



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) July 10, 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
Ashley Spaulding

Absent: Calley Malloy

Others Present: 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
Lee Hanson, Director of Special Education
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Kevin Jeffries, Real-World Learning Business to Education Coordinator
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Rob Moser, Coordinator of Safety & Transportation
Brandon Riffel, Director of Technology
Brian Schwanz, Executive Director of Secondary Education
Julie Stucky, Director of Finance

Alvie Cater led attendees in reciting the Pledge of Allegiance.

Board members each took a few minutes to welcome Dr. Gibson to the district.

Superintendent Gibson shared the Empty Chair Philosophy with board members. He said that at the beginning of each meeting an empty chair would be placed at the front of the room. He asked board

members to mentally place any student they know in the chair and as decisions are made around the table, they always keep it in mind and do what is best for the students.

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

Mrs. Brandi Jonasson moved to adopt the Agenda.

Mr. Rick Amos seconded.

Carried 6/0.

President Spaulding asked for nominations to the position of Board President.

Brandi Jonasson nominated Ashley Spaulding for President.

With no other nominations made, President Spaulding ceased nominations and asked for a motion.

Mr. Rick Amos moved to appoint Ashley Spaulding to serve as President of the USD 232 Board of Education during the 2023-24 school year or until a successor is elected by the Board.

Mrs. Stephanie Makalous seconded.

Carried 6/0.

President Spaulding asked for nominations to the position of Board Vice President.

Danielle Heikes nominated Stephanie Makalous for Vice President.

With no other nominations made, President Spaulding ceased nominations and asked for a motion.

Mr. Rick Amos moved to appoint Stephanie Makalous to serve as Vice President of the USD 232 Board of Education for the 2023-24 school year or until a successor is elected by the Board.

Mrs. Danielle Heikes seconded.

Carried 6/0.

PATRON INPUT. With no requests to speak submitted, President Spaulding moved onto the next agenda item.

CONSENT AGENDA. President Spaulding asked board members if they had any changes for the Consent Agenda.

Declaring a conflict of interest, Bill Fletcher asked to remove check number 61811 from Consent Agenda item "B. Approve bills and transfer of funds" for approval separately.

Mrs. Danielle Heikes moved to approve the Consent Agenda as amended.

Mrs. Brandi Jonasson seconded.

Carried 6/0.

The following Consent Agenda items were approved:

1. Minutes of the June 5th regular meeting.
2. Payment of bills and issuance of checks numbered 61758 – 61767, 61771 – 61810, 61812 – 61916, and 61932 - 61941.
3. Transfer of funds as follows:
 - a. \$10,000.00 from General (Fund 06) to State Pre-K (Fund 11).
 - b. \$698,411.03 from General (Fund 06) to At-Risk (Fund 13).
 - c. \$41,500.00 from General (Fund 06) to Virtual (Fund 15).
 - d. \$1,407,536.65 from General (Fund 06) to Special Education (Fund 30).
 - e. \$114,500.00 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).
 - f. \$80,000.00 from Local Option Budget (Fund 08) to Professional Development (Fund 26).
 - g. \$19,000.00 from Local Option Budget (Fund 08) to Parents as Teachers (Fund 28).
 - h. \$2,235,927.08 from Local Option Budget (Fund 08) to Special Education (Fund 30).
 - i. \$574,881.19 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).
 - j. \$750,000.00 from Local Option Budget (Fund 08) to Textbook (Fund 55).

4. Personnel recommendations as follows:

Resignations – Classified

Tammie Calkins, Student Nutrition Assistant, CCE
Shannon Greenhalgh, Center-Based Paraprofessional, MVHS
Angela Handy, Secretary, PRE
Nicole Hufford, Center-Based Paraprofessional, BE
Amy Maddox, Rule 10 Assistant Volleyball Coach, DHS
Natalie Tucker, Reading Aide, PRE

Employment – Classified

Bonnie Andrews, Lead Secretary, MCMS
Evangeline Brackney, Paraprofessional, SE
Angelica Calleja, Center-Based Paraprofessional, BE
Nicki Christopher, Paraprofessional, DHS
Samantha Halter, Paraprofessional, CCE
Melanie Hartwig, Long-Term Substitute Teacher, RE
Ashley Ingala, Substitute Nurse, Districtwide
Taylor Knipp, Rule 10 Assistant Volleyball Coach, DHS
Katie Lundy, Rule 10 Head Cheerleading Coach/.5 Pep Club Sponsor, MCMS
Desiree Macke, Paraprofessional, RE
Krista Martin, Paraprofessional, CTEC

Carol McFadden, Evening Custodian, SE
Tiffany Meyer, Center-Based Paraprofessional, BE
David Normile, Lead Custodian, CCE
Jennifer Riedel, Paraprofessional, CCE
Amy Savageau, Reading Aide, PRE
Hannah Sprick, Center-Based Paraprofessional, BE
Nora Sturdy, Lead Secretary, RE
Angela Waldron, School Nurse, The Bridge
Nicole Wilson, Substitute Custodian, Districtwide

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

Courtney Bockhoff, 4th Grade Teacher, PRE
Chandler Harrison, 4th Grade Teacher, PRE
Jonathan Pinker, Spanish Teacher, LTMS

Employment – Certified

Elizabeth Biron, Special Education Resource Teacher, RE
Bre-Anna Burks, 4th Grade Teacher, PRE
Cassandra Frailey, Kindergarten Teacher, ME
Cienna Maere, 2nd Grade Teacher, CCE
Daniel Treber, Spanish Teacher, LTMS
Alyssa Whaley, 5th Grade Teacher, RE

5. The revised 2023-2024 Classified Employee Handbook.
6. The 2023-2024 Lease Agreement between USD 232 and the Johnson County Park & Recreation District (JCPRD) for before and after school childcare.
7. Purchase and installation of broadcast studio equipment for De Soto High School from Southwest Audio-Visual in the amount of \$20,770.00.
8. Purchase of intervention resources in the areas of reading and writing from Voyager Sopris Learning in the amount of \$51,247.00 and Building Wings in the amount of \$2,264.00.
9. Declaration of one (1) McCall Brand 2 Door Reach-In Freezer and one (1) McCall Brand 3 Door Reach-In Cooler (both located at Starside Elementary School) as surplus.
10. Acceptance of a donation in the amount of \$7,000.00 from the Mill Valley High School Catty Shack to The Bridge 18-21 Program.

Bill Fletcher declared a conflict of interest and left the meeting at 6:12 p.m.

Mr. Rick Amos moved to approve payment to Kansas Land Management, LLC in the amount of \$21,440.00 with check number 61811.

Mrs. Ashley Spaulding seconded.

Carried 5/0.

Bill Fletcher returned to the meeting at 6:13 p.m.

ACTION ITEMS.

2023-2024 Organizational Items. Board members received a draft copy of 2023-2024 Organizational Items in the June and July board packets. Superintendent Gibson reviewed each item.

Stephanie Makalous asked if the Activity Fund was a clearing account and why the board has to approve it. Superintendent Gibson said Activity Funds have to do with athletics and activities and may receive funds through fundraisers. They are established annually to provide oversight by the district to ensure compliance with regulations.

Mrs. Danielle Heikes moved to approve the Board of Education 2023-24 Organizational Items as discussed.

Mrs. Stephanie Makalous seconded.

Carried 6/0.

A copy of the 2023-2024 Organizational Packet is attached to these minutes.

Revenue Neutral Tax Rate and Budgeting Process. Julie Stucky, Director of Finance, presented information regarding the required Revenue Neutral Rate (RNR). As part of the budget planning process, Mrs. Stucky said the board will consider approving its intention to exceed the RNR for the new fiscal year. She shared that administration will bring the board a proposed budget in August. At that time, the board would be asked to approve the next step in the process which is taking action to publish the required notices for the budget and the RNR. In September, the board will conduct a hearing on the revenue neutral rate and the budget before considering formal adoption. She explained that in 2021 the Kansas Legislature established the Revenue Neutral Tax Rate (RNR) with the passing of Senate Bill (SB) 13. SB 13 requires that a RNR be calculated for all property tax levies. The RNR is the mill levy needed in the upcoming tax year to raise the same tax revenue as the previous tax year. It is intended to help taxpayers understand how changes in their property valuation and mill levy rates work together to determine the actual property tax to be paid. Mrs. Stucky said on June 15th the County Clerk notifies the district of what the mill rates will have to be to collect the exact amount of money that was collected the previous year.

Mrs. Stucky shared a slide showing the Fiscal Year (FY) 23 Levy, Tax Collected and RNR for the following funds: General, Local Option Budget, Cost of Living, Capital Outlay, Bond and Interest and Special Assessment. The total FY 23 Levy for these funds was 61.673, tax collected was \$44,966,084.00 and the RNR was 55.193.

Next, Mrs. Stucky shared a slide showing the FY 23 Levy, RNR, proposed maximum FY 24 Levy and Maximum Tax Collection and the difference in collections from FY 23 to FY 24. The total proposed maximum FY 24 levy is 61.312, and maximum tax collection is \$49,883,908.00. This is a change of \$4,917,824.00. She explained that because the board is not going to meet again before she has to notify the County Clerk on July 20th of the projected tax rate if exceeding the RNR, she estimated conservative numbers. Mrs. Stucky said the county makes the district only do three of the levies so she

has to tell them what the LOB and Capital Outlay are going to be. She provided examples as to why keeping Capital Outlay at 8 mills allows the district to have funds to cover unexpected costs.

In conclusion, Mrs. Stucky said she anticipates another decrease in the overall tax rate (mill levy) for the new fiscal year.

Mrs. Ashley Spaulding moved to approve the intent to exceed the Revenue Neutral Tax Rate.

Mr. Rick Amos seconded.

Carried 6/0.

Professional Negotiated Agreement for 2023-24. Alvie Cater, Assistant Superintendent of Administration & Communications, said that as of Friday, July 7, members of the Teacher's Association ratified the tentative agreement. He said the final step in this process for the 2023-2024 school year is for the board to consider formally adopting the tentative agreement. He said the negotiations team reached the tentative agreement with the teacher's association on June 19. He said working alongside the teacher's association to accomplish this was a positive process and the Teacher's Association expressed sincere thanks to the Board of Education for the excellent compensation package. He then highlighted key components of the district compensation package, noting that it increases the base rate for starting teachers from \$44,500 to \$47,000 a year. Adjustments were made to the salary schedule so that dollars flow through it more consistently. He said the district expects health insurance costs to increase by 10%. When looking at just salary for professional employees the average increase would be 6.31%. The total teacher compensation package, including benefits, represents an increase of 7.07%. Mr. Cater then asked that the Board approve the tentative agreement for 2023-2024.

Bill Fletcher asked what the union vote was. Mr. Cater said they just need a simple majority. He said he did receive communication before the deadline from Jeff Wieland, who helps lead negotiations for the association, saying they had already exceeded the threshold. He also said from what the administration has been hearing teachers were very pleased with the agreement.

President Spaulding thanked the administration and teachers' association for all of their work on this agreement.

Danielle Heikes shared appreciation for the increase in tuition reimbursement that was included in the compensation package.

Mrs. Stephanie Makalous moved to approve the 2023-2024 Professional Negotiated Agreement between USD 232 and the De Soto Teacher's Association as presented.

Mrs. Brandi Jonasson seconded.

Carried 6/0.

Compensation Package for Employees not covered by the PNA. Carrie Handy, Executive Director of Elementary Education, and Brian Schwanz, Executive Director of Secondary Education, presented

compensation recommendations for employee groups not covered by the Professional Negotiated Agreement (PNA).

Mrs. Handy said classified, health and related services and administration employees will see an increase in salary by an average of 6.31%; the starting base rate for all classified positions will be raised by 5% and Student Nutrition employees will receive an additional 50 cents per hour to raise starting pay to \$14.50 per hour. The district will absorb the increased health insurance cost. Mrs. Handy noted that tuition reimbursement is also being applied to classified employees. She said the administration also proposes suspending salary caps for the 2023-24 increases.

Danielle Heikes said support of the community enables the district to compensate staff and create compensation packages like this. She added that without community support the district would not be able to continue to attract and retain the quality teachers and support staff it has.

Mrs. Brandi Jonasson moved to approve staff compensation packages for the 2023-2024 school year as presented.

Mrs. Stephanie Makalous seconded.

Carried 6/0.

Mill Creek Middle School Start Time/End Time. Alvie Cater pointed out that a written report was included in the board packet last month about this matter. He said the board is asked to approve shifting, by 5 minutes, the start and end time for Mill Creek Middle School only. Currently all three middle schools open at 7:55 a.m. and dismiss at 3:05 p.m. Mr. Cater said a few years ago the district shifted the start and end times by 5 minutes primarily because of increased traffic at adjoined campuses (Monticello Trails and Mill Valley and Lexington Trails and De Soto High School) which helped. Mr. Cater said First Student has done a tremendous job of maintaining routes and getting students to and from school. This past school year, 15-16 buses served Mill Creek Middle School and after completing afternoon routes were consistently late to Belmont and Mize elementary schools. He said First Student is trying to be mindful of the driver shortage and is maximizing routes so that there are as many students as possible comfortably on the buses, which is making some of the routes take a little bit longer. He said shifting Mill Creek to exit 5 minutes earlier will hopefully alleviate the late arrival to the two elementary schools.

Mr. Cater said one parent reached out with a concern that a student who is dropped off to a high school earlier may not have access to the building. He said he has spoken with the high school administrators who have assured him they would address the concern.

Danielle Heikes asked if this would also apply to the half-day schedule. Mr. Cater said that has not come up, but if the district needs to adjust this schedule it can.

Mrs. Danielle Heikes moved to approve a shift to the start and end of the school day at Mill Creek Middle School only by five minutes, from 7:55 a.m. and 3:05 p.m. to 7:50 a.m. and 3:00 p.m.

Mrs. Stephanie Makalous seconded.

Carried 6/0.

DISCUSSION ITEM.

Transitional Items. Superintendent Gibson shared a Superintendent Entry Plan with the board that shows tasks he has or will complete between April and the Fall of 2023.

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 Updates; and, 2. De Soto High School Band Uniform Replacement.

FYI REPORT. The following informational report was included in the packet for this board meeting: 1. Unencumbered Cash Balances.

President Spaulding adjourned the meeting at 6:56 p.m.

August 7, 2023
Date Approved

Wendy S. Benham
Clerk, Board of Education

Spaulding
President, Board of Education