

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

Open Session	Conference Center	7:00 p.m.	January 17, 2023
<b>Kind of Meeting</b>	<b>Location</b>	<b>Time</b>	<b>Date</b>

Members

<u>Present</u> Jamie Allen Ryan Flynn Mr. Chris Perkins Keith Rabenberg Mr. Keith Slusser Lindsay Spencer Kerry Trostel	<u>Absent</u>
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| Call to Order   | Board President, Ms. Lindsay Spencer, called the open session meeting to order at 7:02 p.m.  |
| Pledge of Allegiance                                    | Ms. Spencer led the Pledge of Allegiance.  |
| Communications  | Ms. Spencer asked if there were any citizens' comments. There was no reply.  |
| Roll Call   | Brentwood School District Board members were present or absent as stated above.  |
| Attendance  | Also in attendance was Superintendent, Dr. Brian Lane.   |
| ACTION 85<br>Approval of Consent<br>Agenda              | The motion was made by Mr. Jamie Allen and seconded by Mr. Keith Slusser to approve the consent agenda as outlined. The motion passed by a 7-0 voice vote.   |
| ACTION 86<br>Tabling of Mark Twain<br>Renovation Bids   | The motion was made by Mr. Slusser and seconded by Mr. Allen to table the vote on the Mark Twain Elementary School renovation bids. The motion passed by a 7-0 voice vote.   |
| ACTION 87<br>Tabling of Mark Twain<br>Abatement Bids    | The motion was made by Mr. Slusser and seconded by Mr. Allen to table the vote on the Mark Twain Elementary School abatement bids. The motion passed by a 7-0 voice vote.  |
| ACTION 88<br>Approval of Umbrella<br>Insurance Coverage | Mr. Matt Norrid, Chief Financial Officer, presented the annual umbrella Insurance policy. The policy is provided by M.U.S.I.C and is the same as in previous years. Coverage is above BSD's general policy, and it would pay per occurrence. Cost is \$3,495.00. |

The motion was made by Mr. Allen and seconded by Mr. Slusser to approve the policy. The motion passed by a 7-0 voice vote.

ACTION 89  
Approval of Football  
Program Cooperative

Dr. Stephen Ayotte, BHS Assistant Principal and Athletic Director, presented the proposed football program cooperative. He said football participation has been declining at a number of districts. Clayton School District approached BSD about a cooperative. The cooperative would be a yearly agreement with MSHSAA.

BSD has 18 students dressed out in grades 9-12. District may have 11-12 players for 2023-2024. BSD and Clayton together might have 40 players, which would allow for junior varsity and varsity programs. Having a junior varsity program would provide an opportunity for players to learn the game and safe play. Missouri does have eight-player teams, but game day travel time would be more than 2 hours.

Dr. Ayotte said the cooperative team would be unified and would have a new name and logo. Practices would take place at Clayton, which has larger fields. Home games would take place at Clayton and Brentwood. BSD would host at least two games.

Dr. Ayotte said the MSHSAA class would remain the same and the cooperative would use Clayton's conference schedule. The districts have a tentative agreement with VICC to provide transportation for the unified team. The districts have also talked about participation by school bands, cheerleaders, and athletic trainers.

Ms. Kerry Trostel would like to know more about opportunities for the band, cheerleaders, and athletic trainers to participate. She would also like to know if BSD would participate with Clayton in all sports programs that may have declining participation levels. Dr. Ayotte said BSD has not talked with Clayton about other sports. Dr. Lane said Clayton is interested in football. BSD can watch for declines in other programs.

Mr. Allen asked about the cooperative being in place for one sport. Dr. Ayotte said it is for one sport, not all sports in the district. The cooperative can be reviewed if other there are other sports the district would like to combine.

Dr. Ayotte said they have spoken with band directors about the cooperative. The cooperative will need to be able to transport musical instruments. Dr. Ayotte said both cheer squads will participate at games.

Mr. Ryan Flynn asked about the costs for combining and "branding." Dr. Ayotte said BSD's costs would be for transportation and uniforms. Mr. Flynn asked if the same would apply to junior varsity. Dr. Ayotte said yes. He said Clayton previously purchased new concussion sensing helmets that the cooperative team could use.

Mr. Chris Perkins asked about the MSHSAA deadline. Dr. Ayotte said there was no set deadline.

Ms. Spenser asked about transportation, especially for students participating in the VICC program. Dr. Ayotte said the program is "mandatory" so transportation would be provided.

Ms. Spencer asked if MSHSAA ever disapproves of proposed cooperatives. Dr. Ayotte said not usually.

Ms. Trostel asked what student would do between practice and game time. Dr. Ayotte said students would have dinner.

Mr. Flynn asked if BSD will be using the newly renovated weight room at BHS. Dr. Ayotte said team workouts would be alternated between schools.

The motion was made by Mr. Allen and seconded by Mr. Slusser and Mr. Flynn to approve the football program cooperative. The motion passed by a 7-0 voice vote.

Presentation  
Employee Climate  
Survey

Dr. Katy Chambers, Executive Director of Human Resources, presented the staff engagement survey. DESE allocated funding to all districts in Missouri for surveys and BSD received a grant.

There is a growing concern nationwide about declining numbers of teachers entering into and staying in the field. Usually see a turnover rate of 16%. It could be up to 25%.

"Upbeat" focuses on retention in schools. The survey includes 23 areas that impact the level of retention and will be conducted twice a year. Dr. Chambers wrote a grant to allocate funding to address the results of the surveys.

Ms. Spencer asked if administrators were included in the survey. Dr. Chambers said no.

Mr. Allen asked about the engagement score. Dr. Chambers said 92% completed the survey. The overall feeling of engagement in the area is 65%.

Ms. Trostel asked if the results were by building or by district. Dr. Chambers said the results were district wide and that the results could be broken down in various ways, including by building. Dr. Lane said BSD had three focus areas and each school had two.

Mr. Flynn asked if 50% was neutral, with percentages above being increasing engaged. Dr. Chambers said yes.

Upbeat coaches worked with building level Principals to establish goals and provide leadership coaching to address the identified goals.

#### What Respondents Like About the District

- Satisfaction & Purpose
- Work/Life Balance
- Resources & Facilities

#### Improvement Goals

- Certified Staff – School Safety & Order (calibrate and examine school discipline)
- Department Staff – Care & Commitment (team building and clear evaluation processes)
- Instructional Support Staff – Employee Voice & Leadership (collaborating with staff in decision making and empowering employees)

Mr. Flynn asked about the baseline score for school safety and order. Is the goal to meet or to improve upon the national average? Dr. Chambers said BSD would like to improve upon its own score. She will get the national average. Dr. Lane said the district's long-term goals would be to have scores above the national averages.

Mr. Allen asked if parents and students also completed the survey and if results will be presented. Dr. Lane said yes. This initial focus was on employee recruitment and retention.

Ms. Trostel would like to see spreadsheet of results. Data will help determine setting and changing policies and procedures. Dr. Lane said no policy changes are anticipated. He will present proposed changes to the Board for review and approval.

Mr. Slusser asked if results were similar or different between the schools. Dr. Chambers said a number of categories were compared including school to school differentials; gender; and race. Leadership team looked for specific needs as well as overall needs.

Mr. Flynn said looking at the results provided parents, students, and staff would identify focus areas for each building.

Ms. Trostel asked if each building would have an Upbeat coach. Upbeat coaches would provide Dr. Lane with reports on goals and strategies, and tools for each building, department, or principal leaders to support their efforts.

Ms. Spencer asked if goal progress reports can be provided to the Board at regular intervals. Dr. Lane said an update can be provided once the second survey is complete.

Ms. Trostel asked if an Upbeat coach would be available at the district level to help decipher the data and facilitate the program. Dr. Chambers said Upbeat is a building-based program. The administration used a very specific process for data collection, review, and goal setting. She said they are working collaboratively as a team on tangible action steps.

Mr. Slusser is concerned about the lack of engagement. He suggested setting up computer stations and providing paid time to allow staff to participate in the survey. Dr. Chambers likes this suggestion.

Mr. Rabenberg asked how much time it takes to complete the survey. Dr. Chambers said average time was 14-16 minutes.

Dr. Lane said a follow-up report will be provided after the next survey.

**ACTION 90**  
Approval of Adding  
Secondary Math  
Interventionist to  
Secondary Faculty

Dr. Alex Tripamer, Assistant Superintendent, and Dr. Chambers recommended that BSD hire a Math Interventionist for BMS and BHS. Dr. Tripamer MAP and EOC scores indicate BSD has students performing in "Below Basic" and "Basic" levels in middle school and Algebra I. The multi-tiered system of support employed at the elementary schools, which includes interventionists, is showing positive results.

Dr. Chambers said that with staff attrition and changes, the new position would be cost neutral.

Mr. Allen asked if there would be one interventionist for middle and high school. Dr. Lane said yes. If approved, BSD would like to post the new position and hire the interventionist for academic year 2023-2024.

Mr. Allen asked if there is a particular cohort that is having trouble or if it is more widespread. Dr. Tripamer said there has been a historical dip at the middle school level. Dr. Lane said scores have risen. BSD wants to assist students who need to move out of the lower scores.

Dr. Tripamer said there may also be some opportunities for the interventionist to provide enrichment programs.

The motion was made by Mr. Allen and seconded by Mr. Slusser. The motion passed by a 7/0 voice vote.

Update  
MEC Annual Filers  
Notification

For Board members who served any time during 2022 – the personal financial disclosure annual filing is due to the Missouri Ethics Commission by May 1, 2023.

Update  
MSBA Delegate Report

Mr. Rabenberg said MSBA will be sending legislative updates. He asked Board members to let him know which subjects are of interest.

Update  
Board Committees

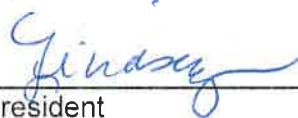
Ms. Spencer said that seven community members would be joining the Board committees. The Board will set up introductory meetings in February.


Upcoming Events

- Board Policy Meeting, Tuesday 2/7 at 7:00 p.m.
- Board Business Meeting, Tuesday, 2/21 at 7:00 p.m.
- Board Policy Meeting, Tuesday, 3/7 at 7:00 p.m.
- Board Business Meeting, Tuesday, 3/14 at 7:00 p.m.  
**(note date change)**
- Senior Citizens' Brunch, Thursday, 3/30 at 9:30 a.m.  
at new McGrath

ACTION 91  
Adjournment 8:15 p.m.

The motion was made by Mr. Allen and seconded by Mr. Slusser 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