



Unified School District 232

De Soto – Shawnee – Lenexa – Olathe
www.usd232.org

USD 232 BOARD OF EDUCATION

OFFICIAL MINUTES -- REGULAR MEETING

Administrative Office (35200 West 91st Street, De Soto, Kansas) August 7, 2023

YouTube channel: <https://youtube.com/@usd232>

The Board President, Ashley Spaulding, called the meeting to order at 6:00 p.m. A quorum of the Board was present. Attendance was as follows:

Board Members Present: Rick Amos
Bill Fletcher
Danielle Heikes
Brandi Jonasson
Stephanie Makalous
Calley Malloy
Ashley Spaulding

Others Present: Jolyn Baldner, Director of Student Nutrition
Alvie Cater, Assistant Superintendent of Administration & Communications
Steve Deghand, Assistant Superintendent of Facilities & Operations
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent
Dr. Cory Gibson, Superintendent of Schools
Carrie Handy, Executive Director of Elementary Education
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Gail Holder, Principal, Mill Valley High School
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Brian Schwanz, Executive Director of Secondary Education
Julie Stucky, Director of Finance
Dr. Cindy Swartz, Career & Technical Education Coordinator

Alvie Cater led attendees in reciting the Pledge of Allegiance. Mr. Cater then briefly explained how the meeting would progress from one agenda item to the next.

Superintendent Gibson showed board members the chair that was painted by Jodi Ellis, Mill Valley Art Teacher. The chair will be at the front of each meeting for them to visualize a student sitting as they apply the Empty Chair Philosophy, keeping students at the forefront of decisions

President Spaulding asked if there were any changes for the Agenda. No changes were made.

Mrs. Danielle Heikes moved to adopt the Agenda.

Mr. Rick Amos seconded.

Carried 7/0.

PATRON INPUT. President Spaulding opened the floor for patron input. With no requests to speak submitted, she moved onto the next agenda item.

CONSENT AGENDA. President Spaulding noted that she would be adding “for an October 2023 appointment and June 2023 appointment” to Consent Agenda item “F. Approve Superintendent Gibson to teach as an adjunct professor”. She then asked the board if they had any other changes for the Consent Agenda.

Declaring a conflict of interest, Bill Fletcher asked to remove check number 61971 from Consent Agenda item “B. Approve bills and transfer of funds” for approval separately. He also asked to remove Consent Agenda item “E. Approve District membership to United School Administrators (USA) – Professional Learning Network for the 2023-2024 school year in the amount of \$8,800.00.” for discussion.

Mr. Rick Amos moved to approve the Consent Agenda as amended.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the July 10th regular meeting.
2. Payment of bills and issuance of checks numbered 61945 – 61970, 61972 – 62010, 62017 – 62022 and 62024 - 62182.
3. Transfer of funds as follows:
 - a. \$1,513.78 from Local Option Budget (Fund 08) to Parent Education (Fund 28)
4. Personnel recommendations as follows:
 - Resignations – Classified
 - McKenna Agan, Student Nutrition Assistant, BE
 - Evangeline Brackney, Paraprofessional, SE
 - Jessica Clark, Lead Secretary, MCMS
 - Megan Friedman, English Language Learner Aide, RE
 - Kelly Hall, Paraprofessional, RE
 - Carol McFadden, Evening Custodian, SE
 - Erin Overturf, LPN Nurse, HE

Employment – Classified

Anna Bidnick, Paraprofessional, RE
Jenny Bland, Center-Based Paraprofessional, BE
Kayla Brower, Paraprofessional, RE
Natalie Carr, Evening Custodian, MVHS
Ashley Cedeño, Behavior Paraprofessional, BE
Jennifer Cisar, Lead Secretary, MCMS
Donna Corbett, Lunchroom Aide, BE
Paige Creason, Paraprofessional, CTEC
Sandra Jones, Student Nutrition Substitute, Districtwide
Ridgely Langley, Paraprofessional, CTEC
Andrew Leehy, Rule 10 Assistant Football Coach, LTMS
Lindsey Mahoney, Part-Time Paraprofessional, RE
Ashley Markley, Paraprofessional, ME
Kristen Meyer, Communications Assistant, Districtwide
Danny Nguyen, Paraprofessional, MCMS
Joanna Riggs, Center-Based Paraprofessional, MCMS
Mark Schneider, Center-Based Paraprofessional, HE
Ashlee Schuler, Paraprofessional, SE
Marcy Teasley, English Language Learner Aide, RE
Connie Ulmer, Lunchroom Aide, SE
Coelleen Walter, Paraprofessional, MVHS

Resignations – Certified *(Effective at conclusion of the 2022-23 school year.)*

Tonya Bettis, Social Worker, HE and DHS
Kelly Hilden, School Counselor, MTMS
Greg Tomlinson, 5th Grade Teacher, CCE

Employment – Certified

Justin Crawford, Long-Term Substitute as Special Education Teacher, MVHS
Devin Hanson, 5th Grade Teacher, CCE
Stephanie House, Special Education Resource Teacher, MTMS
Stuart Keltner, School Counselor, MTMS
Emily Rose, Kindergarten Teacher, HE

5. Permission for Superintendent Gibson to teach as an adjunct professor for an October 2023 appointment and June 2023 appointment.
6. Revisions to the following board policies: AG – Closing of School Buildings, GAAF – Emergency Safety Interventions, GAOA – Drug-Free Workplace, CARID – Military Leave, JH – Student Activities, KK – Disposal of District Property (new title), KN – Complaints, GAAB – Complaints of Discrimination, JCE – Complaints of Discrimination (new title); and new board policy IFCC – Overnight Accommodations.
7. New daily substitute teacher rate of \$155.00 and new long-term substitute teacher rate of \$190.00 per day.

8. Proposed revisions for the 2023-2024 Related Services Employee Handbook.
9. An Agreement for Grant of Right of Way to Evergy Kansas Central, Inc. with payment of \$9,600.00 to USD 232 for approximately .3 acre of land running along Lexington Avenue.
10. A \$0.15 increase in paid adult meal prices, bringing the total price to \$4.50 for the 2023-2024 school year.
11. Rescinded previous approval to purchase broadcast studio equipment for De Soto High School from Southwest Audio-Visual in the amount of \$20,770.00 and authorized purchase of broadcast studio equipment for De Soto High school from Southwest Audio-Visual in the amount of \$25,478.00.
12. Purchase of two-hundred (200) new band uniforms for De Soto High school from Fruhauf in the amount of \$142,682.63.
13. The following extended day trip:
 - De Soto High School Cross Country Team, Grades 9-12, participate in cross country meet, LaVern Gibson Cross Country Course, Indiana State University, Terre Haute, IN, September 29 – October 1, 2023.

Approve District membership to United School Administrators (USA) Kansas – Professional Learning Network for the 2023-2024 school year in the amount of \$8,800.00. Board member Bill Fletcher asked if the membership is necessary. Superintendent Gibson explained that USA Kansas serves school administrators, much like the Kansas Association of School Boards (KASB) serves board members. USA Kansas serves as an umbrella organization to help support administrators in their work, particularly with professional development. He further explained that last summer the district sent a good number of principals to the USA conference, which costs more without district membership, and the district has several administrators already signed up for professional development (a variety of topics) through USA which will cost the district, or if the district is a member of the organization staff could attend an unlimited number of professional development and conferences at no charge. USA helps administrators to network with other districts across the state. Superintendent Gibson said that teachers that are considering moving into administration could also participate in USA's professional development opportunities. Mr. Fletcher asked what the district paid last year to send staff for professional development and where they were sent. Superintendent Gibson said he would follow up with more information.

Stephanie Makalous asked if this is something staff have been attending and the district has not taken advantage of membership. Superintendent Gibson said there might have been opportunities outside of USA. He said it has probably been hit or miss and membership in USA would just open up the door to ease the burden for staff in finding \$500 to attend a conference. He said USA does provide opportunities for online professional development which may cost the district \$150 per attendee, or be free if the district is a member of the organization. Superintendent Gibson said USA also provides in-house support/mentoring for staff that are new to positions, with cost for mileage.

Danielle Heikes asked if there are conferences or learning opportunities staff are signed up for that occur before September. Superintendent Gibson said there are. She asked Bill Fletcher to clarify his concern with the organization. Mr. Fletcher said it was with the cost for travel across the country, and noted that on last months credit card statement there was a travel charge of \$31,000.00 with no detail on what it was for. Superintendent Gibson explained that USA is housed in Topeka and all of their events are within Kansas.

Brandi Jonasson clarified that KASB is just for school boards and not administrators.

Stephanie Makalous noted that on travel expenses there is detail shared in financial reports. Mr. Fletcher said on the credit card statement it just says travel. Superintendent Gibson said the administration could take a closer look at the statements to see if more detail could be shared.

Mrs. Stephanie Makalous moved to approve disrict membership to Untied School Administrators (USA) of Kansas – Professional Learning Network for the 2023-2024 school year in the amount of \$8,800.00.

Mrs. Danielle Heikes seconded

Carried 7/0.

Bill Fletcher declared a conflict of interest and left the meeting at 6:15 p.m.

Mrs. Ashley Spaulding moved to approve payment to Kansas Land Management, LLC in the amount of \$21,440.00 with check number 61971.

Mrs. Brandi Jonasson seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6:16 p.m.

ACTION ITEM.

Budget Presentation/Budget & Revenue Neutral Rate Notice of Hearings Publication.
Superintendent Gibson presented the following slides to the board:

- Budget Alignment – Reviewing an organization’s budget is like reading a blueprint; it guides the construction process. A budget paints the picture of what the organization values and brings the mission statement to life.
 - USD 232’s Mission Statement: USD 232 will prepare all students for their future through excellent, innovative learning opportunities with caring, dedicated and passionate staff in a safe and secure environment.
 - The 2023-2024 budget aligns with the overarching goals. Data from needs assessments guide budgetary determinations.
- Funding Facts FY’ 24

- Out of 286 school districts, 92% spend more per pupil than USD 232. (2021-2022 KSDE Expenditure Per Pupil Report)
- Average compensation for USD 232 teachers is in the top 18% in Kansas. (2022-2023 KSDE Teacher Pay Report)
- Greater than 50% of districts have operational mill levy rates (excluding bond and interest) higher than USD 232. The proposed mill rate is less in 2023-2024 than anytime in the last 30 years. (2022-2023 KSDE Mill Levy Report)
- Enrollment History – A graph showing USD 232 Enrollment (Student FTE) from the 2010-2011 school year to the 2023-2024 school year.
- Base State Aid Per Pupil (BSAPP) History – A chart showing what the Kansas BSAPP has been from 2000 to 2024.
- BSAPP History – A chart showing what the Kansas BSAPP would be if it were to have followed court ordered funding from 2000 to 2024.
- Assessed Valuation – A chart showing USD 232's assessed valuation from the 2010-2011 school year to the 2023-2024 school year.
- Pots of Money – Budgeted – A picture of the various funds that make up a school district budget (General Fund – BSAPP, Local Option Budget (LOB), Cost of Living, Capital Outlay, Bond & Interest, KPERS, Food Service, Special Assessment, Federal Funds (Title/ESSER) and Other).
- Mill Rates (property tax rates) – A chart showing USD 232's historical mill rates (all funds) from the 1993-94 school year to the 2023-24 school year.
- Mill Rates (property Taxes) – A chart showing what the mill rate was for General Fund, Supplemental General Fund, Capital Outlay, Bond & Interest, Cost of Living and Special Assessment in 2021, 2022 and 2023.
- The “Big 3” Operational – Comparisons FY' 24 to FY' 23
 - General Fund Max Authority – Budgeted to Budgeted: +\$1,789,942 (3.4%), Actual to Budgeted: +\$4,379,732.
 - Supplemental General Fund (LOB) Max Authority – Budgeted to Budgeted: +\$579,466 (3.3%), Actual to Budgeted: +\$1,487,441.
 - Cost of Living Authority – Budgeted to Budgeted: +\$561,092 (11%), Actual to Budgeted: +\$406,615.
- Summary of Adjustments in FY' 23 compared to FY' 24
 - Staffing: No change in general education licensed staff, +1.5 classified staff, +5.25 special education licensed staff (+\$445,000 before categorical aide). Staff pay increase of approximately 7% (+\$3,900,000).
 - Cost of Products: Property insurance - +\$269,777, health insurance - +\$543,368, utilities - ?, Fuel – ?, Ongoing purchases - ?.
 - Special Education: \$1,089,455 potential increase in district contribution. District contribution budgeted at 51% (state law is at 92%).
 - Carry Over Balance: Overall carry over fund balances decreased \$6,586,084 between end of FY' 22 and FY' 23 (attributed to decrease in capital outlay funds)
 - Bond Payment: +\$311,998. The district is investigating an advanced payment on callable bonds, which would save over \$3,177,747 in interest.

Superintendent Gibson opened the floor for questions.

Stephanie Makalous asked about the dollar amount tied to the special education funding amount of 51%. Superintendent Gibson said the district is paying about \$3 million to supplement special education.

Calley Malloy asked Superintendent Gibson to explain the drop from 62% last year to 51% this year. Superintendent Gibson shared that 62% is related to the state average and 51% is the district's contribution that is affected by an increase in the number of staff or salaries.

Mrs. Stephanie Makalous moved to approve publication of the Notice of Hearing - 2023-2024 Budget in the district's official newspaper stating that the Board will hold a public hearing on the budget on September 11, 2023, 6:00 p.m., at the USD 232 Administrative Office, 35200 West 91st Street, De Soto, KS.

Mrs. Danielle Heikes seconded.

Carried 7/0.

Mrs. Danielle Heikes moved to approve publication of the Notice of Hearing - Exceeding the Revenue Neutral Tax Rate for the 2023-2024 School Year in the district's official newspaper stating that the Board will hold a public hearing on exceeding the revenue neutral tax rate on September 11, 2023, 6:00 p.m., at the USD 232 Administrative Office, 35200 West 91st Street, De Soto, KS.

Mr. Rick Amos seconded.

Carried 7/0.

DISCUSSION ITEMS.

District Goals. Superintendent Gibson said the district's annual goals remain consistent with the past, including updates to specific strategies/action steps. These goals also align to the information contained in the district's needs assessment, five-year accreditation cycle, and are supported by the continuous cycle of improvement in all district schools.

Superintendent Gibson said if a parent or guardian was asked what they want from their child's school, they will often mention something along the lines of: To be served by a collaborative team of professionals that are supporting academic, physical and mental wellbeing of their child, preparing kids for post high school within appropriately sized and efficient facilities with an established culture that is safe and supportive of the uniqueness of each individual. He said this is a synopsis of what district goals are.

Danielle Heikes referred to "Objective A1: USD 232's Five Year Effectiveness Rate for Post-Secondary Success will exceed 75% by 2027 reporting year" and asked Superintendent Gibson if he believes the 75% threshold is attainable. He said it is attainable. Dr. Joe Kelly, Director of Secondary Curriculum & Instruction, said the district is currently at 73%.

Portrait of a Graduate. Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs, shared information on the Real World Learning initiative and its connection to Individual Plans of Study and Market Value Assets. Dr. Cindy Swartz, Career & Technical Education Coordinator, explained how the Kauffman Real World Learning grant required the formation of a stakeholder committee (consisting of teachers). She talked about committee meetings held last year to discuss the traits that each graduate of USD 232 schools should possess. She said the traits were then combined and would be communicated through a visual representation, known as a “portrait of a Graduate”. The committee agreed on the content of the visual, and tasked a group of USD 232 students to submit designs for review. Dr. Gail Holder, Principal of Mill Valley High School, then joined Dr. Kelly and Dr. Swartz to introduce Mill Valley student Regan Roberts whose visual design was chosen for the Board of Education to consider. Regan was presented with a Certificate of Accomplishment.

Exit and Stay Survey Information. Brian Schwanz, Executive Director of Secondary Education, informed the board that this year the Human Resources Department conducted a Stay Survey with certified staff returning to USD 232. He said these surveys are intended to help an organization understand what employees like or dislike and will support efforts of employee retention. He said the survey was conducted in April. It was sent out to 542 individuals with a response rate of 34.1%, or 185 responses. Mr. Schwanz reviewed the following survey questions and results:

- What grade level do you teach? Result: 1% early childhood, 44.9% elementary, 21.1% middle school, 33% high school
- Total Years in USD232. Result: 1-5 years 31.4%, 6-10 years 16.8%, 11-15 years 16.8%, 16-20 years 24.9%, 20+ years 10.3%
- What do you look forward to each day? Result: Students, Colleagues, Colleagues & Students
- Why have you chosen to work or stay in USD 232? Result: Area/Community/Family, Colleagues, District Size, District Focus, Students
- Are there any conditions/reasons that would cause you to consider leaving USD 232? Result: Pay, Administration, Nothing would cause me to leave, Lack of Support, Students/Behavior, Parents
- What are your favorite parts of your job? Result: Students, Teachers/Colleagues, Relationships, Creativity
- What elements of your job are your least favorite: Result: Workload, Parents, Student Behavior, Administration, Pay/Benefits, Rude Colleagues
- What can the district do to make your experience at work better for you? Pay, Professional Development, Support, The District is doing well, Job Responsibilities, Student Behavior, Administration, Appreciation from Administrative Office

Carrie Handy, Executive Director of Elementary Education, said the Human Resources Department conducted Exit Surveys of staff that leave the district. She said out of 70 surveys that were sent out 29 were completed (42%). Mrs. Handy gave board members a few minutes to review the trend data before highlighting the following:

- 51.7% of returned surveys stated that their relationships with building administration either did not impact or made it hard to leave.
- 55.2% of returned surveys stated that the salary they received while employed in the district made it easy to leave.
- 23 out of 29 returned surveys felt they were treated fairly while working in USD 232.
- 42.9% of surveys were from elementary, 57.1% were from secondary.

Mrs. Handy then shared the following exit data:

- Of the 70 exit surveys completed, 7 were retirements and 63 were resignations.
- Breakdown of Resignations by Level: 29 – Elementary, 34 – Secondary.
- Turnover Rate Not Including Retirements: 11.2%.
- Turnover Rate Including Retirements: 12.6%.
- Of the 63 resignations 5 were due to relocation, 2 were job advancement, 17 left for a similar position in the area, 7 left for family reasons, 22 left the education field, 10 left for other reasons.

Mrs. Handy noted that traditionally the district has had a turnover rate of 10% or less. She then brought attention to the 22 certified staff that left public education and noted that this is of concern and is reason for investing in retention.

President Spaulding asked how the district's turnover rate compares to surrounding districts. Mrs. Handy said she did not have that information, but would try to collect it to bring back to the board. President Spaulding then asked if the district's turnover rate has been steadily climbing from the usual 10%. Mrs. Handy said the district is typically between 9-10%, and this is the first time, including employee retirements, the district is at 12.6%.

Brandi Jonasson referred to the trend data stating that "48.2% of returned surveys stated that the level of support they received while in the district made it easy to leave the district" and asked if by "level of support" they were talking about building administration, district administration, parents, colleagues? Mrs. Handy said it is hard to tell, but likely all of those mentioned. She said the Human Resources Department could dive into this question more to determine where support was an issue.

Danielle Heikes referred to the Exit Data showing a breakdown of reasons for resignations and asked if Mrs. Handy had any information on why staff were leaving for similar positions in the area. Mrs. Handy said the majority of elementary staff leave because they are offered positions in districts where they live and could walk to work or where their own children attend. Mr. Schwanz said secondary staff have left for larger districts where they feel there is more opportunity to advance, or because they may want to teach a subject other than what is available in USD 232.

In conclusion, Mrs. Handy shared the following 2023-2024 employment data:

- Number of New Hires: 19 new to the profession, 58 new to the district with prior experience.
- Positions added for the 2023-2024 school year: De Soto High School – 2.0 FTE (Math & Journalism), Mill Valley High School – 1.0 FTE (Art), Special Education – 5.25 FTE (0.5 FTE Vision Teacher, 0.5 FTE Hearing Teacher, 0.5 FTE Certified Teacher for Riverview Elementary, 1.0 Certified Teacher for Private Schools, 1.0 Special Education District Improvement Specialist, 1.0 Early Childhood Special Education Teacher, 0.1 FTE Physical Therapist, 0.5 FTE Speech Language Pathologist, 0.15 FTE Audiologist.

Calley Malloy asked if the 58 new to the district with prior experience staff members were coming from neighboring districts. Mrs. Handy said it varies with some from neighboring districts and others relocating from out of state. Mr. Schwanz said at the secondary level the district had one come from Ohio, one from Texas, a couple from Shawnee Mission and Blue Valley and several from Lawrence. Mrs. Handy said Human Resources would expect that they would need to tap into people with experience rather than relying on graduates from teaching programs in the state. She said with the decline in graduates with education degrees and colleges dropping recruiting events it is beneficial to the district to be able to draw teachers with experience. Mr. Schwanz said this year the district has hired four USD 232 graduates and noted that “growing our own” is something the district will need to do. Mrs. Handy noted that four of the new staff members are individuals who had worked for the district, left and are returning.

Bill Fletcher suggested that the district keep track of graduates that want to go into the education field and recruit them. Mrs. Handy said the district does try to keep track of them and encourages them to come to the district for student teaching.

Danielle Heikes asked what was being done at the state or national level to address the trend in people moving from education. Superintendent Gibson said unfortunately this is a national trend and the Kansas Department of Education is leading the charge with discussions about how to attract people to education. He added that districts need to get very creative with recruitment. He said there is a lot of discussion at the university level as well about “What does it take to become a teacher and are some of the requirements antiquated?”. He said one thing that could help is really elevating the teaching profession as a whole. He said KSDE is also looking at the requirements to become a teacher and it may look different than it does today. He said reality is that the number of teachers needed in the future will be higher than those going into the field. Mrs. Handy said the district does have some paraprofessionals that are transitioning into teaching.

Danielle Heikes asked if entry level pay is a detraction. Superintendent Gibson said most of the people going into teaching have a Masters Degree and they see people with Masters Degrees going into other professions making more. He said the teaching profession as a whole has been more difficult in the past few years. However, he has heard that universities are seeing an increase of incoming freshman into education programs. He also noted that industries are coming in and snatching teachers.

ALERTS. The following reports were included in the packet for this board meeting with notice that they will require future action by the Board of Education: 1. Policy Revision: Section EDAA School Buses & Vehicles; and, 2. English Language Arts Standards 2023.

President Spaulding adjourned the meeting at 7:19 p.m.

9.11.23
Date Approved

Wendy S. Denham
Clerk, Board of Education

Spaulding
President, Board of Education