanked Mr. Ryan Flynn, Ms. Lois Truman, and Mr. Keith Slusser for applying. She said each of the applicants is supportive of public education, is passionate, and each speaks of putting children first. All are friends and neighbors. Ms. Spencer encouraged all three applicants to stay involved and to run in the election.</p> |

Mr. Jamie Allen thanked all three applicants. He said BSD is fortunate to have resources and he would like all three to run in the April election. He said the success of the district is on the shoulders of the Board. The more the Board is able to represent the community, the better the district is. Mr. Allen said that in the short time period between now and April, a priority of the Board is to focus on the delivery of programming and content to the high school. Mr. Slusser brings good fiscal knowledge to the board. Mr. Allen would like to have someone closer to the high school helping the Board to represent the community. It is important to maximize how BSD uses that resource.

Ms. Kerry Trostel thanked the applicants and would like to see them run for the Board in the April election. She likes Mr. Flynn's background in real estate, construction, and project management. Ms. Trostel said student retention is important, especially at the middle school grade levels. Mr. Flynn has children at BMS, and he has knowledge of the conversations and concerns related to student retention.

Mr. Perkins thanked Mr. Slusser, Ms. Truman, and Mr. Flynn for applying. He would all of them to run in the April election.

Mr. Rabenberg thanked the applicants. He said that in some years BSD has had to recruit candidates to run for school board at the last minute. He would like all three applicants to run in the April election.

The motion passed by a 4-2 voice vote.

Oath of Office  
Administered

Keith Slusser, having been duly accepted as a director of the Brentwood Board of Education, was administered the oath of office by Mr. Rabenberg. He signed the oath, which will be made part of the official minutes of this meeting.

ACTION 92  
Approval of Consent  
Agenda

The motion was made by Mr. Allen and seconded by Mr. Rabenberg to approve the consent agenda as outlined. The motion passed by a 7-0 voice vote.

Update  
Mitigation Plan Review

Dr. Lane said all staff and students are masked. Eligible students, ages 5-11, are starting to get vaccinated. BSD has been working in concert with the Brentwood Fire Department to find a resource to run an on-site vaccine clinic. There has been an outbreak of COVID19 cases at BMS. Four sixth grade students tested positive, traced back to Halloween. The outbreak impacted a total of 16 students. Seven of those students returned to school today. Others are due to return in the coming days.

BSD has been sending COVID information to families. Dr. Lane said Mr. Sam Rayburn, Communications Director, will be sending out information about safety protocols during the upcoming holiday

season. The district wants to keep students healthy and have them return to school after Thanksgiving break.

Ms. Trostel asked if the outbreak occurred among students who had been vaccinated. Dr. Lane the district does not have that information. Since the vaccine had just been approved for that age group, the students may not have had the opportunity to get or complete the vaccination process before the end of October.

Ms. Spencer asked how the livestreaming process went for students on quarantine. Dr. Lane said it did allow students to stay current on the classes. It was an added burden on the teachers. BSD will provide the service any time students are out on quarantine.

**ACTION 93**  
**Approval of McGrath**  
**Playground Equipment**

Dr. Lane presented a quote from Hutchinson Recreation and Design in the amount of \$199,605 for Miracle playground equipment at McGrath Elementary. It is part of the overall budget of \$350,000 for equipment for the Elementary and ECC. Hutchinson, Navigate, and McGrath representatives worked on the plan.

The motion was made by Mr. Allen and seconded by Mr. Rabenberg to approve the purchase of the playground equipment for McGrath Elementary as listed.

Mr. Allen asked Dr. Lane if his questions had been answered. Dr. Lane said they had.

Ms. Trostel would like to see visuals. Dr. Lane will send the design pictures. The base is bonded rubber mulch. Equipment colors are purple and gold. There are slides, climbing equipment, and some inclusive equipment. He said Mr. Andrew Hartnett, Facilities Director, was also involved in the planning process.

Ms. Trostel asked if the equipment was ADA compliant. Dr. Lane said as much as it can be. The playground is built over a water retention basin and pierings. Certain pieces of the equipment need to be buried six feet deep. BSD does not have the ability to do that in parts of the site, so not all of the ADA compliant equipment could be incorporated.

Mr. Allen said the cost information is on the BSD website. He said playground equipment was included in the budget and the cost fits within the budget. Dr. Lane said the cost of \$199,605 is well within the planned budget.

Ms. Trostel asked if the community will be able to use the equipment during off hours. Dr. Lane said yes.

Ms. Trostel asked about warranties. Dr. Lane said there are 10-year warranties for the mulch, the equipment, and the installation. Hutchinson has been thoroughly vetted through EdPlus. Navigate has previously worked with Hutchinson.

Mr. Slusser asked what happened if there are surplus funds. Dr. Lane said surplus funds would shift to the Mark Twain Elementary project.

The motion passed by a 7-0 voice vote.

**ACTION 94**  
Approval of SSD  
Agreement to  
Reimburse Partner  
Districts for ECSE Costs

The motion was made by Mr. Allen and seconded by Mr. Rabenberg to approve the SSD Agreement to Reimburse Partner Districts for ECSE Costs as outlined. Mr. Slusser asked how the costs compared with those of previous years. Dr. Lane said the costs were roughly within \$500.00. The motion passed by a 7-0 voice vote.

**ACTION 95**  
Approval of Five  
Policies

The motion was made by Mr. Allen and seconded by Mr. Rabenberg to approve five policies:

- Policy GCBDA – Professional Staff Short-Term Leaves
- Policy BDBDA – Support Staff Leaves
- Policy BBB – School Board Elections
- Policy DCB – Political Campaigns
- Policy KKB – Audio and Visual Recording

The motion passed by a 6-0 voice vote, with 1 abstention.

**MSBA Annual  
Conference Report**

Ms. Spencer went a day early to attend training on superintendent evaluation for board members. Presenters were from Dunklin R-5; Ste. Genevieve; and Valley Park. Ms. Spencer reached out to the presenters to set up further conversations. She and Mr. Allen have scheduled a conference call with the team from Ste. Genevieve on Tuesday. She also attended board development training on new member orientation; self-assessments; and protocols for conflict resolution.

Ms. Spencer said MSBA will make an educational equity tool kit will be available soon. It includes information on policy review and ways for reaching every student.

Mr. Rabenberg said that some other districts reported having had contentious board meetings. He said Brentwood has not had these experiences.

Dr. Lane said it was a really good conference. He attended seminars on supporting students and teachers socially and emotionally. Current and future teacher shortages are of concern. In Missouri, people graduating from college with teaching degrees is down 20-25%. The number of years teachers stay in the profession is also of concern.

BSD already working on a plan for retention. The district has applied for a Missouri ESSER funds grant to bolster the teacher mentor program. Teacher mentors would be paid more to serve, and would have more responsibilities. The current mentorship program would expand from two years to five years. Research shows that teachers who pass the five-year mark are more likely to stay in the profession.

Dr. Lane and Dr. Chambers also in conversation with St. Louis University about starting a class for BHS students interested in education. It would be part of a plan to develop a "grow your own teachers" program at the district. An educator would be assigned to the student, will check in with, and encourage, the student through the college years. The program is seen as a benefit for Brentwood, as well as for the teaching profession.

Ms. Trostel asked if causes for the decline are known. Dr. Lane said pay is the number one issue. Missouri's average starting salary is close to the bottom of all states.

Ms. Trostel said students are researching careers and potential risks associated with those careers.

Dr. Lane said that pay is not the only issue. Stress is another issue. He and Mr. Rayburn would like to emphasize the support the community has for BSD teachers and how to give teachers the respect they deserve. One way would be for families and educators to encourage students to go into the teaching profession.

Ms. Trostel said after the past year and a half, parents may realize what it takes to be a teacher.

Mr. Rabenberg said MSBA provided information on upcoming legislation, including proposed changes to the elections. Moving the school board elections from April to November would make them partisan. He encourages board members to contact legislators with regard to educational needs. It can make a difference.

Ms. Trostel asked if BSD can share legislative information with the community to encourage the community to build relationships and contact legislators.

Mr. Rabenberg said he is also a member of the MSBA region 7 board, which may provide an additional opportunity to build relationships within the state.

Update  
Board Committees

Mr. Allen said the Finance and Facilities Committee would like to have a final read-out for the BMS/BHS project closeout in December. Navigate provides a monthly "scorecard" report on the BSD website for the McGrath/ECC project. Construction schedules, cost updates, and photos are included. Team is doing well in managing the contingency fund. Savings from the McGrath/ECC project would go towards the Mark Twain project.

Mr. Rabenberg and Ms. Melissa Nehrt said the Curriculum Committee is coordinating meeting dates with Dr. Alex Tripamer, Assistant Superintendent. Mr. Rabenberg invited Mr. Slusser to join the committee. Ms. Trostel offered to move to the Curriculum Committee if Mr. Slusser wanted to take her place on the Communications Committee.

Ms. Trostel and Mr. Rayburn reported that the Communications Committee continues to expand A/V programs for BSD students, including elementary students. She thanked Mr. Rayburn and Mr. Shawn Parker, IT Manager, for their work on the program.

Upcoming Events

- School Board Candidates First Day to File, Tuesday, December 7 at 8:00 a.m.
- Board Policy Meeting, Tuesday, December 7 at 7:00 p.m.
- Board Business Meeting, Tuesday, December 21 at 7:00 p.m.
- School Board Candidates Last Day to File, Tuesday, December 28 at 5:00 p.m.
- Board Policy Meeting, Tuesday, January 4 at 7:00 p.m.
- Board Business Meeting, Tuesday, January 18 at 7:00 p.m.

ACTION 96  
Adjournment 7:38 p.m.

The motion was made by Mr. Allen and seconded by Mr. Rabenberg to adjourn and reconvene in closed session. The motion passed by a 7-0 roll call vote.

  
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President

  
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Secretary