



# Unified School District 232

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

Frank Harwood, Ed.D  
Superintendent of Schools

## USD 232 BOARD OF EDUCATION REGULAR MEETING AGENDA

*Due to group size limitations relating to COVID-19, the meeting will be viewable to the public via our YouTube channel: <https://bitly.com/usd232youtube>*

**Administrative Offices** (35200 West 91st Street, De Soto, Kansas)

**December 7, 2020**

Face coverings will be required and seating will be limited to provide for social distancing.

**\*\*\* Please silence cell phones prior to the beginning of this meeting. \*\*\***

**6:00 P.M.**

**I. MEETING OPENING.**

- A. Call to Order.
- B. Pledge of Allegiance.
- C. Published Agenda Overview.

**II. CONSENT AGENDA.**

*These items represent matters which the Board may approve without detailed discussion. Any item on the Consent Agenda may be removed for separate discussion as an Action Item upon request by the Superintendent or any board member. The Board has received supporting information on all items prior to action on the Consent Agenda.*

- A. Adopt agenda.
- B. Approve minutes of the November 2<sup>nd</sup> regular meeting, November 16<sup>th</sup> special meeting and November 23<sup>rd</sup> special meeting.
- C. Approve payment of bills and transfer of funds (if appropriate).
- D. Approve employment recommendations made on December 2, 2020.
- E. Approve employment recommendations made on December 7, 2020.
- F. Appoint Alvie Cater, Ken Larsen, Carrie Handy, Brian Schwanz, Sam Ruff and Kris Meyer to serve as negotiating agents on behalf of the school district with regard to the Professional Negotiated Agreement.
- G. Accept the 2021 Capital Outlay Committee report addressing various needs and projects with planned expenditures from the Capital Outlay Fund; with projects re-submitted to the Board of Education from time to time for approval based on submission of bids and costs as required by Kansas Statutes 72-8801.
- H. Declare one (1) 2009 Ford Pick-up as surplus and approve purchase of one (1) 2021 Ford F-250 Pick-up from Shawnee Mission Ford in the amount of \$29,064.00.

- I. Accept a donation in the amount of \$4,000.00 from Bruce Garner to the Mill Valley High School Wrestling program.
- J. Accept a donation of approximately forty thousand (40,000) non-hospital grade 210 N95 masks with a value of \$33,440.64 from Sekisui ZenoTech, LLC to USD 232.

III. **GOOD NEWS.**

- A. Student Recognition.
- B. Staff Member Recognition.

IV. **ACTION ITEMS.**

- A. Fiscal Year 2020 Audit Report. [Ken Larsen]

V. **DISCUSSION ITEM.**

- A. Coming Back Together Update. [Dr. Frank Harwood]

VI. **PATRON INPUT.**

VII. **ALERTS.**

- A. Resolution adopting Kansas Homeland Security Region L Multi-Hazard Mitigation Plan.
- B. Recommended Policy Updates.

VIII. **FYI REPORT.**

- A. Equity Cohort Opportunity - Update.

IX. **ADJOURNMENT.**

# # # # #



# Unified School District 232

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

## USD 232 BOARD OF EDUCATION

### OFFICIAL MINUTES -- REGULAR MEETING

**Administrative Offices (35200 West 91<sup>st</sup> Street, De Soto, KS) November 2, 2020**

YouTube channel: <https://bitly.com/usd232youtube>

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

**Board Members Present:** Rick Amos (*Attended via Zoom*)  
Bill Fletcher (*Attended via Zoom*)  
John Gagnat  
Danielle Heikes  
Stephanie Makalous (*Attended via Zoom*)  
Ashley Spaulding  
Rachele Zade

**Others Present:** Alvie Cater, Assistant Superintendent of Administrative & Educational Services  
Steve Deghand, Director of Facilities  
Wendy Denham, Board Clerk  
Carrie Handy, Director of Human Resources/Elementary  
Lee Hanson, Director of Special Services  
Dr. Frank Harwood, Superintendent of Schools  
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation  
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title  
Sam Ruff, Principal, De Soto High School  
Brian Schwanz, Director of Human Resources/Secondary  
Dr. Cindy Swartz, Career & Technical Education Coordinator

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

President Heikes asked if there were any changes to the Agenda or Consent Agenda.

Bill Fletcher asked to remove check number 53092 from Consent Agenda item "D. Approve payment of bills and transfer of funds" for approval separately.

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

*Mrs. Rachele Zade seconded.*

*Carried 7/0.*

The following Consent Agenda items were approved:

1. Minutes of the October 5<sup>th</sup> regular meeting.
2. Payment of bills and issuance of checks numbered 52944 – 52998, 53000 – 53061, 53063 – 53091, 53093 – 53117 and 53126 – 53218.
3. Transfer of funds as follows:
  - a. \$900,000.00 from General (Fund 06) to Special Education (Fund 30)
  - b. \$6,000.00 from LOB (Fund 08) to State Pre-K (Fund 11)
  - c. \$210,000.00 from LOB (Fund 08) to At-Risk K-12 (Fund 13)
  - d. \$40,000.00 from LOB (Fund 08) to Bi-Lingual (Fund 14)
  - e. \$164,000.00 from LOB (Fund 08) to Vocational Education (Fund 34)
4. Personnel recommendations as follows:

Retirement – Certified (*at the conclusion of the 2020-2021 school year*)

Gayle Moriarity, Vocal Music Director, LTMS

Employment – Certified

Dr. Cameron Carlson, Forensics/Debate Teacher, MVHS

Resignations – Classified

Shiney Edwards, Paraprofessional, BE

Dylan Gowin, Rule 10 Assistant Wrestling Coach, DHS

Malinda McGuire, Paraprofessional, RE

Cindy Ottesen, Student Nutrition Assistant, MTMS

Employment – Classified

Thomas Alspaugh, Substitute Custodian, Districtwide

Kayla Dailey, 5<sup>th</sup> Grade Teacher (long-term substitute), CCE

Christine Goode, Center Based Paraprofessional, ME

Devon Handy, Substitute Custodian, Districtwide

Jamee Lorfing, Student Nutrition Cashier, MTMS

Stefanie Marshall, Center Based Paraprofessional, DHS

Camren McCall, Math Aide, CCE

Jamie Menees, Paraprofessional, LTMS

Kirsten Pierce, Lunchroom Aide, CCE

Kylie Pierce, Lunchroom Aide, RE

Elizabeth Stratton, Paraprofessional, LTMS

Deborah Umbarger, Student Nutrition Assistant, MTMS

5. Revisions for the 2020-2021 Special Education Related Service Employee Handbook as presented.
6. Declaration of the following items as surplus:
  - List of library books and materials
  - Monticello Trails Middle School athletic uniform items: **Football** – ten (10) shoulder pads, eighty (80) knee pads and **Wrestling** – forty (40) singlets, forty (40) warm-up pants and thirty-eight (38) warm-up t-shirts
  - De Soto High School weight room equipment: One (1) Jammer Extension and one (1) Calf Raise Machine
7. Acceptance of the following donations:
  - \$400.00 from Rob Rainbolt, Burns & McDonnell, to the USD 232 Early Childhood Department.
  - \$300.00 from Erik and Heather Anderson to the Mill Valley High School Band program.

Bill Fletcher declared a conflict of interest and left the meeting at 6:03 p.m.

*Mrs. Ashley Spaulding moved to approve payment to Kansas Land Management, LLC in the amount of \$16,026.36 with check number 53092.*

*Mr. John Gagnat seconded.*

*Carried 6/0.*

Bill Fletcher returned to the meeting at 6:03 p.m.

#### GOOD NEWS.

**Student Recognition.** Art teachers from each school annually select artwork from among their students to become part of the permanent collection on display at the USD 232 Administrative Office. The following students' designs were presented to the board and each student received a Certificate of Achievement:

1. Belmont Elementary – Courtney Brading
2. Clear Creek Elementary – Kate Culbertson
3. Horizon Elementary – Paige Wittmer
4. Mize Elementary – Nora Cunningham
5. Prairie Ridge Elementary – Rowan Walker
6. Riverview Elementary – Taryn Round
7. Starside Elementary – Addison Easter
8. Lexington Trails Middle School – Maya Rajapakse
9. Mill Creek Middle School – Ayden Brown
10. Monticello Trails Middle School – Madelyn Janak
11. De Soto High School – Erica Hoelting
12. Mill Valley High School – Megan Overbaugh

**Staff Member Recognition.** Mill Creek Middle School staff members Laura Decedue, 8<sup>th</sup> Grade Science Teacher, and Debbie Anson, Student Nutrition Kitchen Manager, along with Horizon Elementary School staff members Katie Wolfe, Kindergarten Teacher, and Sara Johnson, Building Secretary, and were recognized for outstanding service in their district roles.

#### ACTION ITEMS.

**Proposed Secondary Course Additions.** Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title, talked briefly about a new course called Introduction to Organic Chemistry, a one-semester course that is designed to be taken after successful completion of AP Chemistry. He then introduced Dr. Cindy Swartz, Career & Technical Education Coordinator, who shared information on new Career & Technical Education (CTE) courses proposed for the high schools (Business Communications and Work-Based Learning Courses within Pathways), the District Professional Studies Internship Program, the Kansas Work-Based Learning Continuum, partnerships with Excel in CTE courses through Johnson County Community College (JCCC) and Kansas City Kansas Community College (KCKCC), and courses to be offered at the new Cedar Trails Exploration Center (CTEC) that are connected to three Center for Advanced Professional Studies (CAPS) strands (Bioscience, Design and Emerging Technologies).

*Mrs. Stephanie Makalous moved to approve proposed courses, effective with the 2021-2022 school year, for De Soto High School, Mill Valley High School and the USD 232 Cedar Trails Exploration Center.*

*Mrs. Rachele Zade seconded.*

*Carried 7/0.*

The following courses were approved:

#### De Soto High School/Mill Valley High School

- Business Communications
- Introduction to Organic Chemistry
- Construction and Design Workplace Experience
- Engineering Workplace Experience
- Finance Workplace Experience
- Marketing Workplace Experience
- Biochemistry Workplace Experience
- Programming and Software Development Project Management
- Web and Digital Communications Project Management
- Johnson County Community College (JCCC) Welding I & II (1-year program)
- Kansas City Kansas Community College Technical Education Center (KCKCC TEC) Welding I & II (2-year program)
- Kansas City Kansas Community College Technical Education Center (KCKCC TEC) Diesel Mechanic (2-3 year program)

Cedar Trails Exploration Center (CTEC)

- Applied Biochemistry
- Biomedical Innovations
- Biomedical Research/Workplace Experience
- Principles of Illustration
- Robotics
- Cybersecurity
- Introduction to Welding
- Advanced Production Blueprint Reading
- Mass Production
- Automated Systems
- Research & Design for Manufacturing

**Bond Projects.** Steve Deghand, Director of Facilities, stated the bid day was October 15<sup>th</sup> and included projects at De Soto High School (a new fieldhouse, expanded stadium seating, installation of artificial turf on the soccer field, construction of a baseball field, renovation of the current softball field, installation of artificial turf on the baseball and softball field and relocation of throwing events for track and field) and Mill Valley High School (construction of a softball field, renovation of the current baseball field, installation of artificial turf on the baseball and softball fields and relocation of throwing events for track and field). He said six general contractors submitted bids, with AL Huber submitting the lowest most responsible bid. Scott Hazlett and Charley Sexton with HTK Architects reviewed drawings showing project designs and site plans. Mr. Deghand reviewed the alternates and recommended the Board approve alternates for press boxes at three fields and two shade structure bull pens.

*Mrs. Danielle Heikes moved to accept the base bid as well as alternates 1, 3, 6, 9 and 10 from A.L. Huber in a total amount of \$13,424,000.00.*

*Mrs. Ashley Spaulding seconded.*

*Carried 7/0.*

DISCUSSION ITEMS.

**Summer 2020 Bond Projects Update.** Steve Deghand let the Board know that the following bond projects have been completed in the last 14 months:

- Four resinous flooring projects (Administrative Office; Clear Creek, Mize and Starside elementary schools)
- Four new playgrounds (Belmont, Horizon, Prairie Ridge and Riverview elementary schools)
- Mill Valley High School projects:
  - Installation of artificial turf on the soccer field
  - Track resurfacing

- Stadium expansion
- New press box
- Addition of storage space under stadium bleachers
- New fieldhouse located on the south end of the stadium
- New concessions/bathroom structure on the south end of the stadium
- New LED dancing lights at the stadium
- Renovated the wrestling room, weight room, existing theatre, cardio room, two locker rooms and auxiliary gym
- New competition gymnasium
- New performing arts center
- De Soto High School projects:
  - Addition of over 230 new parking spaces
  - New access road between 87<sup>th</sup> Street and parking lot expansion

A video produced by Mill Valley High School students Emma Hookstra and Emily Feuerborn was shared showing all of the completed projects at Mill Valley High School. Mr. Deghand shared a video shot by a drone that showed the new parking lot and road expansion at De Soto High School. Mr. Deghand also shared pictures of the new playground at Horizon Elementary, projects on the campus of Mill Creek Middle School (the middle school's new fieldhouse, the new district warehouse and the Cedar Trails Exploration Center) and the storage containers used in construction of the fieldhouse at Mill Valley High School.

*President Heikes declared a four-minute break at 7:00 p.m.*

*The Board returned to open session and President Heikes called the meeting back to order at 7:04 p.m.*

**Coming Back Together Update.** Superintendent Harwood noted that the Board directed him to form the COVID Advisory Committee to advise him on the Kansas Schools Gating Criteria. He reminded the Board that recommendations made by the committee do not bind the Board in anyway, nor require the board to meet. The purpose of the committee is to collect well-rounded input (including from experts in the medical field). Dr. Harwood then talked about a survey the district released last week to parents, students and teachers to gather feedback on learning experience, noting that 3,500 responses had already been submitted. He shared information on various data the committee will consider (Social, Emotional, & Character Development (SECD), quarter grades, FastBridge data for each grade level, COVID testing and contact tracing). Dr. Harwood reviewed how the committee analyzes the Kansas Schools Gating Criteria. He pointed out that Johnson County Department of Health & Environment (JCDHE) recommended that schools not hold winter sports, but noted that the school board chose to continue sports. Unless the Board approves a change, winter sports will take place as planned. Dr. Harwood noted that each Thursday COVID-19 data is collected for the previous week and updated on the district's dashboard.

Superintendent Harwood said the district will no longer conduct temperature checks of all students as they come into school, but will continue with temperature checks for all adults entering the schools and

some students in classes. He said JCDHE has provided the district with 250 saliva PCR tests and the Kansas Department of Health & Environment (KDHE) is sending 2,000 Rapid Antigen tests to use for survey testing. Dr. Harwood explained how they will be used for symptomatic students or staff, on a voluntary basis.

Superintendent Harwood also shared updates regarding the Hybrid model. He explained that with input from secondary principals a strong consensus was reached for moving to an every-other-day (AB) model, which will eliminate the remote learning (C) day. High schools will still continue to use the block schedule and students will be required to check-in on their off-site learning days. This decreases the time between students seeing a teacher and is logistically more feasible than an AM/PM model. Dr. Harwood said the secondary principals would like to start the new Hybrid model the week of November 9<sup>th</sup>. Noting that a downside to the AB model will be an increase in need for contact tracing, he said the district has hired two contact tracers and Johnson County will be providing a contact tracer, at least up to winter break.

At the request of President Heikes, Superintendent Harwood clarified that the district will remain in the yellow category of the Kansas Schools Gating Criteria until the Board takes action to change it.

Superintendent Harwood said the administration is looking at the idea of having remote learning (C) days on inclement weather days. He said the option could work with planning and advance notice. There are additional details to work out with the schedule.

Superintendent Harwood noted that it is the district's intention to offer optional remote in second semester and families will be given an opportunity to change current learning models for their children.

On November 3<sup>rd</sup> information will be shared with secondary families on the new Hybrid model.

PATRON INPUT. President Heikes opened the floor for patron input.

Jennifer Wackerla, Olathe, and a teacher at Lexington Trails Middle School, shared her thoughts on how the current Hybrid model is not working, encouraged the district to look at the middle schools and high schools separately and asked the Board to bring students back in phases, starting with 6<sup>th</sup> grade.

Kathy Kappes-Sum, Shawnee, and a teacher at Mill Creek and Monticello Trails middle schools, asked the Board to consider risk to teachers (many of whom have years of professional experience in the field) who are in close contact with students in the classroom before considering a move to full-time on site learning.

Rob Daniels, De Soto, spoke to the Board with concern about the Hybrid model and weighting of the gating criteria. He encouraged getting the students back in the classroom.

Tracy Warren, Shawnee, urged the Board to start listening to their staff (teachers and administrators) who in August recommended the district open with the virtual model.

Scott Ainley, Shawnee, noted that a group of mental health professionals have developed a survey to gauge the mental health of our students and shared the results of that survey. He asked the Board to conduct their own survey to gauge mental health.

**ALERT.** The following report was included in the packet for this board meeting with notice that it will require future action by the Board of Education: 1. 2021 Capital Outlay.

**FYI REPORTS.** The following information reports were included in the packet for this board meeting: 1. District Goal Update – Diversity, Equity & Inclusion, 2. Transportation Services; and, 3. DHS Theatre/Starside Café Expansion.

*President Heikes adjourned the meeting at 8:19 p.m.*

---

**Date Approved**

---

**Clerk, Board of Education**

---

**President, Board of Education**



**USD 232 BOARD OF EDUCATION**  
**OFFICIAL MINUTES -- SPECIAL MEETING**

USD 232 Administrative Office, 35200 W 91st Street, De Soto, KS

YouTube channel: <https://bitly.com/usd232youtube>

November 16, 2020

The meeting was called to order at 6:00 p.m. by the President, Mrs. Danielle Heikes. A quorum of the Board was present. Board members and administrators present were as follows:

**Board Members:**

Rick Amos  
Bill Fletcher  
John Gaignat  
Danielle Heikes  
Stephanie Makalous  
Ashley Spaulding  
Rachele Zade

**Administrators:** Alvie Cater, Assistant Superintendent of Administrative & Educational Services  
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent  
Carrie Handy, Director of Human Resources/Elementary  
Tara Harmon-Moore, Coordinator of Nursing Services  
Dr. Frank Harwood, Superintendent  
Gail Holder, Principal, Mill Valley High School  
Brandon Riffel, Director of Technology  
Sam Ruff, Principal, De Soto High School  
Brian Schwanz, Director of Human Resources/Secondary

Those in attendance recited the Pledge of Allegiance.

President Heikes noted this meeting was called to act on a recommendation from the superintendent's COVID Advisory Committee pertaining to the Kansas Schools Gating Criteria.

Superintendent Harwood shared a PowerPoint presentation with the following slides: Survey summaries (Coming Back Together feedback and Social Emotional and Character Development survey results), Academic Summaries (FastBridge skills diagnostic assessment data showing a grade level comparison from the Fall of 2019 to Fall of 2020 and first quarter grade comparisons), Staffing (first quarter substitute fill rate comparison) and Kansas School Gating Criteria metrics which are currently in the Orange category. Dr. Harwood said the COVID Advisory Committee discussed weightings for certain metrics but due to the high numbers of quarantines and isolations for students and staff, as well as decreasing availability of substitute teachers, weightings are not being recommended at this

time. He said the committee also discussed a recommendation to separate middle school and high school as part of the Gating Criteria, but this was not supported by a consensus of the committee. In conclusion he said it is recommended that the Board accept that USD 232 is in the Orange category of the Kansas Schools Gating Criteria with elementary students continuing in the On-Site Learning Environment and secondary students moving to the Remote Learning Environment beginning November 30, 2020. In addition, Dr. Harwood recommended that the Coming Back Together plan be revised to not allow outside facility rentals when the district is in the Orange and Red categories.

Board members were given an opportunity to ask questions.

Superintendent Harwood spoke about various ways the district is addressing substitute vacancies with administrators that are licensed, teachers filling in when on Plan time, and asking student teachers to pursue emergency substitute licenses. President Heikes asked for clarification on other licensed staff who will serve as substitutes. Dr. Harwood said it refers to administrative staff in the buildings and at the administrative office that are licensed. He also said that teachers who give up their Plan period to substitute are getting compensated for it.

Bill Fletcher inquired about onboarding of emergency substitutes. Superintendent Harwood explained that the process is fairly quick once the license is issued. Mr. Fletcher suggested the district hire graduating students as substitutes. Dr. Harwood said the district is looking into this.

Rick Amos asked how many student teachers were asked to pursue a substitute license. Carrie Handy, Director of Human Resources/Elementary, said at this time the district has asked thirteen. Mr. Amos also asked what it cost for an emergency substitute license. Mrs. Handy said \$120. She also said fingerprinting is done in-house.

Superintendent Harwood noted the district is also having a hard time filling paraprofessional and custodial substitute positions.

Ashley Spaulding asked what the current absenteeism rate is. Superintendent Harwood said it is 2.9% lower than last year. He said 32% of student quarantines happened just last week.

President Heikes asked why two classrooms were quarantined last week. Superintendent Harwood said if there is more than one student in a classroom diagnosed (in the case of these classes there were more than 5) the whole classroom could be quarantined.

Rachele Zade asked what the protocol was if students are sent to school sick. Superintendent Harwood said if they come to school symptomatic they are sent to the nurse for evaluation. She also asked if using MARC to determine ICU capacity was a change in the Gating Criteria. Dr. Harwood said he didn't believe it was a change in the criteria, rather a change in where the data for the criteria comes from.

Bill Fletcher asked why the committee didn't recommend to split middle school and high school. Superintendent Harwood said because of the current rate of spread.

Ashley Spaulding asked Superintendent Harwood to explain what the Orange category means in regard to learning plans. Dr. Harwood said when in the Orange elementary students can be On-Site or Hybrid and secondary students will be Remote only.

In response to a question from Stephanie Makalous, Superintendent Harwood explained that the schedules would remain the same for secondary students, they just won't have an on-site day. The whole class would be together doing the same thing more often than if they are in the Hybrid model.

Rick Amos expressed frustration with the number of D's and F's shown for secondary students in the first quarter grade comparison and the district not identifying this sooner. He asked how these students can be helped if the district stays in Hybrid or moves to Remote learning. Superintendent Harwood said within a few weeks of the start of school these students are identified and staff start to work with them one on one. He also pointed out that as bad as the grades look now, they were worse in week six. He said the staff will look into whether it is an issue with students not completing the work, or not knowing how to do the work, and the administration will look at bringing in students who need additional support.

President Heikes said she thinks about schools around the nation that are strictly virtual and how the district could look to them to provide tips. She also said paying teachers to give up their plan time to assist students that need one-to-one assistance is a good idea. Superintendent Harwood said the staff have been offering assistance, but it has been very underutilized by students that need it. Mrs. Heikes asked if other Johnson County districts are seeing the same drop in grades. Dr. Harwood said they are seeing similar impact.

Bill Fletcher asked if the district was in the Orange at the August 24<sup>th</sup> meeting. Superintendent Harwood said that after much discussion the Board chose to be in the Yellow category.

President Heikes opened the floor for patron input. The following individuals spoke to the board:

Tracy Gervais, Shawnee, pointed out that the district has data now showing that having kids in school does not increase community spread. She also expressed concern with using different data than what is on the Kansas Department of Health and Environment site. She said it is clear students do much better with in-person instruction.

Kristy Milman, Olathe, expressed frustration with not knowing anything about the Advisory Committee that is making recommendations. She said the Board was elected to make these decisions. She asked the Board to remember their primary role is to be looking at what is best for the kids and

suggested the Board talk about how to keep kids in school. She also said Morgan Hunter who the district contracts with for substitute teachers adds complication to the substitute process.

Shelley Thomas, Shawnee, said there are more kids in the hospital for mental health reasons than there is COVID. She cited an increase in domestic violence and drug and alcohol abuse. She said If schools are closed the virus is still going to be here so people need to learn to live with it. She said teachers can do it safely. In conclusion she asked the Board to do what it can to keep kids in school as much as possible.

Brent Smith, Shawnee, Student Council President at De Soto High School, said he didn't believe COVID was being spread in the schools and noted that students are doing really good at wearing masks. He said the Board gave students and families an option to be remote and feels other families need to be given the option for on-site learning noting that students do not learn well online.

President Heikes said the Board received 153 written comments submitted through the online portal and saw an uptick in emails last week as there was an increase in community spread. She said, as has been the case all year, the comments are split with some requests to keep the learning environment as it is and others requesting that the Board follow the Gating Criteria.

President Heikes declared a three-minute break at 7:42 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 7:46 p.m.

President Heikes clarified the formation and function of the Advisory Committee. She said three board members sit on the committee as ex-officio members and each board member submitted patron names to Superintendent Harwood for the committee. Dr. Harwood did select staff that sit on the committee. Mrs. Heikes said the purpose of the committee was to provide medical, mental and public health information. She said the committee meetings are not held publicly as it is the superintendent's committee which allows members to speak openly. She pointed out that the committee does not make decisions, the Board does.

President Heikes said all students that are in the D and F category are met with continuously throughout the quarter. She added that teachers are working very tediously with these students.

Bill Fletcher thanked patrons for communication.

Stephanie Makalous commended the staff for keeping the transmission in schools low.

John Gagnat said staff have gone above and beyond through all of this. He also thanked patrons for their input.

Rachele Zade expressed concern that mental health was still not taken into consideration.

Ashley Spaulding noted that the goal of everyone is to get students back in the schools where they learn the best. She also said she worries about the mental health of students put into quarantine. She added that the Board can't try to figure out what is best for one set of students as it has to look at the big picture. She said the district has to figure out how to help students that are struggling with grades or mental health.

Bill Fletcher said the students want to be in class.

Danielle Heikes asked how the district can keep buildings open when 32% of the total quarantines was just last week and there is a shortage in substitutes. She said the Board can do things to help mitigate the spread, or make a decision that would lead to a sudden shut down.

Rick Amos pointed out that USD 232 is one of the few districts in the area that have had kids in the schools since day one. He said the Board decided on a Gating Criteria to follow and asked Superintendent Harwood to create a committee to give advice. Mr. Amos said while there is no right decision, it really comes down to staffing and being able to educate our students. He said no-one is denying that students do better in the classroom, but if going remote gives us an opportunity to get on top of the curve and get through the holidays with hope for improvement in January.

Stephanie Makalous agreed with Mr. Amos. She said she would rather see our own teachers provide instruction, even in a remote environment, because it would be hard to bring in substitute teachers for remote instruction.

Ashley Spaulding said she doesn't like the thought of going remote as she has two kids in secondary schools. She said the entire community needs to work together to get the spread under control.

Bill Fletcher said the district needs to get the students back in the schools now or may not be able to until Spring.

Rachele Zade said it is hard for patrons when they see that bars, restaurants and stores are open, but schools are closing. Ashley Spaulding said it's a little different in that COVID isn't as disruptive in those settings as it is in a classroom setting.

Danielle Heikes shared concern with students having a number of different substitutes in their classroom. She suggested that if the district keeps elementary on-site and moves secondary to remote, secondary staff can substitute at the elementary schools. She stressed that the district needs to maintain consistency in the classroom.

Bill Fletcher said he would like to separate middle schools and high schools.

Rachele Zade said the district could affect the hospital numbers even worse by having students go remote.

John Gagnat said it appears that students are safer in school with mask mandates in place and the community is who needs to get on-board about being careful in what they do. He also mentioned that the mental health of parents is also a concern as they deal with remote learning.

Danielle Heikes said the community spread is high enough now that the district may not be aware of the impact in schools yet. She said her concern is with staffing and how the district keeps the doors open when it can't fill open positions right now.

Rick Amos said he doesn't see an immediate resolution to getting the staff needed. He added that district teachers and staff have done an unbelievable job, but the COVID spread has come to a point where it cannot be controlled anymore. He asked Superintendent Harwood how remote learning impacts special needs students. Superintendent Harwood said the district can utilize staff to make sure students with special needs that are attending every day now would continue to do that in order to get the services they need. He also pointed out that the district would work with students that have little to no internet service by setting up places where they could come in to work during the day.

Bill Fletcher said the district could speed up the substitute process by hiring substitutes directly rather than using Morgan Hunter. Superintendent Harwood said the district can work with Morgan Hunter to try to reduce the time in getting substitutes in place. Mr. Fletcher asked if the elementary and middle schools could be fully staffed should just the high schools be moved to remote. He also pointed out that the Health Department said it was better to keep the kids in the schools. Superintendent Harwood said that was the Health Department's position two weeks ago, but he didn't think that would continue to be their recommendation now because of the community spread going up in the last two weeks.

John Gagnat asked if teachers would teach from school or home if the district goes remote. Superintendent Harwood said they would teach from school unless quarantined in which case they would teach from home. He added that a substitute would only be needed if the teachers are sick and unable to teach.

Rachele Zade asked if the recommendation to go remote was to take effect November 30<sup>th</sup>. Superintendent Harwood said that is correct.

*Mrs. Stephanie Makalous moved to accept the recommendation that USD 232 is in the Orange category of the Kansas Schools Gating Criteria with elementary students continuing in the On-Site Learning Environment and secondary students moving to the Remote Learning Environment beginning on November 30, 2020, and to change the Coming Back Together plan to not allow outside facility rental when the district is in the Orange or Red categories.*

*Mrs. Danielle Heikes seconded.*

*Roll Call Vote:*

*John Gagnat – No*

*Rick Amos – Yes*

*Bill Fletcher – No*

*Stephanie Makalous – Yes*

*Ashley Spaulding – Yes*

*Rachele Zade – No*

*Danielle Heikes – Yes*

*Carried 4/3.*

*Mr. Bill Fletcher moved to change the middle school learning environment to Hybrid.*

*Mrs. Rachele Zade seconded.*

In response to a question from Rick Amos, Superintendent Harwood said this would be an amendment to the Gating Criteria.

Ashley Spaulding said she was willing to bend at the August meeting, but in looking at current metrics she doesn't feel comfortable with making a change to the Gating Criteria in the current situation.

Rachele Zade said things are not black and white with COVID.

Stephanie Makalous pointed out that the Board has told families they would follow the Kansas Gating Criteria.

Rick Amos said in reading the comments submitted there was a common theme about following the criteria and not changing it.

Danielle Heikes said in absence of solid evidence she has to follow the rubric put before the Board.

Ashley Spaulding said the Board isn't acting on the recommendation out of fear, but rather the best knowledge available at the time. She added that patrons who chose on-site for their kids seem to think that means they will be in school full-time, but she clarified that On-Site means kids could be On-Site or in the Hybrid learning model depending on the Gating Criteria.

Bill Fletcher said the Board took a chance in August. He suggested the Board do it again and allow middle school to stay in the Hybrid learning model.

Rick Amos said he struggles with breaking from the Gating Criteria. He noted that there is five weeks left this semester and the district needs to mitigate now with the hope to get everybody back in January.

*Roll Call Vote:*

*John Gaignat – Yes*

*Rick Amos – No*

*Bill Fletcher – Yes*

*Stephanie Makalous – No*

*Ashley Spaulding – No*

*Rachele Zade – Yes*

*Danielle Heikes – No*

*Failed 4/3.*

*President Heikes adjourned the meeting at 8:58 p.m.*

---

Date Approved

---

Clerk, Board of Education

---

President, Board of Education



**USD 232 BOARD OF EDUCATION**  
**OFFICIAL MINUTES -- SPECIAL MEETING**

YouTube channel: <https://bitly.com/usd232youtube>

November 23, 2020

The meeting was called to order at 6:00 p.m. by the President, Mrs. Danielle Heikes. A quorum of the Board was present. Board members and administrators present were as follows:

**Board Members:**

Rick Amos – via Zoom  
Bill Fletcher – via Zoom  
John Gaignat – via Zoom  
Danielle Heikes – via Zoom  
Stephanie Makalous – via Zoom  
Ashley Spaulding – via Zoom  
Rachele Zade – via Zoom

**Administrators:**

Alvie Cater, Assistant Superintendent of Administrative & Educational Services  
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent  
Dr. Frank Harwood, Superintendent

Those in attendance recited the Pledge of Allegiance.

President Heikes noted this meeting was called to discuss and possibly act on allowing spectators to attend school activities and events. She also said the Board received 53 patron comments electronically.

Superintendent Harwood said that within the current Gating Criteria approved by the Board in August, when the district is in the Orange category spectators-audience for school events are limited to Remote Access only; however, he reminded the Board that they excluded sports and activities from the approved Gating Criteria. Dr. Harwood said the Johnson County Board of Public Health issued an order on November 13<sup>th</sup> that includes a recommendation for spectators at youth events. He pointed out that although activities governed by the Kansas State High School Athletic Association (KSHSAA) and boards of education are exempt from the order, it is recommended that the order is followed at a minimum. The recommendation in the order is that spectators be limited to a maximum of two attendees per participant, with physical distancing and mass gathering provisions from the order in place. Mass gathering provisions are: occupancy limited to 50 people or 50% of the capacity of the space whichever is less, 6 feet of social distancing is required between individuals that do not reside together and masks are required at all times while indoors. Superintendent Harwood then shared an example of how the Kansas Schools Gating Criteria that was approved by the Board can be modified

to accommodate these recommendations. He also let the Board know how a pending resolution to be voted upon by the KSHSAA board could affect events, activities and spectators.

Stephanie Makalous asked for an example of things that do not fall under the purview of KSHSAA. Superintendent Harwood said high school choir concerts held in December and plays would be examples. He shared some of their mitigation plans.

Ashley Spaulding asked what the district's ability was to livestream all activities. Superintendent Harwood said main gyms in both high schools have the capability and the technology staff is working with middle school principals to make sure they have necessary equipment. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, said staff are working to make this a good experience under the circumstances.

Stephanie Makalous asked if middle school events could be held at the high schools. Superintendent Harwood said early in the season it might be possible, but later in the season scheduling could be a problem.

Rick Amos asked if the auxiliary gyms were set up to livestream. Superintendent Harwood said each of the high schools would have plenty of equipment to run a livestream in the auxiliary gyms if necessary.

Superintendent Harwood noted that if the Board does decide to adopt the recommendation it would only affect basketball and wrestling. Danielle Heikes asked if cheer/dance would be affected. Superintendent Harwood said cheer and dance participants would also have a two ticket allowance, but noted that they will only be performing during the basketball games.

Ashley Spaulding said one of her biggest concerns is social distancing. She noted a lack of social distancing at some of the Fall sports. She asked if the district would have the ability to tape off or mark where people can sit. Superintendent Harwood said the schools can certainly do this and noted that masks and social distancing would be strictly enforced with folks asked to leave if they don't follow the rules. Mrs. Spaulding asked if the district has to follow any requirement for medical exemptions for masks. Superintendent Harwood said that since the district is offering an option by livestreaming he believed the district should be able to require a mask, but will seek advice from the Kansas Association of School Boards (KASB) Legal Department on the matter.

Stephanie Makalous said her concern was with having to shut down schools due in part to not having adequate staff, but allowing spectators at sports. She said by having spectators it creates an opportunity for exposure.

Danielle Heikes asked about emergency protocol if parents are not on the grounds when a catastrophic event happens. Superintendent Harwood said if there was a serious injury the district

would first call 911 and then call the parents. He also noted that schools are prepared as serious injuries may occur during practice and away competitions.

Rick Amos asked if the district could provide livestreaming at no cost to families. Superintendent Harwood noted the district could provide livestreaming without a cost, but the fee charged to view events on the NFHS network (De Soto High School) is similar to admission charged for events. Mr. Amos asked if the district has a feel for how many home events across the schools will happen in the winter season. Dr. Harwood said for middle school it's just the girls' basketball season. He noted the largest event would be the Huhtamaki basketball tournament at De Soto High School.

Bill Fletcher asked what action the Board approved at its last meeting. Superintendent Harwood said current gating criteria indicates no spectators at all. Mr. Fletcher asked if people who get the vaccine or have had COVID-19 could be exempted. Superintendent Harwood said it will be awhile before enough vaccinations get distributed and this has not been considered.

Ashley Spaulding asked if there would be concessions. Superintendent Harwood said the schools already decided to not offer concessions. He also noted the district does not allow outside food and drink.

Rachele Zade pointed out that the Board decided older students would be staying at home, but things like sporting tournaments and parking lots at retailers are full. Superintendent Harwood noted that these are not things the Board can control and could be contributing to the rise in COVID numbers. Mrs. Zade said it just doesn't seem logical that so much is going on in the community and the Board has to make decisions like this.

President Heikes said public health officials have done a disservice to local school boards by not making stricter rules for the public. She noted she comes back to the Gating Criteria, but feels the district could safely allow up to two spectators per participant.

Ashley Spaulding agreed with President Heikes and Mrs. Makalous. She said a large part of the decision making does not impact sports and spectators. She noted that the community is an absolute mess right now and trending towards red, but added that most of the exposures are because of failure to follow mitigating rules. She said sporting events are an option whereas school isn't. She said she feels like the USD 232 community can do this successfully by following rules as long as they are strictly enforced.

John Gagnat said as long as it can be done safely and the district enforces the rules he felt like allowing two spectators per participant would work.

Rick Amos said he thought Mrs. Spaulding was suggesting the district not allow visiting team spectators into the buildings. He said the Board did take athletics and activities out of the Gating

Criteria and had a successful Fall season. He said no matter what the decision is tonight students will still be able to play and the district will have the opportunity to livestream. He asked if KSHSAA decides to shorten the season and restrict spectators would any decision the Board made tonight be affected. Superintendent Harwood noted that the Board decision goes beyond KSHSAA sponsored activities. Mr. Amos asked if spectators would be allowed at swim meets and bowling tournaments. Dr. Harwood said swimming would be governed by the home team as USD 232 doesn't have swimming facilities and bowling would be governed by rules of the business/bowling alley. Mr. Amos said he would be in support of allowing some spectators. Superintendent Harwood added that there is typically a visiting team administrator that comes with teams to games who USD 232 administrators communicate with on expectations. He said that if the district starts limiting visiting fans it could become an issue with away games.

Danielle Heikes said this will be the third time that the Board has modified the Gating Criteria and cautioned them on making another change.

Rick Amos asked if the district was truly following the Gating Criteria if there would be activities. Superintendent Harwood said if the board were to follow the criteria everything would be remote since the district is in the Orange.

Stephanie Makalous noted that she has had to watch her girls activates over the internet without any issue.

Ashley Spaulding said she was one of the ones who bent the rules in August and pulled activities out of the criteria. She added that she feels this is a very different scenario than the learning environment. She also said that with one ticket per student the district could very easily accommodate spectators.

Bill Fletcher said the district builds gyms that can hold a couple thousand people and basketball and wrestling would have plenty of room to allow two spectators for each participant.

Danielle Heikes said she does understand the Gating Criteria can be modified. She said she doesn't want the perception in the school district to be that activities and sports rank higher than instruction. She said by separating instruction and activities/sports the Board could be setting a dangerous precedent.

Ashley Spaulding said she feels like the district can strictly enforce the rules and maybe set a limit on the number of infractions before saying no spectators are allowed.

Stephanie Makalous said trusting the community is a hard thing to do and she didn't feel it was fair to expect staff to police events.

Bill Fletcher said the a decision on whether or not to allow spectators should be done by the schools' conferences.

*Mr. Rick Amos moved to amend the Spectator-Audience portion of the Kansas Schools Gating Criteria adopted by USD 232 in the Orange category as presented, which will allow two spectators per participant.*

*Mrs. Rachele Zade seconded.*

*Roll Call Vote:*

*John Gaignat – Yes*

*Bill Fletcher – Yes*

*Rick Amos – Yes*

*Ashley Spaulding – Yes*

*Rachele Zade – Yes*

*Stephanie Makalous – No*

*Danielle Heikes – No*

*Carried 5/2.*

At the request of President Heikes, Superintendent Harwood again explained how the KSHSAA vote could affect the Board's decision made this evening. For KSHSAA sponsored activities/sports the Board decision will not come into play until February.

Ashley Spaulding clarified that if the district were in the Red category spectators would not be allowed and Superintendent Harwood confirmed.

*President Heikes adjourned the meeting at 7:07 p.m.*

---

Date Approved

---

Clerk, Board of Education

---

President, Board of Education



## Unified School District 232

---

De Soto – Shawnee – Lenexa – Olathe  
[www.usd232.org](http://www.usd232.org)

**KEN LARSEN**  
Asst. Supt., Business & Operations

TO: Dr. Frank Harwood, Superintendent of Schools  
USD 232 Board of Education  
FROM: Ken Larsen, Asst. Supt., Business & Operations  
DATE: Thursday, December 3, 2020

SUBJECT: Treasurer's Report (Consent Agenda Item)

**Approve Checks 53219 – 53553 with Following Exceptions:**

53278-53278 1<sup>st</sup> Nov. Payroll Vendor Check, Period 10-16/10-31-20, Pay Date 11-13-20  
53347 BCBS Employee Health Insurance for October  
53435-53439 2<sup>nd</sup> Nov. Payroll Vendor Checks, Period 11-01/11-15-20, Pay Date 11-30-20

**Approve the following transfers for month ending November 30, 2020:**

\$ 675,000.00 From Gen Fund (06) to Sped (30)  
\$ 3,500.00 From LOB (08) to State Pre-K (Fund 11)  
\$ 210,000.00 From LOB (08) to At-Risk (Fund 13)  
\$ 36,000.00 From LOB (08) to Bi-Lingual (Fund 14)  
\$ 132,000.00 From LOB (08) to Voc Ed (Fund 34)

## Check Journal - 11/05/2020

| Check Number | Check Date | PAYEE                                   | REASON                                                      | AMOUNT       |
|--------------|------------|-----------------------------------------|-------------------------------------------------------------|--------------|
| 53219        | 11/05/20   | 24-7 Fire Protection LLC                | Additional Hydrants @ RE & MCMS                             | \$213.50     |
| 53220-53221  | 11/05/20   | Amazon Capital Services                 | Supplies                                                    | \$15,203.35  |
| 53222        | 11/05/20   | Apple Inc.                              | Equipment                                                   | \$379.00     |
| 53223        | 11/05/20   | Applied Maintenance Supplies            | Grounds Supplies                                            | \$549.67     |
| 53224        | 11/05/20   | Athco, Llc                              | Service Call - MCMS FB Field Scoreboard                     | \$725.00     |
| 53225        | 11/05/20   | Atmos Energy                            | Heat-MC, CLC, DSC, DHS, LT, ME - Oct 2020                   | \$866.73     |
| 53226        | 11/05/20   | Blue Chip Athletic Inc.                 | Kienshield Sprayer for mat Hygiene                          | \$220.00     |
| 53227        | 11/05/20   | BSN Sports, LLC                         | Sports                                                      | \$532.60     |
| 53228        | 11/05/20   | CDW Government                          | Parts                                                       | \$15,083.09  |
| 53229        | 11/05/20   | City Of De Soto                         | W / S / T - Sept./Oct 2020                                  | \$3,995.17   |
| 53230        | 11/05/20   | Compass Micro, Inc.                     | Parts                                                       | \$634.60     |
| 53231        | 11/05/20   | Concentra Medical Centers               | HPE Tests 20-21 school year                                 | \$237.00     |
| 53232        | 11/05/20   | Demco, Inc.                             | LMC Supplies                                                | \$27.44      |
| 53233        | 11/05/20   | Empathia, Inc.                          | EAP Services                                                | \$1,185.80   |
| 53234        | 11/05/20   | Evergy                                  | Energy for MVHS Fieldhouse Oct. 2020                        | \$121,221.99 |
| 53235        | 11/05/20   | First Student, Inc.                     | Disinfecting Services for School Buses due to COVID         | \$12,996.16  |
| 53236        | 11/05/20   | Fun and Function                        | SPED Supplies                                               | \$276.77     |
| 53237        | 11/05/20   | Fuzzy Feet Chair Glides                 | Chair glides for RE                                         | \$119.00     |
| 53238        | 11/05/20   | Green Edge System's Inc.                | Student Desk Shields                                        | \$9,352.00   |
| 53239        | 11/05/20   | Heartland Coca Cola Bottling Co         | Student Nutrition Dept.                                     | \$361.22     |
| 53240        | 11/05/20   | Hobart                                  | MVHS Kitchen Dishwasher                                     | \$456.45     |
| 53241        | 11/05/20   | Jostens                                 | Graduation Diploma Covers                                   | \$792.20     |
| 53242        | 11/05/20   | k12 ITC, Inc.                           | Contracted Services                                         | \$167,108.73 |
| 53243        | 11/05/20   | Kansas Assoc. of School Personnel Admin | MVSPA and KASPA conferences 2020                            | \$280.00     |
| 53244        | 11/05/20   | K.C. Air Filter Company, Inc.           | Air Filters                                                 | \$40,893.06  |
| 53245        | 11/05/20   | Kennyco Industries, Inc.                | Trouble Issue / Service Call @ MVHS                         | \$167.50     |
| 53246        | 11/05/20   | Kshsaa                                  | State Cross Country entry fees & Regional Debate entry fees | \$109.00     |
| 53247        | 11/05/20   | Lansing High School                     | Lansing Debate Entry Fee                                    | \$10.00      |
| 53248        | 11/05/20   | Larkspur Dance and Choreography, LLC    | Dance entry fees                                            | \$330.00     |
| 53249-53250  | 11/05/20   | Lowe's                                  | Grounds Supplies                                            | \$7,313.60   |
| 53251        | 11/05/20   | Luis Alfonso Murillo Porras             | Interpreting for Conferences (Starside Elementary)          | \$50.19      |
| 53252        | 11/05/20   | M F Athletic/Perform Better             | MVHS Track Athletic Needs-Pole Vault Pit                    | \$18,486.00  |
| 53253        | 11/05/20   | Mathematical Olympiads                  | Math Olympiads                                              | \$119.00     |
| 53254        | 11/05/20   | McGraw-Hill School Education Holdings   | Student Workbooks                                           | \$1,825.33   |
| 53255        | 11/05/20   | Mid America Laminating, Inc.            | Building                                                    | \$216.00     |
| 53256        | 11/05/20   | Nasco                                   | art supplies                                                | \$311.00     |

## Check Journal - 11/05/2020

| Check Number | Check Date | PAYEE                                 | REASON                              | AMOUNT       |
|--------------|------------|---------------------------------------|-------------------------------------|--------------|
| 53257        | 11/05/20   | Natalie Upp                           | Body Work Fall 2020                 | \$650.00     |
| 53258        | 11/05/20   | Office Depot                          | Office Supplies                     | \$130.43     |
| 53259        | 11/05/20   | Ottawa High School                    | VB Entry fee                        | \$100.00     |
| 53260        | 11/05/20   | Pitsco                                | Electron Beam Launch Controller     | \$60.32      |
| 53261        | 11/05/20   | Pro-Ed                                | Edmark supplies                     | \$81.40      |
| 53262        | 11/05/20   | Pur-O-Zone, Inc                       | Custodial equipment parts & repairs | \$35,296.90  |
| 53263        | 11/05/20   | Quadient Finance USA                  | Add Postage to Meter                | \$500.00     |
| 53264        | 11/05/20   | Quench USA, Inc.                      | 2 month rental Nov./Dec 2020        | \$236.94     |
| 53265        | 11/05/20   | School Specialty Inc                  | Building                            | \$443.46     |
| 53266        | 11/05/20   | Sweetwater Music Education Technology | Power Supply Adaptor @ DHS          | \$89.97      |
| 53267        | 11/05/20   | T-Mobile USA, Inc.                    | District Hot Spots                  | \$190.80     |
| 53268        | 11/05/20   | Teacher Synergy, LLC.                 | instruction materials               | \$84.89      |
| 53269        | 11/05/20   | Toshiba Financial Services            | Copiers Lease Payment               | \$129,170.00 |
| 53270        | 11/05/20   | Toshiba Business Solutions            | Maintenance Charge - Printer        | \$45.63      |
| 53271        | 11/05/20   | U.S. Foodservice, Inc                 | Student Nutrition Dept.             | \$2,151.63   |
| 53272        | 11/05/20   | United Office Products, Inc.          | Marker Board MTMS                   | \$5,199.30   |
| 53273        | 11/05/20   | Validity Screening Solutions          | Employee background checks          | \$198.00     |
| 53274        | 11/05/20   | Valley Offset Printing, Inc.          | JagWire issue 1 printing            | \$930.00     |
| 53275        | 11/05/20   | Volt Enterprises, LLC                 | Gaitors for Football players        | \$800.00     |
| 53276        | 11/05/20   | Waste Management                      | Trash/Recycle - October 2020        | \$4,828.85   |
| 53277        | 11/05/20   | Water District No 1 Of Jo Co          | W / S District wide--Sept/Oct 2020  | \$7,129.01   |

**\$610,965.68**

## Check Journal - 11.12.2020

| Check Number | Check Date | PAYEE                            | REASON                                     | AMOUNT     |
|--------------|------------|----------------------------------|--------------------------------------------|------------|
| 53279        | 11/12/20   | Adroit Inc                       | Lead BIM Coordination                      | \$4,500.00 |
| 53280        | 11/12/20   | Advanced Turf Solutions Inc      | Ice melt                                   | \$1,065.75 |
| 53281-53282  | 11/12/20   | Amazon Capital Services          | classroom supplies                         | \$2,460.27 |
| 53283        | 11/12/20   | Assisted Student Transportation  | Transportation for student                 | \$7,238.70 |
| 53284        | 11/12/20   | B & H Photo Video Pro Audio      | Classroom supplies:                        | \$1,013.23 |
| 53285        | 11/12/20   | Bio-Rad Laboratories             | Science Lab                                | \$176.55   |
| 53286        | 11/12/20   | Blue Valley High School          | Debate Tourn-Blue Valley                   | \$6.00     |
| 53287        | 11/12/20   | Bob D. Campbell and Company      | Structural Engineering for MCMS            | \$7,600.00 |
| 53288        | 11/12/20   | Cates Service Company            | HVAC Maintenance Agreement                 | \$8,075.00 |
| 53289        | 11/12/20   | CE Water Management, Inc.        | Water Treatment District Wide              | \$875.00   |
| 53290        | 11/12/20   | cfm Distributors Inc             | Kitchen Equipment Repairs                  | \$205.42   |
| 53291        | 11/12/20   | Cosentino Enterprise, Inc.       | Student Nutrition Dept.                    | \$20.93    |
| 53292        | 11/12/20   | De Soto High School              | Reimbursements for state and regional fees | \$1,653.70 |
| 53293        | 11/12/20   | Dey Appliance Service            | Maintenance Supplies                       | \$96.17    |
| 53294        | 11/12/20   | Educators Publishing Service     | Jacobsen SPED workbooks                    | \$30.65    |
| 53295        | 11/12/20   | Explain My Benefits, LLC         | Fee for Spanish Benefits Guide             | \$500.00   |
| 53296        | 11/12/20   | Extra Duty Solutions             | MVHS Security                              | \$234.00   |
| 53297        | 11/12/20   | Fastenal Company                 | Grounds Supplies                           | \$89.43    |
| 53298        | 11/12/20   | Follett School Solutions, Inc.   | Media Center                               | \$51.57    |
| 53299        | 11/12/20   | Grainger                         | Sink Handwashing Sensor @ RE               | \$261.06   |
| 53300        | 11/12/20   | Harp's Food Stores, Inc.         | Supplies for Bridge program                | \$42.51    |
| 53301        | 11/12/20   | Heartland Coca Cola Bottling Co  | Student Nutrition Dept.                    | \$776.75   |
| 53302        | 11/12/20   | Interstate Elec. Supply, Inc.    | Maintenance Supplies                       | \$121.50   |
| 53303        | 11/12/20   | Integrity Locating Services, LLC | Locate Charges                             | \$377.00   |
| 53304        | 11/12/20   | IXL Learning                     | SPED Materials                             | \$332.00   |
| 53305        | 11/12/20   | J.W. Pepper & Son, Inc.          | Choir sheet music and accompaniments       | \$1,271.80 |
| 53306        | 11/12/20   | Johnstone Supply                 | Kitchen Silenoid Repair Kits Stock         | \$57.50    |
| 53307        | 11/12/20   | K & W Underground, Inc.          | Underground Wire Tracer                    | \$2,560.00 |
| 53308        | 11/12/20   | Kenton Brothers Inc.             | Door access System                         | \$887.00   |
| 53309        | 11/12/20   | Kristin Cooper                   | Yoga Fee - Fall 2020                       | \$1,320.00 |
| 53310        | 11/12/20   | Kshsaa                           | Regional 4 speaker Debate entry            | \$85.00    |
| 53311        | 11/12/20   | Lakemary Center, Inc.            | Student Services                           | \$5,502.00 |
| 53312        | 11/12/20   | Lansing High School              | Tennis & cross country entry fees          | \$165.00   |
| 53313        | 11/12/20   | Learning Tree Institute          | Greenbush Medicaid fee                     | \$421.62   |
| 53314        | 11/12/20   | Lexington Trails Mdl School      | Funds to pay game officials                | \$2,950.00 |
| 53315        | 11/12/20   | Literacy Resources, Inc.         | Curriculum support for K-2                 | \$327.16   |

## Check Journal - 11.12.2020

| Check Number | Check Date | PAYEE                                 | REASON                                        | AMOUNT      |
|--------------|------------|---------------------------------------|-----------------------------------------------|-------------|
| 53316        | 11/12/20   | McGraw-Hill School Education Holdings | Number Worlds Student Workbooks Clear Creek   | \$112.90    |
| 53317        | 11/12/20   | Mid-America Golf & Landscape          | Artificial Turf Clean G-Max Test              | \$6,350.00  |
| 53318        | 11/12/20   | Mill Valley High School               | Student Nutrition Dept.                       | \$225.00    |
| 53319        | 11/12/20   | Deborah Hoffman                       | Student Nutrition Dept.                       | \$50.00     |
| 53320        | 11/12/20   | Stephanie Cervantes                   | Student Nutrition Dept.                       | \$120.90    |
| 53321        | 11/12/20   | Norris, Keplinger, Hicks & Welder LLC | Legal Services & Expenses                     | \$1,196.00  |
| 53322        | 11/12/20   | Office Depot                          | Office Supplies                               | \$147.88    |
| 53323        | 11/12/20   | Office of the State Fire Marshal      | Boiler Inspection @ MCMS                      | \$90.00     |
| 53324        | 11/12/20   | Options Services Inc.                 | Contracted services for student               | \$1,288.00  |
| 53325        | 11/12/20   | Peggy J. Dey                          | Mileage for contracted School Psych           | \$47.27     |
| 53326        | 11/12/20   | Plank Road Publishing, Inc.           | Magazine/CD                                   | \$112.40    |
| 53327        | 11/12/20   | Procure Therapy                       | Contracted School Psychologist/Nurse services | \$10,149.00 |
| 53328        | 11/12/20   | Propio LS, LLC                        | Interpreting services                         | \$558.40    |
| 53329        | 11/12/20   | Quadient Leasing USA                  | Lease - Postage Meter                         | \$453.00    |
| 53330        | 11/12/20   | Roberts Dairy                         | Student Nutrition Dept                        | \$15,261.39 |
| 53331        | 11/12/20   | Roma Bakery                           | Student Nutrition Dept.                       | \$2,045.81  |
| 53332        | 11/12/20   | School Specialty Inc                  | Classroom Supplies                            | \$666.03    |
| 53333        | 11/12/20   | Starfall Education                    | Starfall for Tadlock                          | \$150.00    |
| 53334        | 11/12/20   | Synetic Technologies, Inc.            | Parts and Repairs                             | \$455.00    |
| 53335        | 11/12/20   | Teacher Synergy, LLC.                 | Materials                                     | \$145.08    |
| 53336        | 11/12/20   | The PE Specialist                     | PE Online Membership                          | \$249.00    |
| 53337        | 11/12/20   | Time Warner Cable                     | Cable TV                                      | \$6.11      |
| 53338        | 11/12/20   | Time Warner Cable                     | Cable TV                                      | \$22.02     |
| 53339        | 11/12/20   | Time Warner Cable                     | Cable TV/internet                             | \$99.98     |
| 53340        | 11/12/20   | TriMark Hockenbergs                   | Student Nutrition Dept.                       | \$24,868.52 |
| 53341        | 11/12/20   | Tuxedo Wholesaler                     | Jag Singers Dress                             | \$62.45     |
| 53342        | 11/12/20   | U.S. Foodservice, Inc                 | Student Nutrition Dept.                       | \$23,826.14 |
| 53343        | 11/12/20   | ULine                                 | SPED Supplies                                 | \$56.57     |
| 53344        | 11/12/20   | United Office Products, Inc.          | Furniture MVHS                                | \$3,769.65  |
| 53345        | 11/12/20   | USD232 Administrative Offices         | Petty Cash Reimb                              | \$818.14    |
| 53346        | 11/12/20   | Waste Management                      | Roll Off MVHS                                 | \$160.50    |

**\$146,913.41**

**Check Journal - 11/19/20**

| Check Number | Check Date | Payee                                  | Reason                                                   | Amount       |
|--------------|------------|----------------------------------------|----------------------------------------------------------|--------------|
| 53348        | 11/19/20   | Able Hands Interpreting Svcs           | Interpreting Services                                    | \$106.00     |
| 53349        | 11/19/20   | Act                                    | Asbestos Training                                        | \$175.00     |
| 53350-53352  | 11/19/20   | Amazon Capital Services                | Teaching/Office Supplies                                 | \$2,829.74   |
| 53353        | 11/19/20   | Apple Inc.                             | Parts                                                    | \$1,747.50   |
| 53354-53359  | 11/19/20   | Arvest Bank                            | Nov Visa Statement                                       | \$31,534.62  |
| 53360        | 11/19/20   | Arvest Bank                            | Core Communications - Install                            | \$894.00     |
| 53361        | 11/19/20   | Arvest Bank                            | Reeves-Wiedeman - Bottle Filler Fountain @ DHS - KR      | \$410.62     |
| 53362        | 11/19/20   | Athco, Llc                             | Wall Pad Covers MVHS Aux Gym                             | \$2,870.00   |
| 53363        | 11/19/20   | Atmos Energy                           | Gas Service-Bridge & DHS for Oct/Nov 2020                | \$205.30     |
| 53364        | 11/19/20   | BSN Sports, LLC                        | Coaches Polos for 2020-21 Season                         | \$241.20     |
| 53365        | 11/19/20   | CDW Government                         | Equipment                                                | \$3,667.21   |
| 53366        | 11/19/20   | CDW Government                         | Equipment                                                | \$15,350.00  |
| 53367        | 11/19/20   | cfm Distributors Inc                   | Kitchen Equipment Repairs                                | \$299.04     |
| 53368        | 11/19/20   | City Of Shawnee                        | MV SRO 1st Qtr.                                          | \$15,602.00  |
| 53369        | 11/19/20   | Clear Creek Elementary                 | Student Nutrition Dept.                                  | \$30.00      |
| 53370        | 11/19/20   | Commenco LLC                           | Equipment                                                | \$5,545.55   |
|              |            |                                        | Student Nutrition Dept.                                  | \$42.40      |
| 53371        | 11/19/20   | Control Service Co., Inc.              | Maintenance Supplies                                     | \$145.00     |
| 53372        | 11/19/20   | Cornerstones Of Care                   | Services for student                                     | \$5,950.00   |
| 53373        | 11/19/20   | Demco, Inc.                            | Fall Library Order                                       | \$757.70     |
|              |            |                                        | Reading Supplies                                         | \$198.04     |
| 53374        | 11/19/20   | De Soto Chamber Of Commerce            | 2021 Chamber Membership Dues                             | \$150.00     |
| 53375        | 11/19/20   | Edpuzzle, Inc.                         | Edpuzzle for MVHS                                        | \$1,450.00   |
| 53376        | 11/19/20   | Educational Design Solutions, LLC      | Lexia student Licenses                                   | \$484.00     |
| 53377        | 11/19/20   | Evergy                                 | Electrical MCMS Fieldhouse                               | \$7.74       |
| 53378        | 11/19/20   | Evergy                                 | MVHS Fieldhouse & Grounds Constr. Oct/Nov 2020           | \$228.90     |
|              |            |                                        | CTE building Oct./Nov. 2020                              | \$366.98     |
| 53379        | 11/19/20   | Extra Duty Solutions                   | MVHS Security                                            | \$865.80     |
| 53380        | 11/19/20   | First Student, Inc.                    | Student transportation October 2020 (9/27/20 - 10/24/20) | \$371,957.74 |
| 53381        | 11/19/20   | Gary Morsch                            | Medicaid compliance                                      | \$195.00     |
| 53382        | 11/19/20   | Grainger                               | Batteries District Wide - KR                             | \$77.25      |
| 53383        | 11/19/20   | Grandview Top Company                  | Cabinet for MCMS Fieldhouse                              | \$1,630.00   |
| 53384        | 11/19/20   | Greater KC Cross Country Coaches Assoc | Entry Fee for KC XC Classic-MVHS                         | \$200.00     |
| 53385        | 11/19/20   | Green Edge System's Inc.               | Student Desk Shields                                     | \$10,760.00  |
| 53386        | 11/19/20   | Harp's Food Stores, Inc.               | Supplies for Bridge program                              | \$37.51      |
| 53387        | 11/19/20   | Heartland Coca Cola Bottling Co        | Student Nutrition Dept.                                  | \$789.64     |

**Check Journal - 11/19/20**

| Check Number | Check Date | Payee                                 | Reason                                                  | Amount      |
|--------------|------------|---------------------------------------|---------------------------------------------------------|-------------|
| 53388        | 11/19/20   | Hermes Company Inc                    | Additional Sod MVHS Addition                            | \$12,123.93 |
| 53389        | 11/19/20   | Johnson Co Sheriff's Office           | DHS Security 10/4/20 - 10/31/20                         | \$750.00    |
| 53390        | 11/19/20   | Johnson County Government             | JOCO Department of Health & Environment                 | \$72.00     |
| 53391        | 11/19/20   | Johnstone Supply                      | Kitchen Silenoid Repair Kits Stock - MM                 | \$172.50    |
| 53392        | 11/19/20   | Jostens                               | Signature change on diploma                             | \$12.20     |
| 53393        | 11/19/20   | Kansas Gas Service                    | Gas Service Oct. 2020-MT, MV, PRE, HE, BE, RE, and TP   | \$1,256.48  |
| 53394        | 11/19/20   | Kruger Technologies, Inc              | Geo Tech Inspections for ETC/ECC Construction           | \$5,573.75  |
| 53395        | 11/19/20   | Merrill Industrial Electric Co., LLC. | Exhaust Fan for Chiller Room @ HE - MM                  | \$1,173.00  |
| 53396        | 11/19/20   | MHS                                   | School Psych assessment                                 | \$495.00    |
| 53397        | 11/19/20   | Mill Valley High School               | Cross Country entry fee                                 | \$120.00    |
| 53398        | 11/19/20   | Gwen Kennedy                          | Student Nutrition Dept.                                 | \$60.00     |
| 53399        | 11/19/20   | Becky Smouse                          | Student Nutrition Dept.                                 | \$367.60    |
| 53400        | 11/19/20   | Jareb Stallbaumer                     | Student Nutrition Dept.                                 | \$48.20     |
| 53401        | 11/19/20   | Tracy Ovard                           | Student Nutrition Dept.                                 | \$149.70    |
| 53402-53403  | 11/19/20   | Morgan Hunter Companies               | Teacher Sub Pay                                         | \$62,225.30 |
| 53404        | 11/19/20   | Music K-8 Marketplace                 | Row Classroom                                           | \$119.45    |
| 53405        | 11/19/20   | Office Depot                          | Supplies                                                | \$339.63    |
| 53406        | 11/19/20   | Olathe T-Shirt & Trophy Inc.          | Maintenance, Grounds /New Hire Custodial Uniforms       | \$1,396.00  |
| 53407        | 11/19/20   | PAR, Inc.                             | SPED Testing Protocols                                  | \$65.00     |
| 53408        | 11/19/20   | Pearson Assessments                   | SPED Testing protocols                                  | \$601.36    |
| 53409        | 11/19/20   | Plumbmaster, Inc.                     | Bottle Filling Stations                                 | \$15,837.64 |
| 53410        | 11/19/20   | Pop Creative Design                   | Graphic design-CTEC program                             | \$375.00    |
|              |            |                                       | Graphic design-logo for Cedar Trails Exploration Center | \$525.00    |
| 53411        | 11/19/20   | Predator Termite & Pest               | November Pest Control District Wide                     | \$866.00    |
| 53412        | 11/19/20   | Procure Therapy                       | Contracted School Psychologist/Nurse services           | \$1,629.75  |
| 53413        | 11/19/20   | Propio LS, LLC                        | Parent Teacher Conference (10.28.20) Interpreting       | \$1,873.58  |
| 53414        | 11/19/20   | Pur-0-Zone, Inc                       | Paper products for 2020-21 school year                  | \$4,492.50  |
|              |            |                                       | Clorox Total 360 & Tersano machine                      | \$7,990.00  |
|              |            |                                       | Custodial equipment maintenance/repairs                 | \$247.18    |
|              |            |                                       | Custodial supplies - 2020-21 school year                | \$672.00    |
| 53415        | 11/19/20   | Pur-0-Zone, Inc                       | Clorox 360 sprayers & chemical                          | \$25,270.00 |
| 53416        | 11/19/20   | rSchoolToday                          | Activity Scheduler 7/1/20 - 6/30/21                     | \$595.00    |
| 53417        | 11/19/20   | Safelite Fulfillment, Inc.            | Fill chip in Van 8 Student Vehicle                      | \$102.97    |
| 53418        | 11/19/20   | School Specialty Inc                  | Teaching?Office Supplies                                | \$3,938.56  |
| 53419        | 11/19/20   | Smallwood Lock Supply                 | Maintenance Supplies                                    | \$127.24    |
| 53420        | 11/19/20   | SNO Sites                             | Account renewal                                         | \$400.00    |

**Check Journal - 11/19/20**

| Check Number | Check Date | Payee                                | Reason                                                    | Amount              |
|--------------|------------|--------------------------------------|-----------------------------------------------------------|---------------------|
| 53421        | 11/19/20   | Synetic Technologies, Inc.           | Parts and Repairs                                         | \$576.00            |
| 53422        | 11/19/20   | The Legal Record                     | Legal Ad                                                  | \$24.96             |
| 53423        | 11/19/20   | The Sherwin-Williams Co.             | Gallon Paint @ MVHS - DR                                  | \$50.94             |
| 53424        | 11/19/20   | U.S. Foodservice, Inc                | Student Nutrition Dept.                                   | \$45,415.56         |
| 53425        | 11/19/20   | ULine                                | Building                                                  | \$74.10             |
| 53426        | 11/19/20   | United Office Products, Inc.         | Folding Tables for Social Distancing                      | \$11,990.00         |
| 53427        | 11/19/20   | United Rentals (North America), Inc. | JLG Lift District Wide - KR                               | \$632.00            |
| 53428        | 11/19/20   | Verizon Wireless Services LLC        | Tech/Facilities/HR-Broadband cards                        | \$920.71            |
| 53429        | 11/19/20   | Waste Management                     | Grounds Shop Roll Off                                     | \$380.50            |
| 53430        | 11/19/20   | Water District No 1 Of Jo Co         | W / S -Mill Creek Concession construction - Sept/Oct 2020 | \$48.99             |
| 53431        | 11/19/20   | Wenger Corporation                   | Theatre Furnishings                                       | \$19,006.00         |
|              |            |                                      | Acoustic Shells MVHS                                      | \$18,698.00         |
|              |            |                                      | Risers for MVHS                                           | \$18,023.00         |
| 53432        | 11/19/20   | West Music Company                   | Covid Masks for Band                                      | \$1,823.18          |
| 53433        | 11/19/20   | Winsor Corporation                   | Sonday System 1 - Classroom Only                          | \$1,204.50          |
| 53434        | 11/19/20   | Zoom Video Communications, Inc.      | Software                                                  | \$1,822.68          |
|              |            |                                      |                                                           | <b>\$750,556.12</b> |

Visa Statement  
11/14/20

| Date       | Cardholder Name                      | Merchant                 | Merchant Location          | Amount            |
|------------|--------------------------------------|--------------------------|----------------------------|-------------------|
| 10/26/2020 | BELMONT ELEMENTARY                   | PRICE CHOPPER #249       | SHAWNEE MISSI, KS 6622600  | \$24.68           |
| 10/27/2020 | BELMONT ELEMENTARY                   | WAL-MART #4611           | SHAWNEE, KS 662260000      | \$55.49           |
| 10/29/2020 | BELMONT ELEMENTARY                   | ADRIAN'S CAFE            | 913-661-9247, KS 662100000 | \$285.60          |
|            | <b>BELMONT ELEMENTARY Total</b>      |                          |                            | <b>\$365.77</b>   |
| 10/27/2020 | CARRIE HANDY                         | ALL STAR AWARDS - LEN    | LENEXA, KS 662150000       | \$30.00           |
|            | <b>CARRIE HANDY Total</b>            |                          |                            | <b>\$30.00</b>    |
| 10/29/2020 | CLEAR CREEK ELEMENTARY               | MICHAELS STORES 9975     | SHAWNEE, KS 662170000      | \$118.68          |
| 10/30/2020 | CLEAR CREEK ELEMENTARY               | HOBBY-LOBBY #0081        | MERRIAM, KS 662020000      | \$66.33           |
| 11/3/2020  | CLEAR CREEK ELEMENTARY               | WM SUPERCENTER #4611     | SHAWNEE, KS 662260000      | \$62.96           |
| 11/6/2020  | CLEAR CREEK ELEMENTARY               | USPS PO 1983621532       | SHAWNEE, KS 662260000      | \$3.00            |
| 11/6/2020  | CLEAR CREEK ELEMENTARY               | USPS PO 1983621532       | SHAWNEE, KS 662260000      | \$55.00           |
|            | <b>CLEAR CREEK ELEMENTARY Total</b>  |                          |                            | <b>\$305.97</b>   |
| 10/21/2020 | DESOTO HIGH SCHOOL                   | PITNEY BOWES PBP         | 844-256-6444, CT 069260000 | \$138.50          |
| 10/22/2020 | DESOTO HIGH SCHOOL                   | NEARPOD                  | 855-632-7763, FL 330040000 | \$120.00          |
| 10/23/2020 | DESOTO HIGH SCHOOL                   | GIMKIT PRO - 1 YEAR      | HTTPSWWW.GIMK, WA 98109    | \$59.88           |
| 10/26/2020 | DESOTO HIGH SCHOOL                   | SIGNUPGENIUS             | WWW.SIGNUPGEN, NC 28277    | \$107.89          |
| 10/27/2020 | DESOTO HIGH SCHOOL                   | GIMKIT PRO - 1 YEAR      | HTTPSWWW.GIMK, WA 98109    | \$59.88           |
| 10/28/2020 | DESOTO HIGH SCHOOL                   | CALENDLY                 | HTTPSCALENDLY, GA 303630   | \$15.00           |
| 10/28/2020 | DESOTO HIGH SCHOOL                   | CALENDLY                 | HTTPSCALENDLY, GA 303630   | \$15.00           |
| 10/29/2020 | DESOTO HIGH SCHOOL                   | NAFME                    | HTTPSNAFME.OR, VA 201910   | \$99.00           |
| 11/3/2020  | DESOTO HIGH SCHOOL                   | HY-VEE SHAWNEE 1560      | SHAWNEE, KS 662160000      | \$75.00           |
| 11/4/2020  | DESOTO HIGH SCHOOL                   | LOWES #01084             | SHAWNEE, KS 662170000      | \$109.42          |
| 11/9/2020  | DESOTO HIGH SCHOOL                   | VARSITY SPIRIT           | MEMPHIS, TN 381150000      | \$400.00          |
|            | <b>DESOTO HIGH SCHOOL Total</b>      |                          |                            | <b>\$1,199.57</b> |
| 10/17/2020 | DHS TRAVEL 1                         | COMFORT INNS WICHITA     | WICHITA, KS 672070000      | \$183.00          |
| 10/17/2020 | DHS TRAVEL 1                         | COMFORT INNS WICHITA     | WICHITA, KS 672070000      | \$183.00          |
| 10/17/2020 | DHS TRAVEL 1                         | COMFORT INNS WICHITA     | WICHITA, KS 672070000      | \$212.75          |
| 10/17/2020 | DHS TRAVEL 1                         | COMFORT INNS WICHITA     | WICHITA, KS 672070000      | \$212.75          |
| 10/17/2020 | DHS TRAVEL 1                         | COMFORT INNS WICHITA     | 3166862844, KS 672070000   | (\$29.75)         |
| 10/17/2020 | DHS TRAVEL 1                         | COMFORT INNS WICHITA     | 3166862844, KS 672070000   | (\$29.75)         |
| 11/3/2020  | DHS TRAVEL 1                         | NATIONAL SPEECH DEBATE A | 920-7486206, IA 502650000  | \$420.00          |
|            | <b>DHS TRAVEL 1 Total</b>            |                          |                            | <b>\$1,152.00</b> |
| 10/31/2020 | DHS TRAVEL 2                         | HOLIDAY INN EXPRESS & SU | WICHITA, KS 672260000      | \$561.18          |
|            | <b>DHS TRAVEL 2 Total</b>            |                          |                            | <b>\$561.18</b>   |
| 10/23/2020 | DOYLE BAKER                          | USPS PO 1924860025       | DE SOTO, KS 660180000      | \$6.15            |
|            | <b>DOYLE BAKER Total</b>             |                          |                            | <b>\$6.15</b>     |
| 10/21/2020 | ERIC ROBERTS                         | IN LAWRENCE HOSE AND HYD | LAWRENCE, KS 660460000     | \$1,611.98        |
| 10/22/2020 | ERIC ROBERTS                         | IN LAWRENCE HOSE AND HYD | LAWRENCE, KS 660460000     | \$94.92           |
| 11/2/2020  | ERIC ROBERTS                         | EB 2020 ONLINE KANSAS    | 801-413-7200, CA 941030000 | \$240.33          |
|            | <b>ERIC ROBERTS Total</b>            |                          |                            | <b>\$1,947.23</b> |
| 10/22/2020 | FACILITIES OFFICE STAFF              | WM SUPERCENTER #4611     | SHAWNEE, KS 662260000      | \$108.00          |
| 10/29/2020 | FACILITIES OFFICE STAFF              | DOLLAR-GENERAL #7565     | DE SOTO, KS 660180000      | \$6.00            |
|            | <b>FACILITIES OFFICE STAFF Total</b> |                          |                            | <b>\$114.00</b>   |
| 10/15/2020 | HORIZON ELEMENTARY                   | SCHOLASTIC, INC.         | 573-632-1834, MO 651010000 | \$32.35           |
| 10/15/2020 | HORIZON ELEMENTARY                   | TEACHERSPAYTEACHERS.COM  | 646-588-0910, NY 100030000 | \$3.50            |
| 10/22/2020 | HORIZON ELEMENTARY                   | WM SUPERCENTER #4611     | SHAWNEE, KS 662260000      | \$40.16           |
| 10/24/2020 | HORIZON ELEMENTARY                   | WM SUPERCENTER #4611     | SHAWNEE, KS 662260000      | \$68.53           |
|            | <b>HORIZON ELEMENTARY Total</b>      |                          |                            | <b>\$144.54</b>   |
| 10/14/2020 | JANET HOPKINS                        | MICHAELS STORES 9975     | SHAWNEE, KS 662170000      | \$29.94           |
| 10/14/2020 | JANET HOPKINS                        | TARGET 00017590          | SHAWNEE, KS 662170000      | \$27.98           |
| 10/14/2020 | JANET HOPKINS                        | WAL-MART #2855           | SHAWNEE, KS 662170000      | \$143.00          |
| 10/19/2020 | JANET HOPKINS                        | MICHAELS #9490           | 800-642-4235, TX 750630000 | \$33.89           |
| 10/21/2020 | JANET HOPKINS                        | WM SUPERCENTER #4611     | SHAWNEE, KS 662260000      | \$187.95          |

Visa Statement  
11/14/20

| Date       | Cardholder Name                       | Merchant                  | Merchant Location          | Amount             |
|------------|---------------------------------------|---------------------------|----------------------------|--------------------|
| 10/30/2020 | JANET HOPKINS                         | USPS PO 1924860025        | DE SOTO, KS 660180000      | \$15.70            |
| 11/6/2020  | JANET HOPKINS                         | WAL-MART #4611            | SHAWNEE, KS 662260000      | \$63.56            |
|            | <b>JANET HOPKINS Total</b>            |                           |                            | <b>\$502.02</b>    |
| 10/14/2020 | JODIE SAULTZ                          | IN CORE COMMUNICATIONS L  | 816-5816400, MO 641160000  | \$3,138.60         |
| 10/26/2020 | JODIE SAULTZ                          | REEVES - WIEDEMAN COMPANY | 512-0800052, MO 641110000  | \$1,817.04         |
| 11/10/2020 | JODIE SAULTZ                          | IN CORE COMMUNICATIONS L  | 816-5816400, MO 641160000  | \$9,782.02         |
| 11/9/2020  | JODIE SAULTZ                          | REEVES - WIEDEMAN COMPANY | 512-0800052, MO 641110000  | \$1,544.65         |
|            | <b>JODIE SAULTZ Total</b>             |                           |                            | <b>\$16,282.31</b> |
| 10/27/2020 | JULIE MAURER                          | THE UPS STORE 5094        | SHAWNEE, KS 662260000      | \$48.39            |
| 11/2/2020  | JULIE MAURER                          | THE UPS STORE 5094        | SHAWNEE, KS 662260000      | \$14.03            |
|            | <b>JULIE MAURER Total</b>             |                           |                            | <b>\$62.42</b>     |
| 10/22/2020 | KENT RIGDON                           | WESTLAKE HARDWARE #045    | LENEXA, KS 662190000       | \$9.99             |
| 11/10/2020 | KENT RIGDON                           | WESTLAKE HARDWARE #045    | LENEXA, KS 662190000       | \$135.91           |
|            | <b>KENT RIGDON Total</b>              |                           |                            | <b>\$145.90</b>    |
| 11/1/2020  | KRISTAN LANGTON                       | WWW COSTCO COM            | 800-955-2292, WA 980270000 | \$40.54            |
|            | <b>KRISTAN LANGTON Total</b>          |                           |                            | <b>\$40.54</b>     |
| 10/20/2020 | LEXINGTON TRAILS MS                   | HOBBY-LOBBY #0075         | OLATHE, KS 660620000       | \$15.74            |
| 10/20/2020 | LEXINGTON TRAILS MS                   | HOBBY-LOBBY #0075         | OLATHE, KS 660620000       | \$37.78            |
| 10/20/2020 | LEXINGTON TRAILS MS                   | HOBBY-LOBBY #0075         | OLATHE, KS 660620000       | \$238.84           |
| 10/20/2020 | LEXINGTON TRAILS MS                   | MISTERART COM LP          | HOUSTON, TX 770060000      | \$169.55           |
| 10/21/2020 | LEXINGTON TRAILS MS                   | PITNEY BOWES PI           | 844-256-6444, CT 069260000 | \$56.52            |
| 10/21/2020 | LEXINGTON TRAILS MS                   | OFFICEMAX/DEPOT 6374      | OLATHE, KS 660620000       | \$76.97            |
| 10/24/2020 | LEXINGTON TRAILS MS                   | CREATIVE COLDSNOW         | OVERLAND PARK, KS 662120   | \$15.22            |
| 10/24/2020 | LEXINGTON TRAILS MS                   | CREATIVE COLDSNOW         | OVERLAND PARK, KS 662120   | \$121.83           |
| 10/24/2020 | LEXINGTON TRAILS MS                   | LOWES #03379              | OVERLAND PARK, KS 662120   | \$15.71            |
| 10/24/2020 | LEXINGTON TRAILS MS                   | PRECIOUS METALS GEMS      | 913-3411320, KS 662040000  | \$75.00            |
| 10/24/2020 | LEXINGTON TRAILS MS                   | THE HOME DEPOT #2203      | OVERLAND PK, KS 662120000  | \$8.16             |
| 10/25/2020 | LEXINGTON TRAILS MS                   | LOWES #03379              | OVERLAND PARK, KS 662120   | (\$1.31)           |
| 10/25/2020 | LEXINGTON TRAILS MS                   | HARP'S 249                | DE SOTO, KS 660180000      | \$5.70             |
| 10/30/2020 | LEXINGTON TRAILS MS                   | HARBOR FREIGHT TOOLS 619  | OLATHE, KS 660610000       | \$20.26            |
| 10/30/2020 | LEXINGTON TRAILS MS                   | HOBBY-LOBBY #0075         | OLATHE, KS 660620000       | \$39.32            |
| 10/30/2020 | LEXINGTON TRAILS MS                   | WESTLAKE HARDWARE #013    | OLATHE, KS 660620000       | \$7.59             |
| 10/31/2020 | LEXINGTON TRAILS MS                   | MURPHY TROPHY AND ENGRAVI | OLATHE, KS 660610000       | \$39.00            |
| 11/2/2020  | LEXINGTON TRAILS MS                   | THE MAIN IDEA, LLC        | THEMAINIDEA.N, NY 11215000 | \$39.00            |
|            | <b>LEXINGTON TRAILS MS Total</b>      |                           |                            | <b>\$980.88</b>    |
| 10/18/2020 | MARY CAROLINE FRIDAY                  | WAL-MART #4611            | SHAWNEE, KS 662260000      | \$41.62            |
| 11/2/2020  | MARY CAROLINE FRIDAY                  | WM SUPERCENTER #4611      | SHAWNEE, KS 662260000      | \$121.91           |
|            | <b>MARY CAROLINE FRIDAY Total</b>     |                           |                            | <b>\$163.53</b>    |
| 10/20/2020 | MELISSA MILLER                        | WAL-MART #4611            | SHAWNEE, KS 662260000      | \$47.23            |
| 11/11/2020 | MELISSA MILLER                        | WM SUPERCENTER #4611      | SHAWNEE, KS 662260000      | \$95.50            |
|            | <b>MELISSA MILLER Total</b>           |                           |                            | <b>\$142.73</b>    |
| 10/14/2020 | MILL CREEK MIDDLE SCHOOL              | JOANN STORES #1926        | OVERLAND PARK, KS 662100   | \$130.93           |
| 10/23/2020 | MILL CREEK MIDDLE SCHOOL              | IN MADDEN RENTAL LLC      | 785-2422894, KS 660670000  | \$110.00           |
| 10/28/2020 | MILL CREEK MIDDLE SCHOOL              | SAMSCLUB.COM              | 888-746-7726, AR 727120000 | \$158.50           |
| 10/28/2020 | MILL CREEK MIDDLE SCHOOL              | SAMSCLUB.COM              | 888-746-7726, AR 727120000 | \$254.62           |
| 11/5/2020  | MILL CREEK MIDDLE SCHOOL              | SAMSCLUB.COM              | 888-746-7726, AR 727120000 | \$91.95            |
|            | <b>MILL CREEK MIDDLE SCHOOL Total</b> |                           |                            | <b>\$746.00</b>    |
| 10/19/2020 | MILL VALLEY HIGH SCHOOL               | USPS PO 1983621532        | SHAWNEE, KS 662260000      | \$6.70             |
| 10/28/2020 | MILL VALLEY HIGH SCHOOL               | USPS PO 1983621532        | SHAWNEE, KS 662260000      | \$13.55            |
| 11/10/2020 | MILL VALLEY HIGH SCHOOL               | SMORE.COM - EDUCATOR      | WWW.SMORE.COM, PA 15200    | \$79.00            |
| 11/12/2020 | MILL VALLEY HIGH SCHOOL               | DOLLARTREE                | SHAWNEE, KS 662260000      | \$13.00            |
| 11/2/2020  | MILL VALLEY HIGH SCHOOL               | USPS PO 1983621532        | SHAWNEE, KS 662260000      | \$7.50             |
| 11/5/2020  | MILL VALLEY HIGH SCHOOL               | WM SUPERCENTER #4611      | SHAWNEE, KS 662260000      | \$13.35            |

Visa Statement  
11/14/20

| Date       | Cardholder Name                      | Merchant                  | Merchant Location          | Amount            |
|------------|--------------------------------------|---------------------------|----------------------------|-------------------|
| 11/9/2020  | MILL VALLEY HIGH SCHOOL              | USPS PO 1983621532        | SHAWNEE, KS 662260000      | \$8.25            |
|            | <b>MILL VALLEY HIGH SCHOOL Total</b> |                           |                            | <b>\$141.35</b>   |
| 10/15/2020 | MIZE ELEMENTARY                      | SEESAW LEARNING           | WEB.SEESAW.ME, CA 941040   | \$99.00           |
| 10/20/2020 | MIZE ELEMENTARY                      | LEARNING A-Z, LLC         | 866-889-3729, TX 752870000 | \$115.45          |
| 10/21/2020 | MIZE ELEMENTARY                      | SEESAW LEARNING           | WEB.SEESAW.ME, CA 941040   | \$99.00           |
|            | <b>MIZE ELEMENTARY Total</b>         |                           |                            | <b>\$313.45</b>   |
| 10/14/2020 | MONTICELLO TRAILS MS                 | STARBUCKS STORE 10828     | SHAWNEE, KS 662260000      | \$107.13          |
| 10/14/2020 | MONTICELLO TRAILS MS                 | STARBUCKS STORE 10828     | SHAWNEE, KS 662260000      | \$115.00          |
| 10/14/2020 | MONTICELLO TRAILS MS                 | STARBUCKS STORE 10828     | SHAWNEE, KS 662260000      | (\$107.13)        |
| 10/15/2020 | MONTICELLO TRAILS MS                 | USPS KIOSK 1983629550     | SHAWNEE MISSI, KS 6622600  | \$1.20            |
| 10/15/2020 | MONTICELLO TRAILS MS                 | WALGREENS #09425          | SHAWNEE, KS 662260000      | \$23.98           |
| 10/16/2020 | MONTICELLO TRAILS MS                 | MICHAELS #9490            | 800-642-4235, TX 750630000 | \$314.80          |
| 10/21/2020 | MONTICELLO TRAILS MS                 | PAYPAL BANDTODAYLL        | 402-935-7733, NC 275370000 | \$1,088.00        |
| 10/21/2020 | MONTICELLO TRAILS MS                 | TEACHERSPAYTEACHERS.COM   | 646-588-0910, NY 100030000 | \$5.99            |
| 10/21/2020 | MONTICELLO TRAILS MS                 | WALGREENS #09425          | SHAWNEE, KS 662260000      | \$15.99           |
| 10/27/2020 | MONTICELLO TRAILS MS                 | NEARPOD                   | 855-632-7763, FL 330040000 | \$120.00          |
| 11/10/2020 | MONTICELLO TRAILS MS                 | TEACHERSPAYTEACHERS.COM   | 646-588-0910, NY 100030000 | \$3.00            |
| 11/2/2020  | MONTICELLO TRAILS MS                 | TEACHERSPAYTEACHERS.COM   | 646-588-0910, NY 100030000 | \$8.50            |
| 11/2/2020  | MONTICELLO TRAILS MS                 | USPS KIOSK 1983629550     | SHAWNEE MISSI, KS 66226    | \$55.00           |
| 11/4/2020  | MONTICELLO TRAILS MS                 | DRAMANOTEBOOK COM         | 503-8880635, OR 972670000  | \$89.95           |
| 11/11/2020 | MONTICELLO TRAILS MS                 | TEACHERSPAYTEACHERS.COM   | 646-588-0910, NY 100030000 | \$2.00            |
| 11/11/2020 | MONTICELLO TRAILS MS                 | TEACHERSPAYTEACHERS.COM   | 646-588-0910, NY 100030000 | \$11.00           |
| 11/11/2020 | MONTICELLO TRAILS MS                 | EXPLAIN EVERYTHING SALES, | 646-825-8552, NY 100110000 | \$10.80           |
|            | <b>MONTICELLO TRAILS MS Total</b>    |                           |                            | <b>\$1,865.21</b> |
| 10/18/2020 | MVHS TRAVEL 1                        | COMFORT INNS              | SALINA, KS 674010000       | \$187.53          |
| 10/18/2020 | MVHS TRAVEL 1                        | COMFORT INNS              | SALINA, KS 674010000       | \$193.93          |
| 10/18/2020 | MVHS TRAVEL 1                        | COMFORT INNS              | SALINA, KS 674010000       | \$193.93          |
| 10/18/2020 | MVHS TRAVEL 1                        | COMFORT INNS              | SALINA, KS 674010000       | \$193.93          |
| 10/18/2020 | MVHS TRAVEL 1                        | KTA - TRANSA TEMP - RET   | WICHITA, KS 672070000      | \$3.50            |
| 10/15/2020 | MVHS TRAVEL 1                        | NSCAA                     | 913-3621747, KS 661010000  | \$125.00          |
| 10/18/2020 | MVHS TRAVEL 1                        | TUSCONS STEAKHOUSE        | SALINA, KS 674010000       | \$99.67           |
| 10/19/2020 | MVHS TRAVEL 1                        | PANERA BREAD #202395 P    | SALINA, KS 674010000       | \$64.07           |
| 10/18/2020 | MVHS TRAVEL 1                        | SALINA MUNICIPAL GOLF COU | SALINA, KS 674010000       | \$205.98          |
| 10/18/2020 | MVHS TRAVEL 1                        | SCHLOTZSKYS #1813         | SALINA, KS 674010000       | \$31.16           |
| 10/19/2020 | MVHS TRAVEL 1                        | SUBWAY 25049              | LACROSSE, WI 546030000     | \$39.33           |
| 10/20/2020 | MVHS TRAVEL 1                        | KTA - TRANSA TEMP - RET   | WICHITA, KS 672070000      | \$3.50            |
| 10/20/2020 | MVHS TRAVEL 1                        | SUBWAY 12540              | LACROSSE, WI 546030000     | \$38.09           |
| 10/20/2020 | MVHS TRAVEL 1                        | CHICK-FIL-A #03731        | SALINA, KS 674010000       | \$52.83           |
| 10/22/2020 | MVHS TRAVEL 1                        | RAISING CANE'S #297       | SHAWNEE, KS 662030000      | (\$12.05)         |
| 10/22/2020 | MVHS TRAVEL 1                        | RAISING CANE'S #297       | SHAWNEE, KS 662030000      | \$124.98          |
| 10/27/2020 | MVHS TRAVEL 1                        | BUZZIN.LIVE               | HTTPSBUZZIN.L, OK 73096    | \$19.99           |
| 10/29/2020 | MVHS TRAVEL 1                        | IN MISSOURI SPORTS HALL   | 417-8893100, MO 65809      | \$300.00          |
|            | <b>MVHS TRAVEL 1 Total</b>           |                           |                            | <b>\$1,865.37</b> |
| 10/16/2020 | MVHS TRAVEL 2                        | GOODCENTS SUBS - 206      | OLATHE, KS 660610000       | \$27.45           |
| 10/30/2020 | MVHS TRAVEL 2                        | 0069-OLD CHICAGO          | WICHITA, KS 672070000      | \$280.66          |
| 10/31/2020 | MVHS TRAVEL 2                        | 066 BRAUMS STORE          | EMPORIA, KS 668010000      | \$142.33          |
| 10/31/2020 | MVHS TRAVEL 2                        | HOLIDAY INN WICHITA E I-  | WICHITA, KS 672070000      | \$75.00           |
| 10/31/2020 | MVHS TRAVEL 2                        | HOLIDAY INN WICHITA E I-  | WICHITA, KS 672070000      | \$1,116.83        |
| 10/30/2020 | MVHS TRAVEL 2                        | KTA - TRANSA TEMP - RET   | WICHITA, KS 672070000      | \$4.00            |
| 10/31/2020 | MVHS TRAVEL 2                        | KTA - TRANSA TEMP - RET   | WICHITA, KS 672070000      | \$4.00            |
| 10/30/2020 | MVHS TRAVEL 2                        | PLANET SUB                | EMPORIA, KS 668010000      | \$199.59          |
| 10/30/2020 | MVHS TRAVEL 2                        | WM SUPERCENTER #3492      | WICHITA, KS 672070000      | \$137.84          |
|            | <b>MVHS TRAVEL 2 Total</b>           |                           |                            | <b>\$1,987.70</b> |

Visa Statement  
11/14/20

| Date       | Cardholder Name                       | Merchant                    | Merchant Location          | Amount             |
|------------|---------------------------------------|-----------------------------|----------------------------|--------------------|
| 10/29/2020 | PRAIRIE RIDGE ELEMENTARY              | WAL-MART #4611              | SHAWNEE, KS 662260000      | \$22.14            |
|            | <b>PRAIRIE RIDGE ELEMENTARY Total</b> |                             |                            | <b>\$22.14</b>     |
| 10/21/2020 | RIVERVIEW ELEMENTARY                  | WAL-MART #4611              | SHAWNEE, KS 662260000      | \$7.84             |
| 11/3/2020  | RIVERVIEW ELEMENTARY                  | GANDER PUBLISHING INC       | 805-5415523, CA 934240000  | \$474.96           |
|            | <b>RIVERVIEW ELEMENTARY Total</b>     |                             |                            | <b>\$482.80</b>    |
| 10/21/2020 | STARSLIDE ELEMENTARY                  | USPS PO 1924860025          | DE SOTO, KS 66018          | \$20.60            |
| 10/25/2020 | STARSLIDE ELEMENTARY                  | CONTAINERSTOREOVERLAND      | OVERLAND PARK, KS 66209    | \$62.91            |
| 10/29/2020 | STARSLIDE ELEMENTARY                  | DOLLAR TREE, INC.           | 877-530-8733, VA 233200000 | \$96.00            |
| 11/4/2020  | STARSLIDE ELEMENTARY                  | SMORE.COM - EDUCATOR        | WWW.SMORE.COM, PA 15206    | \$79.00            |
|            | <b>STARSLIDE ELEMENTARY Total</b>     |                             |                            | <b>\$258.51</b>    |
| 10/15/2020 | TAMI CASEY                            | PADLET PADLET SOFTWARE      | 8444723538, CA 941030000   | (\$396.00)         |
| 10/15/2020 | TAMI CASEY                            | PADLET PADLET SOFTWARE      | 8444723538, CA 941030000   | (\$396.00)         |
| 10/15/2020 | TAMI CASEY                            | PADLET PADLET SOFTWARE      | 8444723538, CA 941030000   | (\$198.00)         |
| 10/25/2020 | TAMI CASEY                            | FOREIGN CURRENCY CONVERSION | ON MARKUP, 000000000       | \$0.75             |
| 10/25/2020 | TAMI CASEY                            | YOU CAN BOOK ME             | BEDFORD, 004030000         | \$75.60            |
| 11/3/2020  | TAMI CASEY                            | SMK SURVEYMONKEY.COM        | 971-2445555, CA 943010000  | \$384.00           |
|            | <b>TAMI CASEY Total</b>               |                             |                            | <b>(\$529.65)</b>  |
| 10/15/2020 | WENDY DENHAM                          | HY-VEE SHAWNEE 1560         | SHAWNEE, KS 662160000      | \$80.00            |
| 10/16/2020 | WENDY DENHAM                          | HY-VEE SHAWNEE 1560         | SHAWNEE, KS 662160000      | \$75.00            |
| 11/11/2020 | WENDY DENHAM                          | HY-VEE SHAWNEE 1560         | SHAWNEE, KS 662160000      | \$80.00            |
|            | <b>WENDY DENHAM Total</b>             |                             |                            | <b>\$235.00</b>    |
|            | <b>Grand Total</b>                    |                             |                            | <b>\$31,534.62</b> |

## Check Journal - 12/03/2020

| Check Number | Check Date | PAYEE                                   | REASON                                                       | AMOUNT       |
|--------------|------------|-----------------------------------------|--------------------------------------------------------------|--------------|
| 53440        | 12/03/20   | Alliance Fire Protection, LLC           | Other Construction Services CTEC App by BOE 2/3/20           | \$31,550.18  |
| 53441        | 12/03/20   | Altmar, Inc.                            | Other Construction Services CTEC App by BOE 2/3/20           | \$403,848.34 |
| 53442-53445  | 12/03/20   | Amazon Capital Services                 | Supplies                                                     | \$4,914.90   |
| 53446        | 12/03/20   | Apple Inc.                              | App Purchase                                                 | \$300.00     |
| 53447        | 12/03/20   | Apple Inc.                              | Equipment                                                    | \$1,975.00   |
| 53448        | 12/03/20   | Applied Maintenance Supplies & Solution | Grounds Supplies                                             | \$174.98     |
| 53449        | 12/03/20   | Associated Theatrical Contractors, Inc. | Other Construction Services MVHS Add 2019                    | \$166.88     |
| 53450        | 12/03/20   | AT&T                                    | Telephone Lines 11/17/20                                     | \$2,295.45   |
| 53451        | 12/03/20   | Barkley Asphalt Co., Inc.               | Other Construction Services CTEC App by BOE 2/3/20           | \$6,147.90   |
| 53452        | 12/03/20   | Barts Electric                          | Light Fixture Replacement MCMS                               | \$1,975.00   |
| 53453        | 12/03/20   | Barts Electric                          | Other Construction Services MVHS Add 2019                    | \$8,793.90   |
| 53454        | 12/03/20   | Barts Electric                          | Other Construction Services CTEC App by BOE 2/3/20           | \$208,790.10 |
| 53455        | 12/03/20   | Blue Moon Hauling, LLC                  | Other Construction Services MVHS Add 2019                    | \$96,255.11  |
| 53456        | 12/03/20   | Blue Moon Hauling, LLC                  | Other Construction Services MVHS Add 2019                    | \$1,069.92   |
| 53457        | 12/03/20   | Boan Masonry Co., Inc.                  | Other Construction Services MVHS Add 2019                    | \$189,540.00 |
| 53458        | 12/03/20   | Carroll Seating Company                 | Other Construction Services MVHS Add 2019                    | \$7,017.30   |
| 53459        | 12/03/20   | CDL Electric Co., Inc.                  | Signage MVHS                                                 | \$2,010.60   |
| 53460        | 12/03/20   | CDW Government                          | Classroom AV Upgrade                                         | \$15,709.30  |
| 53461        | 12/03/20   | cfm Distributors Inc                    | Kitchen Equipment Repairs                                    | \$28.72      |
| 53462        | 12/03/20   | Constellation NewEnergy - Gas Division  | Heating Bill                                                 | \$1,634.14   |
| 53463        | 12/03/20   | Core Communications LLC                 | Point to Point WiFi invoice                                  | \$480.00     |
| 53464        | 12/03/20   | Cosentino Enterprise, Inc.              | Student Nutrition Dept.                                      | \$26.91      |
| 53465        | 12/03/20   | Dahmer Contracting Group                | Other Construction Services MVHS Add 2019                    | \$3,017.70   |
| 53466        | 12/03/20   | De Soto Auto Parts                      | Vehicle Maintenance Supplies                                 | \$372.85     |
| 53467        | 12/03/20   | Dey Appliance Service                   | Maintenance Supplies                                         | \$144.38     |
| 53468        | 12/03/20   | Drywall Systems, Inc.                   | Other Construction Services CTEC App by BOE 2/3/20           | \$118,080.00 |
| 53469        | 12/03/20   | Empathia, Inc.                          | EAP Services                                                 | \$1,185.80   |
| 53470        | 12/03/20   | Eudora USD 491                          | EDTEC 1st Installment of Contract                            | \$102,671.87 |
| 53471        | 12/03/20   | Evergy                                  | Electricity for Oct/Nov 2020                                 | \$127,259.57 |
| 53472        | 12/03/20   | Evergy                                  | Electric MCMS Fieldhouse                                     | \$158.91     |
| 53473        | 12/03/20   | Evergy                                  | Relocate Electrical MCMS Fieldhouse                          | \$2,098.70   |
| 53474        | 12/03/20   | Extra Duty Solutions                    | MVHS Security                                                | \$865.80     |
| 53475        | 12/03/20   | Fastenal Company                        | Grounds Supplies                                             | \$36.96      |
| 53476        | 12/03/20   | Feiner Supply                           | Teacher materials                                            | \$360.00     |
| 53477        | 12/03/20   | First Student, Inc.                     | Student transportation - November 2020 (10/25/20 - 11/21/20) | \$319,807.47 |
| 53478        | 12/03/20   | Flagsource Unlimited                    | Outdoor US Flag 6x10                                         | \$126.20     |

## Check Journal - 12/03/2020

| Check Number | Check Date | PAYEE                                   | REASON                                             | AMOUNT       |
|--------------|------------|-----------------------------------------|----------------------------------------------------|--------------|
| 53479        | 12/03/20   | Flex Made Easy                          | FME Fee Nov 2020                                   | \$805.00     |
| 53480        | 12/03/20   | Follett School Solutions, Inc.          | Fall Book Order                                    | \$299.87     |
| 53481        | 12/03/20   | General Parts LLC                       | Student Nutrition Dept.                            | \$1,124.64   |
| 53482        | 12/03/20   | Godard & Son Rfg Co                     | Other Construction Services CTEC App by BOE 2/3/20 | \$196,402.50 |
| 53483        | 12/03/20   | Grainger                                | Watts Repair Kit @ MVHS - WM                       | \$110.31     |
| 53484        | 12/03/20   | Harp's Food Stores, Inc.                | Supplies for Bridge program                        | \$45.79      |
| 53485        | 12/03/20   | Hermes Company Inc                      | Other Construction Services CTEC App by BOE 2/3/20 | \$18,015.30  |
| 53486        | 12/03/20   | Honey Creek Disposal Service, Inc.      | Roll Off Dumpster                                  | \$409.70     |
| 53487        | 12/03/20   | Horst, Terrill & Karst Architects, P.A. | Architectural Services for MVHS Addition           | \$14,890.95  |
| 53488        | 12/03/20   | Interstate Elec. Supply, Inc.           | Maintenance Supplies                               | \$720.78     |
| 53489        | 12/03/20   | Jennifer Kerr                           | Fitness Classes Dec 2020 and prepay Jan 2021       | \$2,880.00   |
| 53490        | 12/03/20   | Johnson Co Sheriff's Office             | DHS Security 11/1/20-11/14/20                      | \$1,037.50   |
| 53491        | 12/03/20   | Johnson County Treasurer                | First Half Taxes                                   | \$69,856.10  |
| 53492        | 12/03/20   | k12 ITC, Inc.                           | Contracted Services                                | \$167,108.73 |
| 53493        | 12/03/20   | Kansas City Audio-Visual                | Classroom AV Upgrade                               | \$775.00     |
| 53494        | 12/03/20   | Kansas Depart Of Health And Environme   | Aboveground Storage Tank Permit Renewal            | \$10.00      |
| 53495        | 12/03/20   | Kansas Land Management, LLC             | Mowing Contract                                    | \$10,702.35  |
| 53496        | 12/03/20   | Karlin & Long, LLC.                     | Annual Audit Services                              | \$11,550.00  |
| 53497        | 12/03/20   | KC Mechanical Inc                       | Other Construction Services MVHS Add 2019          | \$9,201.47   |
| 53498        | 12/03/20   | Key Refrigeration Supply L.L.C.         | Filter System for Ice maker @ Grounds Shop         | \$167.70     |
| 53499        | 12/03/20   | Kone Inc.                               | Elevator Maint. Agreement LTMS                     | \$1,026.60   |
| 53500        | 12/03/20   | Lakeshore Learning Materials            | Classroom Supplies                                 | \$62.97      |
| 53501        | 12/03/20   | Lankford Enterprises Inc                | Other Construction Services MVHS Add 2019          | \$46,845.00  |
| 53502        | 12/03/20   | Lankford Enterprises Inc                | Other Construction Services MVHS Add 2019          | \$30,172.50  |
| 53503        | 12/03/20   | Learning Tree Institute                 | Greenbush Medicaid fee                             | \$782.28     |
| 53504        | 12/03/20   | LightSPEED Technologies, Inc.           | SPED Supplies                                      | \$64.92      |
| 53505        | 12/03/20   | Lowe's                                  | Maintenance Supplies                               | \$2,461.68   |
| 53506        | 12/03/20   | Manning Construction Company, Inc.      | Constructions Management Fee DHS Theatre           | \$59,164.41  |
| 53507        | 12/03/20   | McGraw-Hill School Education Holdings   | Book kits                                          | \$2,135.06   |
| 53508        | 12/03/20   | Meyer Music                             | Baldwin Grand Piano                                | \$17,074.00  |
| 53509        | 12/03/20   | Midland Steel Co.                       | Other Construction Services CTEC App by BOE 2/3/20 | \$140,310.00 |
| 53510        | 12/03/20   | Midwest Glass & Glazing, LLC            | Other Construction Services MVHS Add 2019          | \$5,372.42   |
| 53511        | 12/03/20   | Midwest Glass & Glazing, LLC            | Other Construction Services CTEC App by BOE 2/3/20 | \$62,486.04  |
| 53512        | 12/03/20   | Mill Valley High School                 | Reimburse for KSHSSA Entry Fees                    | \$1,502.88   |
| 53513-53514  | 12/03/20   | Morgan Hunter Companies                 |                                                    | \$86,282.23  |
| 53515        | 12/03/20   | Music K-8 Marketplace                   | Row Classroom                                      | \$17.45      |

## Check Journal - 12/03/2020

| Check Number | Check Date | PAYEE                                    | REASON                                              | AMOUNT       |
|--------------|------------|------------------------------------------|-----------------------------------------------------|--------------|
| 53516        | 12/03/20   | Office Depot                             | Classroom supplies                                  | \$150.36     |
| 53517        | 12/03/20   | Olathe USD #233                          | Timing Equipment Rental for XC Meet-MVHS            | \$600.00     |
| 53518        | 12/03/20   | Options Services Inc.                    | Contracted services for student                     | \$225.40     |
| 53519        | 12/03/20   | Pearson Assessments                      | SPED Testing Protocols                              | \$284.60     |
| 53520        | 12/03/20   | Perma-Bound                              | Library Grant-Fall Book Order                       | \$689.46     |
| 53521        | 12/03/20   | Pitney Bowes Global Financial Services L | Lease invoice                                       | \$61.50      |
| 53522        | 12/03/20   | Procare Therapy                          | Contracted School Psychologist/Nurse services       | \$15,768.75  |
| 53523        | 12/03/20   | Propio LS, LLC                           | Intrepreting Charges - November 2020                | \$222.50     |
| 53524-53525  | 12/03/20   | Pur-0-Zone, Inc                          |                                                     | \$1,040.06   |
| 53526        | 12/03/20   | Quench USA, Inc.                         | Office water machine 12/1/2020-1/31/2020            | \$63.74      |
| 53527        | 12/03/20   | R.D. Johnson Excavating Co. LLC          | Other Construction Services CTEC App by BOE 2/3/20  | \$130,881.37 |
| 53528        | 12/03/20   | Really Good Stuff, Inc.                  | Stephenson 4 Classroom                              | \$54.31      |
| 53529        | 12/03/20   | Regents Flooring                         | Other Construction Services MVHS Add 2019           | \$1,137.60   |
| 53530        | 12/03/20   | Roberts Dairy                            | Student Nutrition Dept.                             | \$12,463.08  |
| 53531        | 12/03/20   | Roma Bakery                              | Student Nutrition Dept.                             | \$1,619.80   |
| 53532        | 12/03/20   | Saladino Mechanical Co.                  | Other Construction Services CTEC App by BOE 2/3/20  | \$211,310.10 |
| 53533        | 12/03/20   | Schindler Elevator Corporation           | Elevator Repairs MVHS                               | \$8,971.22   |
| 53534        | 12/03/20   | School Nurse Supply, Inc.                | AED battery x4, AED child pad; stock Warehouse      | \$1,580.24   |
| 53535        | 12/03/20   | School Specialty Inc                     | Classroom supplies                                  | \$163.06     |
| 53536        | 12/03/20   | SiteOne Landscape Supply, LLC            | Grounds Supplies                                    | \$71.46      |
| 53537        | 12/03/20   | Smallwood Lock Supply                    | Maintenance Supplies                                | \$64.62      |
| 53538        | 12/03/20   | T-Mobile USA, Inc.                       | District Hot Spots                                  | \$769.97     |
| 53539        | 12/03/20   | Teacher Synergy, LLC.                    | Science lesson plans                                | \$132.20     |
| 53540        | 12/03/20   | Theno Construction, LLC                  | District Concrete Repairs App by BOE 3/2/2020       | \$19,478.05  |
| 53541        | 12/03/20   | Toshiba Financial Services               | Copy/Printer Overages July 2020-Oct 2020            | \$5,636.07   |
| 53542        | 12/03/20   | Toshiba Business Solutions               | Manage Print Service Agreement                      | \$4,725.36   |
| 53543        | 12/03/20   | U.S. Foodservice, Inc                    | Student Nutrition Dept.                             | \$44,781.69  |
| 53544        | 12/03/20   | United Office Products, Inc.             | Furniture MVHS PAC Addition                         | \$8,679.30   |
| 53545        | 12/03/20   | Validity Screening Solutions             | Employee background checks                          | \$112.00     |
| 53546        | 12/03/20   | Van Wall Equipment                       | Mower Replacement                                   | \$18,631.00  |
| 53547        | 12/03/20   | Volt Enterprises, LLC                    | MTMS - District Approved Basketball Uniforms        | \$3,200.00   |
| 53548        | 12/03/20   | Waste Management                         | Trash/Recycle - November 2020                       | \$5,180.43   |
| 53549        | 12/03/20   | Water District No 1 Of Jo Co             | Water-MT,MC,MV,PRE,HE,BE,CCE,ME,RE,TP--Oct/Nov 2020 | \$5,509.06   |
| 53550        | 12/03/20   | Weigel Construction Inc.                 | Other Construction Services CTEC App by BOE 2/3/20  | \$21,397.50  |
| 53551        | 12/03/20   | Wells Fargo Vendor Fin Serv              | Equipment Lease                                     | \$814.66     |
| 53552        | 12/03/20   | World Fuel Services, Inc.                | Diesel Fuel for Transportation                      | \$12,945.77  |

## Check Journal - 12/03/2020

| Check Number | Check Date | PAYEE                               | REASON                          | AMOUNT                |
|--------------|------------|-------------------------------------|---------------------------------|-----------------------|
| 53553        | 12/03/20   | Zimmerman Construction Company Inc. | Additional Surfacing MVHS Track | \$186,575.85          |
|              |            |                                     |                                 | <b>\$3,348,757.11</b> |



**Alvie L. Cater, II**  
Assistant Superintendent

To: Members of the Board of Education  
Frank Harwood, Superintendent of Schools  
From: Alvie Cater  
Date: December 2, 2020  
Subject: **Board of Education Negotiating Representatives (CONSENT AGENDA)**

**Brief Summary:** Each year the school district negotiates with its professional employees, as provided by law, to determine the terms and conditions of employment. The Board of Education is required by its policy to select as its representatives those persons the board believes will best represent the interests of the school district. To that end, we recommend the Board select the following persons for the 2021 negotiating cycle.

- Carrie Handy
- Brian Schwanz
- Ken Larsen
- Alvie Cater
- Sam Ruff
- Kristin Meyer

This team will keep the Board informed as it prepares for negotiations in early 2021. As you may recall, state law requires training for members of the negotiations team. The content and format is to be determined at the local level. It is our intent, with your approval, to have the district team receive training by Superintendent Frank Harwood.

Finally, negotiations with our professional employees shall cover only those topics that are mandatorily negotiable under current law. In addition, each party may select not more than three additional terms and conditions of professional service from the list described in state statute, and amendments thereto, for negotiation. All other terms and conditions of professional service described in statute and amendments thereto, shall be deemed permissive topics for negotiation and shall only be negotiated upon the mutual agreement of the parties.

###



To: Dr. Frank Harwood, Superintendent of Schools  
USD 232 Board of Education  
From: Steve Deghand  
Date: December 2, 2020  
Subject: 2021 Capital Outlay (Consent)

As previously mentioned, the Capital Outlay Committee met twice during the month of October to discuss possible projects for the upcoming year. Potential projects were due to the Facilities Department from district personnel by the middle of September. In all, there were 98 submitted requests totaling over \$3,000,000 that were reviewed by the committee. The committee carefully reviewed all requests and placed them into one of two categories. The committee labeled requests as wants or needs and considered appropriateness of project to be funded by Capital Outlay funds. Items that were determined to be wants are filed for future consideration or building expenditures and those requests selected as needs were placed on the 2021 Capital Outlay list. Projects recommended by the Capital Outlay Committee are attached to this document for Board review. Please contact me with any questions you may have regarding this process or recommended projects.

Out of the 105 requested projects with an estimated price tag of about \$3,000,000, the committee is recommending approval for 62 projects with an estimated total cost of \$1,400,600. We are asking the Board to approve the recommended projects as submitted by the Capital Outlay Committee at the December Board of Education meeting. The list of projects recommended by the Capital Outlay Committee are attached. Items that are to be replaced will be considered surplus and disposed of appropriately. Please contact us with any questions or concerns you may have regarding projects or the process.

The committee is confident regarding selected projects as definite district needs and Mr. Larsen and I would like to thank those individuals who served on this year's Capital Outlay Committee.

#### 2020-2021 Capital Outlay Committee Members:

|                 |                        |               |                    |
|-----------------|------------------------|---------------|--------------------|
| Kristen Meyer   | (Starside Principal)   | Bill Fletcher | (Board Member)     |
| Sam Ruff        | (DHS Principal)        | Rachele Zade  | (Board Member)     |
| Melissa Hansen  | (MTMS Principal)       | Deb Atwell    | (Facilities Dept.) |
| Pam Hargrove    | (Belmont Principal)    | Ken Larsen    | (Business Dept.)   |
| Jerald VanRheen | (MVHS Asst. Principal) | Steve Deghand | (Facilities Dept.) |

Building Request for Capital Outlay 2021

| Building                 | Request                                       | Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                              | Estimated Cost |
|--------------------------|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| Clear Creek Elementary   |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |
|                          | Interior Paint                                | 10-Year Plan                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$120,000      |
|                          | Main Office Furniture Replacement             | 10-Year Plan                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$10,000       |
| Mize Elementary          |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |
|                          | Outdoor Rugs                                  | Our current rugs are tattered and need to be replaced. We would like to have eight new rugs for the outside entrances of Mize.                                                                                                                                                                                                                                                                                                                         | \$1,250        |
|                          | Additional Card Reader                        | Card Reader on the outside door of North playground exit doors (first grade hallway). This would allow teachers access through another outside door rather than going around to the back of the building.                                                                                                                                                                                                                                              | \$4,000        |
|                          | Exterior Painting of the Virginia Schoolhouse | The outside of the schoolhouse is in need of painting this fall. The door has exposed wood and areas on the sides of the building need to be painted, as well. We have an agreement with the historical society to keep it maintained and this would assist with this issue.                                                                                                                                                                           | \$2,000        |
| Prairie Ridge Elementary |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |
|                          | Piano                                         | We are in desperate need of a new piano at PRE. I have spoken with Steve as well as my music teacher about this need.                                                                                                                                                                                                                                                                                                                                  | \$1,500        |
| Building                 | Request                                       | Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                              | Estimated Cost |
| Riverview Elementary     |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |
|                          | New Walk Off Mats                             | New walk off mat at the doors, they are 19 years old.                                                                                                                                                                                                                                                                                                                                                                                                  | \$1,250        |
|                          | New Counter Tops in Adult Restrooms           | They are starting to split on the edges.                                                                                                                                                                                                                                                                                                                                                                                                               | \$1,200        |
|                          | New Toilet Seats                              | New toilet seats some are starting to be stained and hard to keep tightened.                                                                                                                                                                                                                                                                                                                                                                           | \$1,100        |
|                          | Large Desks                                   | We are in need of larger desks because we are growing in sections, and will need an extra classroom set of desks for 4th and 5th graders in the next two years. Our current desks for 4th grade are actually old desks from MTMS. We'd need enough for 4 sections for 4th and 1 more section for 5th.                                                                                                                                                  | \$24,400       |
| Starside Elementary      |                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |
|                          | Exterior Window Replacement (Starside Office) | Currently, eight swinging window panels have visible film and/or mold growing between them. These windows are located in the principal and SIS's office and greatly reduce the line of sight to the outside, front-entry of the building. The secretarial and administrative team relies on these windows to see visitors and potential intruders as they approach the building. There is a total of twelve panels, but eight currently need replaced. | \$6,400        |
|                          | Main Office Furniture Replacement             | 10-Year Plan                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$10,000       |

| Building                 | Request                                                   | Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Estimated Cost |
|--------------------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| <b>Lexington Trails</b>  |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |
|                          | Update/Remodeled Men's Restroom by Gym                    | The men's restroom by the gym is outdated, uncomfortable for students and activity visitors, and smells. All of which reflect poorly on our building and district. Visitors complain and it is bad publicity when we have guests or host events for parents. There are 3 sinks, 4 flushless toilets, and 4 stalls. The flushless toilets constantly smell and are hard to clean. They are situated such that if someone is using one, another person can't enter one of the stalls. The stall doors open into the toilet, but there isn't room to fully open the doors. Any human larger than a child has difficulty situating and adjusting in and out of the stalls. The sinks are located such that you are in the way of those trying to use the restroom. We would be better served having only two flushing urinals and two regular sized stalls and two sinks that are functional. It's no use having as many if people can't maneuver/use them. | \$6,000        |
|                          | Backlit / White Part of Marquee Sign                      | The marquee sign out front of LTMS is showing its age. It is located on a busy road and we want to promote our school and district in the best light possible. If we could replace the white (now dirty cream) colored backlit part under the glass it would make it look 1000x better.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | \$4,100        |
|                          | 30 Classroom Chairs                                       | We are using a conglomeration of old chairs from the warehouse this year to support our increased enrollment. We did get 30 used chairs from DHS, but still need a class set.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$2,000        |
|                          | Replace Dock Doors                                        | The doors are rusted, not air tight, and malfunction.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$12,500       |
|                          | Replace Original (1968) Breaker Boxes Gym/Kitchen         | The fire marshal told us this is not code, and we are no longer able to get replacement parts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$16,000       |
|                          | New Library Furniture                                     | I know MT and MC have recently upgraded their library furniture. Our furniture is old, and the chairs are especially unsafe and uncomfortable. The table sizes and chair sizes do not allow for flexible learning spaces, and the "box" nature of the chairs mean that anyone tipping their chair (yes they shouldn't do that) end up falling backwards. We need more flexible seating and grouping, especially now that students can group with their devices for learning activities.<br>10-Year Plan                                                                                                                                                                                                                                                                                                                                                                                                                                                 | \$50,000       |
| <b>Mill Creek</b>        |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |
|                          | Storage Shed                                              | We have limited space by the stadium to store items for football and track and like a storage shed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$4,000        |
|                          | Foundation/Wall Repair                                    | Section of West wall of building needs to be shored up.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | \$260,000      |
|                          | Carpet Replacement                                        | 10-Year Plan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | \$225,000      |
| <b>Monticello Trails</b> |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                |
|                          | 20 New Entry Mats                                         | Old and dingy mats                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$2,400        |
|                          | Picnic Tables Behind the School (3 replacement and 3 new) | This would allow seating for 24 students. 3 current tables are old and damaged                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$3,500        |
|                          | New Covers Over Mats in Gym                               | Current mats are ripping. Over 10 years old                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$1,000        |
|                          | New Poles/Nets for Volleyball Courts (4 Poles & 2 Nets)   | Current ones wobble and are old                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$2,400        |
|                          | Badge Access on South Side of School                      | Classes to outside and have to re-enter the main entrance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$4,000        |
|                          | Interior Paint                                            | 10-Year Plan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | \$140,000      |

| Building                   | Request                                                                                                                        | Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Estimated Cost   |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>De Soto High School</b> |                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                  |
|                            | Science Desks                                                                                                                  | For several years facilities and custodial services have nursed along the Science tables in two DHS Biology classrooms. Those tables are unstable. They have been repaired to the point in which not much else can be done to continue their use.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | \$12,000         |
|                            | Blinds for Social Studies Classrooms                                                                                           | Original to that area of the building, the blinds are bent and do not work correctly or are unused as a result. This impacts the energy savings that could result in having newer working blinds or shades.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | \$4,000          |
|                            | Restroom Partitions                                                                                                            | In the older areas of the building (Commons, Social Studies, Crossroads), the restroom partitions need to be replaced.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$10,000         |
|                            | Aux Gym Curtain                                                                                                                | Due to age, wear and tear, and the tar residue that was not removed/cleaned after the roofing job - the Aux Gym curtain looks awful.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$18,000         |
| <b>Mill Valley</b>         |                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                  |
|                            | Lunch Tables w/Seats Attached                                                                                                  | With many groups using the commons, this will make set up and take down more efficient for custodians.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$15,000         |
|                            | Furniture for Flexible Seating Conference Rooms                                                                                | Need flexible type tables and chairs for C Hall and Counseling conference rooms. Tables that can be separated and/or put together for 2 separate conference tables or 1 big table when the room divider is open.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Tables - \$7,000 |
| <b>Special Services</b>    |                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                  |
|                            | 75" Large Smart T.V. / Light Speed Sound System                                                                                | As part of our creative problem solving to both expand our instructional space and meet the safety needs of students and staff, we continue to look for solutions to expand our current instructional space at the District Service Center. As a result, we have re-purposed the auditorium to both maintain student and staff cohorts as well as increase instructional space. We have worked to do this at minimal costs but continue to struggle with adequate technology to provide instruction to a group of students one of which is hearing impaired. The addition of this technology would enhance our ability to provide instruction to our students and address the need of our student with a hearing impairment in an acoustic challenged setting. | \$3,500          |
|                            | 2 Adult Tricycles for The Bridge                                                                                               | Adult tricycles could be ridden by many students receiving services at The Bridge. Many current students utilized adult tricycles in their high school environment. Adult tricycles provide a safe, low-to-the-ground ride for students requiring support with balance and stability. Additional benefits of an adult tricycle include:<br>*Increased student independence during a leisure activity<br>*Improved student health due to increased physical activity                                                                                                                                                                                                                                                                                            | \$1,800          |
| <b>Maintenance</b>         |                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                  |
|                            | Mize - HVAC Controls Upgrade                                                                                                   | Replace our antiquated HVAC control system with what we have throughout the rest of the school district.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$142,100        |
|                            | MVHS - Add magnetic door holders to elevator doors, art room storages, kiln, etc. that would be attached to fire alarm system. | Add magnetic door holders to 8-10 fire doors that are continually written up every year by the fire marshal for being propped open with wooden wedges. Doors would automatically close when fire alarm activates, which would satisfy the Fire Marshal and save lives in the event of an actual fire.                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$5,000          |

| Building | Request                                                                           | Rationale                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Estimated Cost |
|----------|-----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
|          | New Shed for Clear Creek in Receiving                                             | Existing shed in needs to be replaced.                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$5,500        |
|          | Replace parking lot lights with LED fixtures @ Admin, SE, ME, CCE, & RE           | Unfortunately the induction lighting we purchased years ago has not performed as expected. We also cannot get any parts to repair these particular lights. Several years after purchasing these lights the manufacturer (AGT) went out of business. Other induction lighting manufactures no longer recommend that induction lighting be used in outdoor settings due to the high failure rate.                                                                                                               | \$18,000       |
|          | DSC - High capacity, wall mounted, secure key boxes                               | This would help us to be more organized with the many keys we have. There are keys for every file cabinet, every desk desk, and each wooden cabinet for every classroom and office. Currently the keys are kept in gallon size zip lock bags, desk drawers, and empty coffee cans.                                                                                                                                                                                                                            | \$1,200        |
|          | CC, RE and ME New roof on activity canopy                                         | The roofs are leaking. Changes were made to SE canopy and it is working.                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$40,000       |
|          | Waterless Urinal Replacement                                                      | BE, HE, LTMS, and MVHS -                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$7,500        |
|          | Upgrade DeWalt Tools                                                              | Our current drills, hammer drills, sawzalls and circular saws are old and the batteries are getting harder and more expensive to replace. Several tools have stopped working recently and we have not replaced them yet. DeWalt has a new line of 20V tools that should be around for many years to come.                                                                                                                                                                                                     | \$5,000        |
|          | Plumbing Tools - Small Pro Press Tool                                             | Our current Pro Press works great for larger piping. What we work on mostly is 1/2 and 3/4 inch and our large tool just will not work in small, tight spaces (in cabinets, above ceilings). The smaller Pro Press will work much better in the confined spaces and will be much more user friendly.                                                                                                                                                                                                           | \$2,000        |
|          | Replace CFL lamps with LED in the Pod areas @ BE, HE, & PRE and in the gym at PRE | The heat from the CFL lamps is extreme and the lamps are failing more often. The past two summers we have had to replace nearly 400 lamps each summer. The LED lamps will use less energy and give off less heat, helping them to last longer. The LED lamps use only 9 watts as opposed to 42 watts for each Compact Fluorescent Lighting lamps. There are 1,104 CFL lamps in these 3 buildings.                                                                                                             | \$12,000       |
| Grounds  |                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |
|          | District Asphalt Repairs                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$750,000      |
|          | District Concrete Repairs                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$225,000      |
|          | Dump Truck Replacement                                                            | The oldest dump truck's frame is rotting and will soon be eliminated from our fleet for snow removal for safety concerns. Repairs have been often and costly the last few years. New snow removal equipment and dump bed for the truck is included in estimated cost. 10-Year Plan                                                                                                                                                                                                                            | \$80,000       |
|          | Hoop House/Compound (Monticello)                                                  | For salt and equipment storage for the East side of the district. Currently all salt has to be transported from De Soto to Shawnee and Lenexa for winter weather. Most of the grounds equipment has to be transported to the East side. We would save a lot of man hours having this, as well as to secure equipment to better protected from theft and vandalism. Our equipment would last longer being stored out of the sun and rain. Keeping more salt on hand would make material shortages less likely. | \$90,000       |
|          | Hoop House (De Soto)                                                              | For salt storage. Salt is currently taking up 2 bays of the 4 bay storage building. Keeping more salt on hand would make material shortages less likely. The location of the hoop house would allow for safer and easier delivery of salt. Moving the salt to a hoop house would allow for more storage of equipment that is being decayed by weather. Bond                                                                                                                                                   | \$38,000       |
|          | Replace Mill Creek John Deere Gator                                               | The current gator is approaching 3,000 hours, it is having frequent mechanical issues.                                                                                                                                                                                                                                                                                                                                                                                                                        | \$10,000       |
|          | Replace Mower at DHS                                                              | The current mower will have over 2000 hours by the end of the season.                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$20,000       |



# Unified School District 232

Facilities Department

**Steve Deghand**  
Director of Facilities

To: Dr. Frank Harwood, Superintendent of Schools  
USD 232 Board of Education  
From: Steve Deghand  
Date: December 2, 2020  
Subject: F-250 Pick-up (Consent)

## **F-250 Consent**

The USD 232 Grounds Department had a 2009 Ford pick-up truck throw an engine rod and was put out of commission two weeks ago. This truck was scheduled to be replaced in a year but unfortunately, it did not make it that long. We could either repair or replace so we looked into both. To repair it would cost around \$7,000 and to replace would cost about \$29,000.

In looking at what the current truck is worth and knowing that it was scheduled to be replaced next year, we feel that replacing the current truck is the best option. At this time, we are asking the Board of Education to approve the purchase of a 2021 Ford F-250 for \$29,064 from Shawnee Mission Ford as they currently hold the government contract on pick-up trucks for the State of Kansas. In addition, we are asking the Board to declare the 2009 pick-up as surplus, allowing us to sell. Please contact me with any questions or concerns you may have regarding this purchase.



November 13, 2020

To: USD 232 Board of Education  
From: Gail Holder, Principal, Mill Valley High School  
Re: Donation

I seek the approval from our Board of Education to accept a donation to the MVHS wrestling program. This donation will help our coach supplement the cost of various program needs.

Bruce Garner-\$4,000

Respectfully submitted for Board approval,

A handwritten signature in black ink, appearing to be "Gail Holder", written over a horizontal line.

Gail Holder

Principal, MVHS

BRUCE D GARNER  
14617 CEDAR ST.  
LEAWOOD, KS 66224

18-1/1010

2673

DATE 11/11/20 MP

SECURE. Delivers confidence.  
SPECIALTY UNIT FOR SECURITY



PAY TO  
THE ORDER OF

Mill Valley Wrestling Takedown Club \$ 4000.00  
four thousand and 00/100

DOLLARS

Heat  
Reactive  
Ink



**Commerce Bank**  
Tulsa, Oklahoma 74135 7408  
www.commercebank.com

MEMO

Sponsorship

*Bruce Garner*

MP

⑆101000019⑆ 814005330⑆ 2673

LOOK FOR FRAUD-DETECTING FEATURES INCLUDING THE SECURITY SQUARE AND HEAT-REACTIVE INK. DETAILS ON BACK.

11/13/20

Donation check to the Wrestling team.



## Unified School District 232

**De Soto – Shawnee – Lenexa – Olathe**  
**w w w . u s d 2 3 2 . o r g**

Mrs. Pam Hargrove

Principal, Belmont Elementary

TO: USD 232 Board of Education

FROM: Pam Hargrove

DATE: November 18, 2020

RE: Permission to accept donation

Thank you for your dedication to the health and safety of our students and staff during this unconventional time in our history. The physical, mental and emotional toll has been great on all stakeholders. Your selfless time and thoughtful deliberation on our behalf is appreciated.

It is on the behalf of our district, that I ask the Board of Education to recognize and approve a gift of approximately forty thousand, non-hospital grade 210 N95 masks, carrying a purchased monetary value of \$33,440.64. The donation was facilitated by a district parent and made possible by Sekisui XenoTech, LLC. The masks may be distributed to all district buildings, as needed, to elevate protective masking measures. We appreciate the generosity of this company and thank you for your attention to this request at your earliest convenience.

Gratefully,  
Pam Hargrove



**Alvie L. Cater, II**  
Assistant Superintendent

To: Members of the Board of Education  
Frank Harwood, Superintendent of Schools  
From: Alvie Cater  
Date: December 2, 2020  
Subject: **Resolution adopting Kansas Homeland Security Region L Multi-Hazard Mitigation Plan (ALERT)**

We will ask the Board of Education in January to approve a resolution adopting the Regional Multi-Jurisdictional Hazard Mitigation Plan. Approving the resolution would make the school district eligible to receive hazard mitigation funds following a disaster should funding become available.

### **Background**

Over the course of 2018 and 2019, the school district participated in an effort led by Johnson County Emergency Management that worked with surrounding school districts, cities, Wyandotte County, Leavenworth County, and Kansas Division of Emergency Management to develop the Region L Multi-Jurisdictional Hazard Mitigation Plan. The regional mitigation plan was approved by FEMA on October 3, 2019.

Mitigation is the effort to reduce loss of life and property by lessening the impact of disasters. Hazard mitigation planning is the process through which hazards that threaten communities are identified, impacts of those hazards are determined, mitigation goals and strategies are determined, and actions are prioritized and implemented. The Disaster Mitigation Act of 2000 requires all political entities in the United States to have an approved Hazard Mitigation Plan in order to be eligible to receive hazard mitigation funds following a disaster should funding become available. Approving the resolution also provides eligibility to apply for hazard mitigation grant funds if/when grant funds are available.

The Region L Multi-Hazard Mitigation Plan is available for viewing on Johnson County's website.

- <https://www.jocogov.org/dept/emergency-management/emergency-management-program/county-emergency-plans/mitigation-plan>

A copy of the resolution follows this memo. As always, please let us know what questions you may have.

####



## RESOLUTION

### Adopting the Kansas Homeland Security Region L Hazard Mitigation Plan

**Whereas**, the Board of Education of Unified School District No. 232, Johnson County, Kansas, recognizes the threat that natural hazards pose to people and property within our community; and

**Whereas**, undertaking hazard mitigation actions will reduce the potential for harm to people and property from future hazard occurrences; and

**Whereas**, the U.S. Congress passed the Disaster Mitigation Act of 2000 (“Disaster Mitigation Act”) emphasizing the need for pre-disaster mitigation of potential hazards;

**Whereas**, the Disaster Mitigation Act made available hazard mitigation grants to state and local governments; and

**Whereas**, an adopted Hazard Mitigation Plan is required as a condition of future funding for mitigation projects under multiple Federal Emergency Management Agency (FEMA) pre- and post-disaster mitigation grant programs; and

**Whereas**, Unified School District No. 232 fully participated in the FEMA prescribed mitigation planning process to prepare this Multi-Hazard Mitigation Plan; and

**Whereas**, the Kansas Division of Emergency Management and FEMA Region VII officials have reviewed the Region L Multi-Hazard Mitigation Plan, and approved it contingent upon this official adoption of the participating governing body; and

**Whereas,** Unified School District No. 232 desires to comply with the requirements of the Disaster Mitigation Act and to augment its emergency planning efforts by formally adopting the Region L Multi-Hazard Mitigation Plan; and

**Whereas,** adoption of this legitimizes the plan and authorizes responsible agencies to carry out their responsibilities under the plan.

**Now, therefore, be it resolved,** that Unified School District No. 232 adopts the Kansas Homeland Security Region L Hazard Mitigation Plan as an official plan; and

**Be it further resolved,** Unified School District No. 232 will submit this Adoption Resolution to the Kansas Division of Emergency Management and FEMA Region VII officials to enable the plan's final approval.

The resolution is hereby adopted the \_\_\_\_\_ day of \_\_\_\_\_, 2021.

BOARD OF EDUCATION OF UNIFIED SCHOOL DISTRICT NO. 232, JOHNSON COUNTY, KS

\_\_\_\_\_  
Danielle Heikes, President

ATTEST:

\_\_\_\_\_  
Wendy Denham, Clerk of the Board



**Alvie L. Cater, II**  
Assistant Superintendent

To: Members of the Board of Education  
Frank Harwood, Superintendent of Schools  
From: Alvie Cater  
Date: December 2, 2020  
Subject: **Recommended Policy Updates (ALERT)**

We are continuing our regular review of policies with a recommendation for changes to be considered by the Board of Education at the regularly scheduled meeting in January.

As you may recall, our process for policy revisions will be a written report submitted as an Alert, followed by requested action via the Consent Agenda the following month. As a reminder, the Board may choose to remove items from Consent for further discussion.

We are reviewing existing policies and are presenting recommendations to add, amend, or strike policy language regarding a range of topics. The review is taking place with available resources provided by the Legal/Policy Services of Kansas Association of School Boards (KASB) at no additional cost to the school district. The resources from KASB are available to the district as part of its regular membership.

Recommendations to add or amend policies will generally fall into three categories with some overlap:

- **Required Changes** – in order to comply with new federal/state laws and regulations
- **New Policies** – to address emerging issues and/or comply with federal/state regulations
- **Recommended Revisions** – to fill gaps in existing language, eliminate redundancy, correct punctuation, and/or make policies easier to administer.

We are presenting 13 policy updates and two (2) new policies for your consideration.

#### **How to review policy updates**

We are presenting current board policy with noted changes in two ways:

- ~~Strikethrough~~ text
- **Red Italics** for new language or new references

As we go through specific policies, you may see mentions of other board policies denoting possible connections and references. We will not present referenced policies in these reports unless there are changes to be considered.

## **Policy DFE – Investment of Funds**

This policy update reflects the statutory language requiring school district monies be deposited with a main branch office located within the district, county, or counties in which part of the district is located. The district meets this requirement. Policy language is being updated to address the new requirements of state and/or federal regulations.

### **DFE – Investment of Funds**

The investment of school district monies shall be the responsibility of the superintendent, business manager and/or the district treasurer.

Any monies not immediately required for the purposes for which the monies were collected or received, shall be invested as provided by current statute.

### **Posting Securities**

All investments of district monies shall be secured *to 100% of the amount of district monies* by F.D.I.C. coverage, a pledge of direct federal obligations, or direct guaranteed federal agency deposits in accordance with requirements of state law. Exceptions to the required posting of securities shall be only as provided by law and approval of the board.

All offerings of monies for investment shall state the amount to be invested and the maturity date of each investment.

All banks and savings and loan associations (*hereafter “financial institution(s)”*) with main or branch offices located within the *district and the* county or ~~adjoining~~ counties *in which part* of the district *is located* shall be given an opportunity to bid on all monies offered for investment. All bids shall be specified on the basis of simple interest.

### **Distribution of monies for investment shall be as follows:**

*The treasurer or other person designated by the board shall inform each eligible financial institution of the total amount of money to be invested on a specified date and the maturity date of the investment. Each financial institution responding shall submit a single proposal of the rate of interest it would pay on all or part of the funds to be invested.*

*Monies shall be invested with the financial institution offering the highest interest rate in such amount as the financial institution will accept, and any remaining amounts shall be invested with the financial institution(s) offering the next highest interest rates in such amounts as it will accept until all funds offered for investment are invested. No financial institution shall be eligible to receive any funds in the same offering at a rate lower than its proposal rate.*

*No proposal less than the most recently determined investment rate as defined in K.S.A. 12-1675a shall be accepted unless otherwise authorized by K.S.A. 12-1675. No funds will be invested for maturities of more than two years.*

*Any monies not otherwise invested in eligible financial institutions located in the district due to their inability, for whatever reason, to accept the funds, shall be invested in secured deposits in financial institutions which have offices located in counties in which a part of the school district is located.*

*Any monies not invested in financial institutions in the district or located in counties in which a part of the school district is located may be invested as authorized by Kansas law.*

*Monies available for reinvestment as a result of maturities may be reinvested with the financial institution holding such monies provided the financial institution agrees to pay the same or higher rate as that offered by the highest proposal at the time the requests for proposals were accepted.*

*In the event of identical high proposals, the allocation of monies to be invested between the financial institutions offering the high proposals shall be at the discretion of the superintendent.*

*The treasurer shall record the following information: the date of each request for proposal; the name of each financial institution notified; the name of the officer notified; the proposal; the amount of monies the financial institution is willing to accept at the rate proposed.*

*To be eligible to receive invested funds or deposits from the district, any otherwise eligible financial institution shall have on file in the office of the district treasurer a letter requesting its inclusion in any request for proposal and providing proper assurance of compliance with requirements of applicable laws and board policy relating to maintenance of proper security and assurance of its membership in good standing consistent with current federal regulations. The superintendent shall report monthly to the board on the district's investments.*

BOE Approved: 10/2005; 01/2008; 01/2021

## **Policy GAAB – Complaints of Discrimination**

This policy is amended to state that any complaint of student sexual harassment would be reported to the Title IX Coordinator and covered by student policy JGEC, and complaints of sexual harassment by employees reported to the Title IX Coordinator and addressed by policy GAAC. It also refers complaints concerning child nutrition programs to policy KNA. These changes reflect requirements under federal regulations.

As you may recall, the U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

### **GAAB – Complaints of Discrimination (See JDDC, JGECA and KN)**

*(See GAAC, GAACA, JDDC, JGEC, JGECA, KN and KNA)*

The district is committed to maintaining a working and learning environment free from discrimination, insult, intimidation or harassment due to race, color, religion, sex, sexual orientation, gender identity, age, national origin or disability. *Except as otherwise provided in this policy and board policies GAAC, JGEC, and KNA, Any any* incident of discrimination in any form shall promptly be reported to an employee's immediate supervisor, the building principal, or the district compliance coordinator for investigation and corrective action by the building or district compliance officer. Any employee who engages in discriminatory conduct shall be subject to disciplinary action, up to and including termination.

Discrimination against any individual on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, age, or religion in the admission *to, or* access to, *or* treatment, or employment in the district's programs and activities is prohibited. The Director of Human Resources, ~~De Soto~~ USD 232, 35200 West 91st Street, De Soto, KS 66018, 913-667-6200, has been designated to coordinate compliance with nondiscrimination requirements contained in Title VI and Title VII of the Civil Rights Act of 1964 *except discrimination on the basis of sex, Title IX of the Education Amendments of 1972, and The Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, the Personal Responsibility Work Opportunity Reconciliation Act of 1996, and the Food Stamp Act of 1977, as amended.* The Director of Special Services has been designated to coordinate compliance with nondiscrimination requirements contained in Section 504 of the Rehabilitation Act of 1973.

*Complaints regarding alleged discrimination on the basis of sex, as prohibited by Title IX of the Education Amendments of 1972 and other federal and state laws regulating such discrimination and discriminatory harassment, shall be handled in accordance with the procedures outlined in board policies GAAC and JGEC and shall be directed to the Title IX*

*Coordinator at USD 232, Director of Human Resources, 35200 West 91st Street, De Soto, KS 66018, 913-667-6200. More information may be obtained on discrimination on the basis of sex by contacting the Title IX Coordinator.*

*Complaints alleging discrimination in child nutrition programs offered by the district shall be handled in accordance with the procedures outlined in board policy KNA, and more information may be obtained on procedures for such complaint by contacting the district compliance officer.*

Complaints of discrimination should be addressed to an employee's supervisor or to the building principal or the compliance coordinator. Complaints against the superintendent should be addressed to the board of education.

*Unless otherwise provided herein,* ~~Complaints~~ *complaints* of discrimination will be resolved using the district's discrimination complaint procedures in policy KN.

The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for participating in the complaint process; or making a complaint, testifying, assisting, or participating in any investigation, proceeding, or hearing.

BOE Approved: 07/2009; 12/2017; 12/2019; *01/2021*

## Policy GAAC – Sexual Harassment

This sexual harassment policy applicable to school employees reflects significant Title IX regulatory changes issued by the U.S. Department of Education on May 6, 2020. These new regulations address major changes to the definition of what constitutes sexual harassment, what triggers the district's legal obligation to respond, and how the district must respond.

The new regulations require a school district to respond "promptly" and not in a "deliberately indifferent" manner, which is defined as "not clearly unreasonable in light of known circumstances" when it has "actual knowledge" of sexual harassment. No investigation of sexual harassment may occur until a formal complaint has been filed by the victim or the Title IX Coordinator. The role and responsibilities of the Title IX Coordinator are expanded to provide "supportive measures" to the victim and requires the district to provide for procedural safeguards to both parties during the investigation and decision-making stages.

These regulations became effective August 14, 2020 including the new training requirements for the Title IX Coordinator, the investigator, the decision-maker and anyone else involved in any informal resolution process. The district took steps during the summer to comply with the new regulations.

### **GAAC – Sexual Harassment** (See GAF and JGEC)

The board of education is committed to providing a positive and productive working and learning environment, free from discrimination on the basis of sex, including sexual harassment. *The district does not discriminate on the basis of sex in admissions, employment, or the educational programs or activities it operates and is prohibited by Title IX from engaging in such discrimination. Discrimination on the basis of sex, including sexual harassment* will not be tolerated in the school district. *Discrimination on the basis of sex* Sexual harassment of employees or students of the district by board members, administrators, ~~certificated~~ *licensed* and ~~support~~ *classified* personnel, students, vendors, and any others having business or other contact with the school district is strictly prohibited.

Sexual harassment is unlawful discrimination on the basis of sex under Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Kansas Acts Against Discrimination. All forms of sexual harassment are prohibited at school, on school property, and at all school-sponsored activities, programs, or events *within the United States*. Sexual harassment against individuals associated with the school is prohibited, whether or not the harassment occurs on school grounds.

It shall be a violation of this policy for any student, employee, or third party (visitor, vendor, etc.) to sexually harass any student, employee, or other individual associated with the school. It shall further be a violation for any employee to discourage a student or another employee from filing a complaint, or to fail to investigate or refer for investigation, any complaint lodged under the provisions of this policy. Violation of this policy by any employee shall result in disciplinary action, up to and including termination.

Sexual harassment shall include *conduct on the basis of sex* but not be limited to, ~~unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:~~ *involving one or more of the following:* (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. *(1) A district employee conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcomed sexual conduct; (2) unwelcomed conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking.*

Sexual harassment may result from verbal or physical conduct or written or graphic material. Sexual harassment may include but is not limited to: verbal harassment or abuse *of a sexual nature*; pressure for sexual activity; repeated remarks to a person with sexual or demeaning implication; unwelcome touching; or suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning an employee's job status.

The district encourages all victims of sexual harassment and persons with knowledge of such harassment to report the harassment immediately. Complaints of sexual harassment will be promptly investigated and resolved. *Any person may make a verbal or written report of sex discrimination by any means and at any time.*

*The Director of Human Resources, USD 232, 35200 West 91st Street, De Soto, KS 66018, 913-667-6200, has been designated to coordinate compliance with nondiscrimination requirements contained in Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 regarding discrimination on the basis of sex, and the Kansas Act Against Discrimination. Information concerning the provisions of these Acts, and the rights provided thereunder, are available from the Title IX Coordinator. Inquiries about the application of Title IX to the district may be referred to the Title IX Coordinator; to the Assistant Secretary for Civil Rights at the U.S. Department of Education, Office of Civil Rights, 400 Maryland Avenue, SW, Washington D.C. 20202-1100, (800)421-3481, or at OCR@ed.gov; or both.*

#### *Response to Harassment Complaints*

*The district takes all reports of sexual harassment seriously and will respond meaningfully to every report of discrimination based on sex, including sexual harassment, of which the district has actual knowledge.* Employees who believe they have been subjected to sexual harassment should discuss the problem with their immediate supervisor. If an employee's immediate supervisor is the alleged harasser, the employee should discuss

the problem with the building principal *administrator* or the *Title IX Coordinator* district compliance coordinator. ~~Employees who do not believe the matter is appropriately resolved through this meeting may file a formal complaint under the district's discrimination complaint procedure in policy KN.~~ *All employees receiving reports of alleged sexual harassment shall notify the Title IX Coordinator.*

### *Definitions*

*The following definitions apply to the district in responding to complaints of sexual discrimination including sexual harassment as defined by Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Kansas Act Against Discrimination.*

*The "complainant" means an individual who is alleged to be a victim of conduct that could constitute sexual harassment.*

*"Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.*

*The "decision-maker" reviews all the evidence and prepares an impartial written responsibility determination as to whether the alleged conduct occurred and provides an opportunity for the parties and their representatives to prepare written questions to be answered by the other party. The decision-maker shall not be the Title IX Coordinator or investigator.*

*"Domestic violence" includes crimes of violence committed by a person who is a current or former spouse, partner, person with whom the victim shares a child, or who is or has cohabited with the victim as a spouse or partner, by a person similarly situated to a spouse of the victim under Kansas or applicable federal law, or by any other person against an adult or youth victim having protection from such person's acts by Kansas or applicable federal law.*

*A "formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the district investigate the allegation of sexual harassment.*

*The "investigator" is the person who carries out the investigation after the formal complaint is filed and conducts interviews of the witnesses, collects and documents evidence, and drafts an investigative report.*

*A "respondent" is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.*

*“Sexual assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.*

*“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress.*

*The “Title IX Coordinator” is the individual designated at the district level who has responsibility to coordinate compliance with Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 regarding discrimination on the basis of sex, and the Kansas Act Against Discrimination. The Title IX Coordinator’s responsibilities include, but are not limited to: developing materials and ensuring professional development occurs for staff involved in Title IX compliance, creating systems to centralize records, gathering relevant data, contacting the complainant (and/or parents or guardians, if applicable) once the district has actual knowledge of alleged sexual harassment, coordinating the implementation of supportive measures, signing a formal complaint to initiate a grievance process, and ensuring any remedies are implemented.*

*The Title IX Coordinator, any investigator, decision-maker, or any person who facilitates an informal resolution process shall not have a conflict of interest or bias for or against the complainant or respondent. These individuals shall receive training on the definition of sexual harassment; the scope of the education program and activities; how to conduct an investigation, including appeals and informal resolution processes; and how to serve impartially, including by avoiding prejudgment of the facts, conflicts of interest, and bias. Decision-makers shall receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant. Investigators shall receive training on issues of relevance of questions and evidence in order for them to create investigative reports that fairly summarize relevant evidence.*

*Any employee who witnesses an act of sexual harassment or receives a complaint of harassment from another employee or a student shall report the complaint to their immediate supervisor, building administrator, or Title IX Coordinator. Employees who fail to report complaints or incidents of sexual harassment to appropriate district officials may face disciplinary action. District officials who fail to investigate and take appropriate corrective action in response to complaints of sexual harassment may also face disciplinary action.*

Complaints received will be investigated to determine whether, under the totality of the circumstances, the alleged behavior constitutes sexual harassment under the definition outlined above. Unacceptable conduct may or may not constitute sexual harassment, depending on the nature of the conduct and its severity, pervasiveness and persistence.

Behaviors which are unacceptable but do not constitute harassment may also result in employee discipline.

If discrimination or harassment has occurred, the district will take prompt, remedial action to *stop it and* prevent its reoccurrence.

~~Any employee who witnesses an act of sexual harassment or receives a complaint of harassment from another employee or a student shall report the complaint to the building principal. Employees who fail to report complaints or incidents of sexual harassment to appropriate school officials may face disciplinary action. School administrators who fail to investigate and take appropriate corrective action in response to complaints of sexual harassment may also face disciplinary action.~~

*The Title IX Coordinator shall promptly respond in a meaningful way to any reports of sexual discrimination including sexual harassment of which the district has actual knowledge as follows:*

- Contact the complainant within ten (10) business days and discuss the availability of supportive measures, with or without the filing of a formal complaint, and consider the complainant's wishes as to supportive measures; and*
- Inform the complainant of the right to a formal complaint investigation consistent with Title IX and the informal resolution process.*

#### *Supportive Measures*

*The district will treat the complainant and respondent equitably by offering supportive measures. These non-disciplinary and non-punitive measures will be offered as appropriate, as reasonably available, and without cost to the complainant or the respondent. Supportive measures are designed to restore or preserve equal access to the education program or activity without unreasonably burdening the other party. "Supportive Measures" shall include, but not be limited to, measures designed to protect the safety of all parties, to protect the district's educational environment, or to deter sexual harassment. These measures may include counseling, extensions of deadlines or course-related adjustments, modifications of work or class schedules, escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring, and other similar measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.*

#### *The Formal Complaint*

*No investigation of alleged sexual harassment may occur until after a formal complaint has been filed.*

*A formal complaint is a document filed by the complainant or signed by the Title IX Coordinator alleging sexual harassment and requesting an investigation. The procedures for filing a formal complaint are as follows:*

- At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the district concerning which the formal complaint is filed.*
- A formal complaint should be filed in writing and contain the name and address of the person filing the complaint. The complaint should briefly describe the alleged violation. Filing of the complaint with the Title IX Coordinator may be done in person, by mail, or by email. If an individual does not wish to file a written complaint, and the matter has not been adequately resolved, the Title IX Coordinator may initiate the complaint. Forms for filing written complaints are available in each school building office and the central office.*
- A complaint should be filed as soon as possible after the conduct occurs, but not later than 180 calendar days after the complainant becomes aware of the alleged violation, unless the conduct forming the basis for the complaint is ongoing.*
- An investigation shall follow the filing of the complaint. If the complaint is against the superintendent, the board shall appoint an investigating officer. In other instances, the investigation shall be conducted by a qualified individual designated by the Title IX Coordinator or another individual appointed by the board. The investigation shall be thorough. All interested persons, including the complainant and the respondent, will be afforded an opportunity to submit written or oral evidence relevant to the complaint.*

#### *Formal Complaint Notice Requirements*

*Upon filing of a formal complaint, the district shall provide written notice to the known parties including:*

- Notice of the allegations of sexual harassment including sufficient details to prepare a response before any initial interview including:
  - the identities of the parties involved, if known;*
  - the conduct allegedly constituting sexual harassment; and*
  - the date and location of the alleged incident, if known.**
- The district's investigation procedures, including any informal resolution process;*

- *A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation;*
- *Notice to the parties they may have an advisor of their choice and may inspect and review any evidence; and*
- *Notice to the parties of any provision in the district's code of conduct or policy that prohibits knowingly making false statements or knowingly submitting false information.*

*If, in the course of an investigation, the investigator decides to investigate allegations about the complainant or respondent that are not included in the notice initially provided, notice of the additional allegations shall be provided to known parties.*

#### *Formal Complaint Investigation Procedures*

*To ensure a complete and thorough investigation and to protect the parties, the investigator shall:*

- *Ensure that the preponderance of the evidence burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the district and not the parties;*
- *Provide an equal opportunity for the parties to present witnesses and evidence;*
- *Not restrict either party's ability to discuss the allegations under investigation or to gather and present relevant evidence;*
- *Allow the parties to be accompanied with an advisor of the party's choice;*
- *Provide written notice of the date, time, location, participants, and purpose of any interview, meeting, or hearing at which a party is expected to participate;*
- *Provide the parties equal access to review all the evidence collected which is directly related to the allegations raised in a formal complaint, including the investigative report, and the opportunity to respond to that evidence before a determination is made;*
- *Be impartial and objectively evaluate all relevant evidence without relying on sex stereotypes;*

- *Not have conflicts of interest or bias for or against complainants or respondent;*
- *Not make credibility determinations based on the individual's status as complainant, respondent, or witness.*

#### *Formal Complaint Investigation Report*

*The investigator shall prepare an investigative report that fairly summarizes relevant evidence and share the report with the parties and their advisors for review and response.*

*Before completing the investigative report, the investigator must send each party and their advisors the investigative report for review and allow the parties 10 days to submit a written response for the investigator's consideration.*

*The investigator's written report shall include an objective evaluation of all relevant evidence using a preponderance of the evidence standard to determine responsibility.*

#### *Decision-Maker's Determination*

*Upon receiving the investigator's report, the decision-maker must make a determination regarding responsibility and afford each party the opportunity to submit written, relevant questions that the parties want asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions.*

*The decision-maker must issue a written determination regarding responsibility based on a preponderance of the evidence. The decision-maker's written determination shall:*

- *Identify the allegations potentially constituting sexual harassment;*
- *Describe the procedural steps taken, including any notifications to the parties, site visits, methods used to gather evidence, and interviews;*
- *Include the findings of fact supporting the determination;*
- *Address any district policies and/or conduct rules which apply to the facts;*
- *Address each allegation and a resolution of the complaint including a determination regarding responsibility, the rationale therefor, any disciplinary sanctions imposed on the respondent, and whether the remedies are designed to preserve access to the educational program or activity will be provided by the district to the complainant; and*
- *The procedures and permissible bases for the complainant and/or respondent to appeal the determination.*

*A copy of the written determination shall be provided to both parties simultaneously.*

*The range of disciplinary sanctions and remedies may include, but may not be limited to, supportive measures, short term suspension, long term suspension, expulsion for students, and/or termination for employees. Complainants and respondents shall be treated equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made. The Title IX Coordinator is responsible for the effective implementation of any remedies. If the investigation results in a recommendation that a student be suspended or expelled, procedures outlined in board policy and state law governing student suspension and expulsion will be followed.*

*If the investigation results in a recommendation that an employee be suspended with or without pay or terminated, procedures outlined in board policy, the negotiated agreement (as applicable), and/or state law will be followed.*

*Records relating to complaints filed and their resolution shall be maintained by the Title IX Coordinator for seven years.*

*The decision becomes final on the date the parties receive the results of an appeal, if any appeal is filed, or on the date the opportunity for an appeal expires.*

#### *Appeals*

*The complainant or respondent may appeal the decision-maker's determination regarding responsibility or a dismissal of a formal complaint, on the following base:*

- Procedural irregularity that affected the outcomes;*
- New evidence that was not reasonably available at the time that could affect the outcome; and/or*
- The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias against either party that affected the outcome.*
- The request to appeal shall be made in writing to the Title IX Coordinator within 20 days after the date of the written determination. Appeals shall be on the record and heard by an attorney, an independent hearing officer appointed by the board, or the board. The appeal decision-maker may not be the Title IX Coordinator, the Investigator, or the decision-maker from the original determination.*
- The appeal decision-maker will issue a written decision within 30 days after the appeal is filed. The appeal decision-maker will describe the result of the appeal and the rationale for the result.*

*The appeal decision-maker shall:*

- *Review the evidence gathered by the investigator, the investigator's report, and the original decision-maker's determination;*
- *Notify both parties in writing of the filing of an appeal and give them 10 days after the appeal is filed to submit further evidence in writing;*
- *Not have a conflict of interest or bias for or against complainant or respondent and receive the required training;*
- *Issue a written decision and the rationale for the decision within 30 days after the appeal is filed;*
- *Describe the result of the appeal and the rationale for the result in the decision; and*
- *Provide the written decision simultaneously to both parties and to the Title IX Coordinator.*

#### *Informal Resolution Process*

*At any time during the formal complaint process and prior to reaching a determination regarding responsibility, the district may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and determination of responsibility.*

*The informal resolution process may be facilitated by a trained educational professional, consultant, or other individual selected by the Title IX Coordinator under the following conditions:*

- *The parties are provided a written notice disclosing the allegations, the requirements of the informal resolution process, information on when it may preclude the parties from resuming a formal complaint arising from the same allegations;*
- *At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the investigation of the formal complaint and be informed of any consequences resulting from participating in the informal resolution process;*
- *The parties voluntarily and in writing consent to the informal resolution process; and*
- *The informal resolution process cannot be used to resolve allegations that an employee sexually harassed a student.*

*If the matter is resolved to the satisfaction of the parties, the facilitator shall document the nature of the complaint and the proposed resolution, have both parties sign the documentation and receive a copy, and forward it to the Title IX Coordinator. Within 20 days after the complaint is resolved in this manner, the Title IX Coordinator shall contact the complainant to determine if the resolution of the matter remains acceptable. If the matter is not resolved, or if the individual does not believe the resolution remains acceptable within 20 days after the informal resolution document is executed, the individual or the Title IX Coordinator may proceed with the formal complaint process.*

*If discrimination or harassment has occurred, the district will take prompt, remedial action to prevent its reoccurrence. The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for participating in the complaint process; or making a complaint, testifying, assisting, or participating in any investigation, proceeding, or appeal.*

*Use of this complaint procedure is not a prerequisite to the pursuit of any other remedies including the right to file a complaint with the Office for Civil Rights of the U.S. Department of Education, the Equal Employment Opportunity Commission, or the Kansas Human Rights Commission.*

Initiation of a complaint of sexual harassment in good faith will not adversely affect the job security or status of an employee, nor will it affect his or her compensation. Any act of retaliation or discrimination against any person who has filed a complaint or testified, assisted, or participated in an investigation, proceeding, or hearing involving a ~~sexual harassment complaint~~ *sex discrimination including sexual harassment* is prohibited. Any person who retaliates is subject to immediate disciplinary action, up to and including termination of employment.

To the extent possible *while still following the above procedures*, confidentiality will be maintained throughout the investigation of a complaint. The desire for confidentiality must be balanced with the district's obligation to conduct a thorough investigation, *to provide supportive measures to both parties*, to take appropriate corrective action, *and* ~~or~~ to provide due process to the ~~accused~~ *complainant and the respondent*.

False or malicious complaints of sexual harassment may result in corrective or disciplinary action against the complainant.

*A summary of this policy and the complaint procedures including how to report or file a formal complaint of sex discrimination or sexual harassment shall be posted in each district facility, shall be published in employee handbooks, and on the district's website as directed by the Title IX Coordinator. Notification of the policy may include posting information notices, publishing in local newspapers, publishing in newspapers and magazines operated by the school, or distributing memoranda or other written communications to students and employees. In addition, the district is required to include*

*a statement of nondiscriminatory policy in any bulletins, announcements, publications, catalogs, application forms, or other recruitment materials that are made available to participants, students, applicants, or employees.*

BOE Approved: 01/2006; 08/2008; 12/2017; *01/2021*

## **Policy GAAD – Child Abuse**

The mandatory child abuse reporting policy is amended to add the requirement that school districts provide annual training to employees on reporting child abuse. It is recommended the district retain records that the training occurred, of the materials presented, and of the employees in attendance at the trainings. This annual training for school employees is required for the Kansas Education System Accreditation.

### **GAAD – Child Abuse - All Employees (see JCAC & JGEC)**

Any district employee who has reason to know or suspect a child has been injured as a result of physical, mental or emotional abuse or neglect or sexual abuse, shall promptly report the matter to the local Kansas Department for Children and Families (DCF) office or to the local law enforcement agency if the DCF office is not open. *Employees may file a report of suspected abuse anonymously to either DCF by phoning 1-800-922-5330 or to local law enforcement officials. The Code for Care of Children also provides civil immunity from prosecution if the report is made in good faith.*

The employee making the report will not contact the child's family or any other persons to determine the cause of the suspected abuse or neglect.

#### DCF *or Law Enforcement* Access to Students on School Premises

The building principal shall allow a student to be interviewed by DCF or law enforcement representatives on school premises and shall act as appropriate *to facilitate the agency's access to the child and* to protect the student's interests during the *process* ~~interview~~. *State law grants the investigating agency the authority to determine whether a school employee may be present while the interview is being conducted, taking into account the child's best interests. If asked to sit in on the interview by the agency representative conducting it, the building principal or designee thereof shall oblige such request in order to provide comfort to the child throughout the process and to facilitate the investigation.*

#### Cooperation Between School and Agencies

*Principals shall work with DCF and law enforcement agencies to develop a plan of cooperation for investigating reports of suspected child abuse or neglect. To the extent that safety is not compromised, law enforcement officers investigating complaints of suspected child abuse or neglect on school property shall not be in uniform.*

#### Reporting Procedure

*The employee shall promptly report to the local DCF office or law enforcement if DCF is closed. It is recommended the building administrator also be notified after the report is made.*

*If the building principal has been notified, the principal shall immediately notify the superintendent that the initial report to DCF has been made. If appropriate, the principal may confer with the school's social worker, guidance counselor or psychologist. At no time*

*shall the principal or any other staff member prevent or interfere with the making of a suspected child abuse report.*

*If available, the following information shall be given by the person making the initial report: name, address and age of the student; name and address of the parents or guardians; nature and extent of injuries or description of neglect or abuse; and any other information that might help establish the cause of the child's condition.*

*Any personal interview or physical inspection of the child by any school employee shall be conducted in an appropriate manner with an adult witness present.*

*State law provides that anyone making a report in good faith and without malice shall be immune from any civil liability that might otherwise be incurred or imposed.*

*Annual Training*

*Annual training for all school employees on child abuse and neglect reporting requirements shall be provided, and documentation of the training shall be maintained.*

BOE Approved: 01/2006; 08/2008; *01/2021*

## Policy GAOC – Use of Tobacco Products

This policy change reflects the recommendations of the Vaping Task Force as adopted by the Kansas State Board of Education. The definition of “tobacco product” is expanded to cover products made or derived from tobacco, including electronic nicotine delivery systems and any components or accessories used in the consumption of tobacco products. It also prohibits school employees from the “promotion” of tobacco products including product advertising.

### ~~GAOC – Use of Tobacco Products and Nicotine Delivery Devices~~ **Tobacco-Free School Grounds for Staff**

(See JCDA ~~and~~ **KMA**)

The use, *possession, or promotion* of *any* tobacco products ~~in any form and/or of any nicotine delivery device is prohibited for~~ *by* staff members *is prohibited at all times* in any *district facility; school building, in school vehicles; at school-sponsored activities, programs, or events; and on school* owned *or operated property*. ~~, leased or rented by the district; in other district facilities; and in school vehicles.~~

~~The use and/or possession of tobacco products in any form and/or of any nicotine delivery device is prohibited in any attendance center, at school-sponsored events or on school property.~~

~~For the purposes of this policy, “nicotine delivery device” means any device that can be used to deliver nicotine to the person inhaling from the device. Such definition shall include, but may not be limited to, any electronic cigarette, cigar, cigarillo, pipe, or personal vaporizer.~~

*The following definitions apply to this policy.*

*“Tobacco product” means any product that is made from or derived from tobacco, or that contains nicotine, that is intended for human consumption or is likely to be consumed, whether smoked, heated, chewed, absorbed, dissolved, inhaled, or ingested by any other means, including, but not limited to, electronic nicotine delivery system (hereafter “ENDS”), cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, or snus. Tobacco product also means any component or accessory used in the consumption of a tobacco product, such as filters, rolling papers, pipes, charging devices, cartridges, and any substance used in ENDS, whether or not they contain nicotine. This definition does not include FDA-approved nicotine replacement therapies including transdermal nicotine patches, nicotine gum, and nicotine lozenges prescribed to the employee by a medical practitioner or obtained over the counter and used in accordance with label requirements.*

*“Electronic nicotine delivery system” or “(ENDS)” means any device that delivers a vaporized solution (including nicotine, THC, or any other substance) by means of cartridges or other chemical delivery systems. Such definition shall include, but may not be limited*

*to, any electronic cigarette, vape pen, hookah pen, cigar, cigarillo, pipe, or personal vaporizer. ENDS are not FDA-approved nicotine replacement therapy devices.*

*“Promotion” includes, but is not limited to, product advertising via branded gear, bags, clothing, any personal articles, signs, structures, vehicles, flyers, or any other materials.*

~~USD 232 requests and encourages staff, students, and visitors to support a tobacco-free environment on all district property and at school district events and activities. Parents and others visiting or attending school events and activities are requested to cooperate and assist in providing our students a tobacco-free setting in which to learn and participate in activities.~~

~~The use of tobacco products in any form and/or of any nicotine delivery device is not permitted by any person (staff, student, or visitor) at any time in or on USD 232 property, whether owned, leased, or rented. Staff who violate this policy will be subject to disciplinary measures in accordance with applicable school and district policies. Visitors who violate this policy will be asked to cease use of tobacco products and/or of any nicotine delivery device in all areas regularly accessible to others and near any facility entry, doorway, open window or air intake where smoking is prohibited. Visitors who refuse to comply with this request may be referred to school security or local law enforcement for violation of district policy and state law related to the Clean Air Act or unwanted presence on school district property.~~

~~The policy further prohibits tobacco advertising, marketing, and sponsorship on district property, at school functions, and in school publications.~~

~~USD 232 will use signage and, when possible, provide written and verbal notices in district communications and announcements at events to provide awareness of this policy. The district will make available current information regarding smoking and tobacco use cessation programs and provide information to employees who wish to participate in a tobacco cessation program.~~

BOE Approved: 01/2006; 08/2008; 08/2010; 08/2018; *01/2021*

### **Policy HAE – Board Negotiating Agents**

This policy change deletes the word “agent” and replaces it with the more legally accurate term of board “representatives.” The update also adds language to reflect the annual requirement for the board to designate its representatives for the purpose of negotiating during the current school year.

#### **HAE – Board Negotiating Agents**

The board shall select as its ~~agents~~ *representatives* those persons the board feels will best represent the interests of the district.

*Each year the board shall designate its representatives for the purpose of negotiating during the current school year. The superintendent and the board president shall make recommendations to the board regarding who shall be members of the negotiating team for the board.*

BOE Approved: 10/2005; 02/2008; *01/2021*

## Policy IC – Curriculum Development

Working with KASB legal services, we recommend renaming this policy “Instructional Program” as it more accurately reflects State Board of Education requirements and district goals approved by the board. In addition, the recommendation includes new language regarding financial resources related to curriculum development.

### ~~IC – Curriculum Development~~ **Instructional Program** (See CJ, CL, IDA, and IJ)

~~The licensed~~ **Licensed** staff shall cooperatively develop an integrated, comprehensive performance-oriented preK-12 curriculum **instructional program, which will be composed of the specific courses and programs offered that allow students to meet the goals and objectives set forth in the educational program. The instructional program is to include district instructional goals and learning objectives and be based on valid educational research and current State Board of Education requirements. After board of education approval, district instructional goals and learning objectives shall be used by the staff as the basis for developing and implementing specific curricula. The superintendent may develop a schedule for periodic curriculum reviews.** ~~based on valid educational research and current State Board of Education requirements, which includes goals and learning objectives for review and consideration by the board. When approved by the board of education the district goals and learning objectives shall be used by the staff as the basis for developing and implementing instructional programs. The superintendent shall develop a schedule for periodic curriculum review on a subject by subject basis.~~

#### Modification

~~All~~ **Additions, deletions, or major alterations to the Instructional Program** ~~of a course of study~~ shall be approved by the board.

#### Personnel

Outside resources and district personnel may be used in curriculum development.

#### Financial Resources

**The board encourages the superintendent to secure federal, state and private grants, or other alternative funding sources for use in curriculum development. The certified staff is encouraged to use available commercial, public domain and community resources to assist in developing the instructional program and extending it beyond the traditional classroom setting.**

#### Evaluation

(See IJ)

BOE Approved: 04/2005; 11/2008; **01/2021**

## Policy IDA – Educational Program

This update deletes the outdated policy “handbook” language and adds “curricular offerings” to accurately reflect the current practice of districts developing course outlines and learning objectives that are approved by the board. We also recommend adding references to related policies.

### **IDA – Educational Program** (see IC, *IDA, IDAA, IDAB, IDAC, and IJ*)

The academic program shall assist students to grow intellectually, to master the curriculum objectives, and to prepare for further education or training. The board may consider the district's basic educational program each year. When approved, the program shall constitute the district's basic curriculum.

### ~~Curriculum Document / Handbooks~~ *Curricular Offerings*

~~Curriculum handbooks shall contain a scope and sequence~~ *An outline* of each basic course *curricular offering* and the learning objectives to be mastered *shall be developed*. ~~Each handbook,~~ *When approved by the board, they* shall become a part of these policies and rules by reference.

### Educational Goals and Objectives

District educational goals and curriculum objectives for the basic educational program shall be on file in the district office, and available for inspection upon request.

### ~~Other~~ *Additional* Educational Programs

~~Other~~ *Additional* educational programs ~~provided by the district~~ shall be in one of the following categories: Special Programs (IDAA), Support Programs (IDAB) and Exceptional Programs (IDAC).

BOE Approved: 04/2005; 11/2008; *01/2021*

## **Policy II – Evaluation of Instructional Program**

This policy was last updated in 2008. Changes are recommended to provide the superintendent with flexibility in developing guidelines to evaluate the instructional program as part of the district's improvement efforts. We are changing the word "shall" to "may", as the edit reflects the legal recommendation that "shall" should only be used in district policy when a specific law or regulation requires certain board action.

### **II – Evaluation of Instructional Program** (See IC, ICA, and II)

The superintendent ~~shall~~ **may** develop guidelines ~~for an annual evaluation of~~ **to evaluate** the district's instructional programs. This evaluation ~~shall~~ **may** be part of the district's school improvement efforts ~~as required by current regulations~~.

*The superintendent may establish special curriculum committees to study the district's instructional program on a regular schedule. The superintendent may require reports from these committees which may include the committee's recommendations for improvement, modification, or elimination of any part of the instructional program. The superintendent may submit a comprehensive report from the committees to the board.*

BOE Approved: 04/2005; 11/2008; **01/2021**

## Policy JCDA - Tobacco and Nicotine Delivery Devices

This policy addresses the student use of nicotine products and adopts the recommendations of the Kansas State Board of Education as previously shared in policy GAOC. These policy edits expand the definition of “tobacco product,” adds a definition of “electronic nicotine delivery system,” and prohibits the “promotion” of tobacco products on school grounds. The policy updates the reference to student discipline violations set forth in board policies by also adding “student handbooks.” We will also work with our schools to review existing student handbook language to add the expanded definitions and ensure any student handbook language addresses the authority of the building administrator to require the student to participate in a tobacco and electronic nicotine delivery systems education program, refer them to a cessation program, and/or community service program as a disciplinary consequence.

### ~~JCDA - Tobacco and Nicotine Delivery Devices~~ ***Tobacco-Free School Grounds for Students (See GAOC and KMA)***

~~Use and/or~~ ***The use***, possession, ***or promotion*** of any tobacco product ~~or nicotine delivery device~~ by ***any student*** ~~students~~ is prohibited ***at all times*** in any district facility; in school vehicles; at school-sponsored activities, programs, or events; and on school owned or operated property.

~~Administrators may report students who are in violation of this policy to law enforcement, as appropriate.~~

~~For the purposes of this policy, “nicotine delivery device” means any device that can be used to deliver nicotine to the person inhaling from the device. Such definition shall include, but may not be limited to, any electronic cigarette, cigar, cigarillo, pipe, or personal vaporizer.~~

~~USD 232 requests and encourages staff, students, and visitors to support a tobacco free environment on all district property and at school district events and activities. Parents and others visiting or attending school events and activities are requested to cooperate and assist in providing our students a tobacco free setting in which to learn and participate in activities.~~

~~The use of tobacco products in any form and/or of any nicotine delivery device is not permitted by any person (staff, student, or visitor) at any time in or on USD 232 property, whether owned, leased, or rented. Staff and students who violate this policy will be subject to disciplinary measures in accordance with applicable school and district policies. Visitors who violate this policy will be asked to cease use of tobacco products and/or of any nicotine delivery device in all areas regularly accessible to others and near any facility entry, doorway, open window or air intake where smoking is prohibited. Visitors who refuse to comply with this request may be referred to school security or local law enforcement for violation of district policy and state law related to the Clean Air Act or unwanted presence on school district property.~~

~~The policy further prohibits tobacco advertising, marketing, and sponsorship on district property, at school functions, and in school publications.~~

~~USD 232 will use signage and, when possible, provide written and verbal notices in district communications and announcements at events to provide awareness of this policy. The district will make available current information regarding smoking and tobacco use cessation programs and provide information to employees who wish to participate in a tobacco cessation program.~~

*Student violations will result in disciplinary actions as outlined by board policy and/or student handbooks. Disciplinary actions may include parent/guardian notification, participation in a tobacco and electronic nicotine delivery systems education program, referral to a cessation program, and/or community service. Student violations may be reported to law enforcement if use or possession is deemed to be illegal.*

*The following definitions apply to this policy.*

*“Tobacco product” means any product that is made from or derived from tobacco, or that contains nicotine, that is intended for human consumption or is likely to be consumed, whether smoked, heated, chewed, absorbed, dissolved, inhaled, or ingested by any other means, including, but not limited to, electronic nicotine delivery system (hereafter “ENDS”), cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, or snus. Tobacco product also means any component or accessory used in the consumption of a tobacco product, such as filters, rolling papers, pipes, charging devices, cartridges, and any substances used in ENDS, whether or not they contain nicotine. This definition does not include FDA-approved nicotine replacement therapies including transdermal nicotine patches, nicotine gum, and nicotine lozenges prescribed to the student by a medical practitioner or obtained over the counter and used in accordance with label requirements.*

*“Electronic nicotine delivery system” or “(ENDS)” means any device that delivers a vaporized solution (including nicotine, THC, or any other substance) by means of cartridge or other chemical delivery systems. Such definition shall include, but may not be limited to, any electronic cigarette, vape pen, hookah pen, cigar, cigarillo, pipe, or personal vaporizer. ENDS are not FDA-approved nicotine replacement therapy devices.*

*“Promotion” includes, but is not limited to, product advertising via branded gear, bags, clothing, any personal articles, signs, structures, vehicles, flyers, or any other materials.*

BOE Approved: 06/2005; 12/2008; 08/2010; 05/2013; 07/2017; 08/2018; **01/2021**

## Policy JGEC – Sexual Harassment

These changes to the definition of what constitutes sexual harassment, what triggers the district's legal obligation to respond, and how the district must respond are required by the new Title IX regulations that became effective August 14, 2020. The Title IX Coordinator's responsibilities are increased including providing "supportive measures," filing a complaint if the complainant chooses not to do so, and ensuring both parties are treated equitably throughout the investigation and responsibility determination process. There are new procedures for investigating complaints, preparing an investigation report, and having a separate individual make the final determination. The Title IX Coordinator, the investigator, and the decision-maker cannot be the same person, and there are new training requirements for all employees involved in Title IX compliance.

### JGEC – Sexual Harassment (See GAAC, GAAD, GAF, JDDC and KN)

The board of education is committed to providing a positive and productive learning and working environment, free from discrimination on the basis of sex, including sexual harassment. *The district does not discriminate on the basis of sex in admissions, employment, or the educational programs or activities it operates and is prohibited by Title IX from engaging in such discrimination.* ~~Sexual harassment shall~~ *Discrimination on the basis of sex, including sexual harassment, will* not be tolerated in the school district. ~~Sexual harassment~~ *Discrimination on the basis of sex* of employees or students of the district by board members, administrators, ~~certificated~~ *licensed* and ~~support~~ *classified* personnel, students, vendors, and any others having business or other contact with the school district is strictly prohibited.

Sexual harassment is unlawful discrimination on the basis of sex under Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Kansas Act Against Discrimination. All forms of sexual harassment are prohibited at school, on school property, and at all school-sponsored activities, programs, or events *within the United States*. Sexual harassment against individuals associated with the school is prohibited, whether or not the harassment occurs on school grounds.

It shall be a violation of this policy for any student, employee, or third party (visitor, vendor, etc.) to sexually harass any student, employee, or other individual associated with the school. It shall further be a violation for any employee to discourage a student from filing a complaint, or to fail to investigate or refer for investigation, any complaint lodged under the provisions of this policy.

~~Sexual harassment is unwelcome sexual advances, requests for sexual favors and other inappropriate oral, written or physical conduct of a sexual nature when made by a member of the school staff to a student or when made by any student to another student when:~~

- ~~1) submission to such conduct is made, explicitly or implicitly, a term or condition of the individual's education;~~

- ~~2) submission to or rejection of such conduct by an individual is used as the basis for academic decisions affecting that individual; or~~
- ~~3) such conduct has the purpose or effect of interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive academic environment.~~

*Sexual harassment shall include conduct on the basis of sex involving one or more of the following: (1) A district employee conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcomed sexual conduct; (2) unwelcomed conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or (3) sexual assault, dating violence, domestic violence, or stalking.*

Sexual harassment may result from verbal or physical conduct or written or graphic material. Sexual harassment may include, but is not limited to: verbal harassment or abuse *of sexual nature*; pressure for sexual activity; repeated remarks to a person with sexual or demeaning implication; unwelcome touching; or suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning a student's grades, participation in extra-curricular activities, etc.

The district encourages all victims of sexual harassment and persons with knowledge of such harassment to report the harassment immediately. ~~The district will promptly investigate all complaints~~ *Complaints of sexual harassment will be promptly investigated and resolved and take prompt corrective action to end the harassment. Any person may make a verbal or written report of sex discrimination by any means and at any time.*

*The Director of Human Resources, USD 232, 35200 West 91st Street, De Soto, KS 66018, 913-667-6200, has been designated to coordinate compliance with nondiscrimination requirements contained in Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 regarding discrimination on the basis of sex, and the Kansas Act Against Discrimination. Information concerning the provisions of these Acts, and the rights provided thereunder, are available from the Title IX Coordinator. Inquiries about the application of Title IX to the district may be referred to the Title IX Coordinator; to the Assistant Secretary for Civil Rights at the U.S. Department of Education, Office of Civil Rights, 400 Maryland Avenue, SW, Washington D.C. 20202-1100, (800)421-3481, or at OCR@ed.gov; or both.*

#### *Response to Harassment Complaints*

*The district takes all reports of sexual harassment seriously and will respond meaningfully to every report of discrimination based on sex, including sexual harassment, of which the district has actual knowledge.* Any students who believes that he or she has been subjected to sexual harassment should ~~discuss~~ *report* the alleged harassment ~~with~~ *to* the building principal, another administrator, the guidance counselor, *the Title IX Coordinator,*

or another ~~certified~~ *licensed* staff member. ~~Any school~~ *All* employees ~~who receives a~~ *receiving reports* of sexual harassment from a student shall *notify the Title IX Coordinator*. ~~inform the student of the employee's obligation to report the complaint and any proposed resolution of the complaint to the building principal. If the building principal is the alleged harasser, the complaint shall be reported to the district compliance coordinator. The building principal or district compliance coordinator shall discuss the complaint with the student to determine if it can be resolved. If the matter is not resolved to the satisfaction of the student in this meeting, the student may initiate a formal complaint under the district's discrimination complaint procedure in policy KN.~~

### *Definitions*

*The following definitions apply to the district in responding to complaints of sexual discrimination including sexual harassment as defined by Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Kansas Act Against Discrimination.*

*The "complainant" means an individual who is alleged to be a victim of conduct that could constitute sexual harassment.*

*"Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.*

*The "decision-maker" reviews all the evidence and prepares an impartial written responsibility determination as to whether the alleged conduct occurred and provides an opportunity for the parties and their representatives to prepare written questions to be answered by the other party. The decision-maker shall not be the Title IX Coordinator or investigator.*

*"Domestic violence" includes crimes of violence committed by a person who is a current or former spouse, partner, person with whom the victim shares a child, or who is or has cohabited with the victim as a spouse or partner, by a person similarly situated to a spouse of the victim under Kansas or applicable federal law, or by any other person against an adult or youth victim having protection from such person's acts by Kansas or applicable federal law.*

*A "formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the district investigate the allegation of sexual harassment.*

*The “investigator” is the person who carries out the investigation after the formal complaint is filed and conducts interviews of the witnesses, collects and documents evidence, and drafts an investigative report.*

*A “respondent” is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.*

*“Sexual assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.*

*“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress.*

*The “Title IX Coordinator” is the individual designated at the district level who has responsibility to coordinate compliance with Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964 regarding discrimination on the basis of sex, and the Kansas Act Against Discrimination. The Title IX Coordinator’s responsibilities include, but are not limited to: developing materials and ensuring professional development occurs for staff involved in Title IX compliance, creating systems to centralize records, gathering relevant data, contacting the complainant (and/or parents or guardians, if applicable) once the district has actual knowledge of alleged sexual harassment, coordinating the implementation of supportive measures, signing a formal complaint to initiate a grievance process, and ensuring any remedies are implemented.*

*The Title IX Coordinator, any investigator, decision-maker, or any person who facilitates an informal resolution process shall not have a conflict of interest or bias for or against the complainant or respondent. These individuals shall receive training on the definition of sexual harassment; the scope of the education program and activities; how to conduct an investigation, including appeals and informal resolution processes; and how to serve impartially, including by avoiding prejudgment of the facts, conflicts of interest, and bias. Decision-makers shall receive training on issues of relevance of questions and evidence, including when questions and evidence about the complainant’s sexual predisposition or prior sexual behavior are not relevant. Investigators shall receive training on issues of relevance of questions and evidence in order for them to create investigative reports that fairly summarize relevant evidence.*

*Any employee who witnesses an act of sexual harassment or receives a complaint of harassment from another employee or a student shall report the complaint to their immediate supervisor, building administrator, or Title IX Coordinator. Employees who fail to report complaints or incidents of sexual harassment to appropriate district officials may face disciplinary action. District officials who fail to investigate and take appropriate corrective action in response to complaints of sexual harassment may also face disciplinary action.*

Complaints received will be investigated to determine whether, under the totality of the circumstances, the alleged behavior constitutes sexual harassment under the definition outlined above. Unacceptable student conduct may or may not constitute sexual harassment, depending on the nature of the conduct and its severity, pervasiveness, and persistence. Behaviors which are unacceptable but do not constitute harassment may provide grounds for discipline under the code of student conduct.

If discrimination or harassment has occurred, the district will take prompt, remedial action to *stop it and* prevent its reoccurrence.

*The Title IX Coordinator shall promptly respond in a meaningful way to any reports of sexual discrimination including sexual harassment of which the district has actual knowledge as follows:*

- Contact the complainant within 10 business days and discuss the availability of supportive measures, with or without the filing of a formal complaint, and consider the complainant's wishes as to supportive measures; and*
- Inform the complainant of the right to a formal complaint investigation consistent with Title IX and the informal resolution process.*

#### *Supportive Measures*

*The district will treat the complainant and respondent equitably by offering supportive measures. These non-disciplinary and non-punitive measures will be offered as appropriate, as reasonably available, and without cost to the complainant or the respondent. Supportive measures are designed to restore or preserve equal access to the education program or activity without unreasonably burdening the other party. "Supportive Measures" shall include, but not be limited to, measures designed to protect the safety of all parties, to protect the district's educational environment, or to deter sexual harassment. These measures may include counseling, extensions of deadlines or course-related adjustments, modifications of work or class schedules, escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring, and other similar measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.*

#### *The Formal Complaint*

*No investigation of alleged sexual harassment may occur until after a formal complaint has been filed.*

*A formal complaint is a document filed by the complainant or signed by the Title IX Coordinator alleging sexual harassment and requesting an investigation. The procedures for filing a formal complaint are as follows:*

- *At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the district concerning which the formal complaint is filed.*
- *A formal complaint should be filed in writing and contain the name and address of the person filing the complaint. The complaint should briefly describe the alleged violation. Filing of the complaint with the Title IX Coordinator may be done in person, by mail, or by email. If an individual does not wish to file a written complaint, and the matter has not been adequately resolved, the Title IX Coordinator may initiate the complaint. Forms for filing written complaints are available in each school building office and the central office.*
- *A complaint should be filed as soon as possible after the conduct occurs, but not later than 180 calendar days after the complainant becomes aware of the alleged violation, unless the conduct forming the basis for the complaint is ongoing.*
- *An investigation shall follow the filing of the complaint. If the complaint is against the superintendent, the board shall appoint an investigating officer. In other instances, the investigation shall be conducted by a qualified individual designated by the Title IX Coordinator or another individual appointed by the board. The investigation shall be thorough. All interested persons, including the complainant and the respondent, will be afforded an opportunity to submit written or oral evidence relevant to the complaint.*

#### *Formal Complaint Notice Requirements*

*Upon filing of a formal complaint, the district shall provide written notice to the known parties including:*

- *Notice of the allegations of sexual harassment including sufficient details to prepare a response before any initial interview including:*
  - *the identities of the parties involved, if known;*
  - *the conduct allegedly constituting sexual harassment; and*
  - *the date and location of the alleged incident, if known.*
- *An explanation of the district's investigation procedures, including any informal resolution process;*
- *A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made by the decision-maker at the conclusion of the investigation;*
- *Notice to the parties they may have an advisor of their choice and may inspect and review any evidence; and*

- *Notice to the parties of any provision in the district's code of conduct or policy that prohibits knowingly making false statements or knowingly submitting false information.*

*If, in the course of an investigation, the investigator decides to investigate allegations about the complainant or respondent that are not included in the notice initially provided, notice of the additional allegations shall be provided to known parties.*

#### *Formal Complaint Investigation Procedures*

*To ensure a complete and thorough investigation and to protect the parties, the investigator shall:*

- *Ensure that the preponderance of the evidence burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the district and not the parties;*
- *Provide an equal opportunity for the parties to present witnesses and evidence;*
- *Not restrict either party's ability to discuss the allegations under investigation or to gather and present relevant evidence;*
- *Allow the parties to be accompanied with an advisor of the party's choice;*
- *Provide written notice of the date, time, location, participants, and purpose of any interview or meeting at which a party is expected to participate;*
- *Provide the parties equal access to review all the evidence collected which is directly related to the allegations raised in a formal complaint, including the investigative report, and the opportunity to respond to that evidence before a determination is made;*
- *Be impartial and objectively evaluate all relevant evidence without relying on sex stereotypes;*
- *Not have conflicts of interest or bias for or against complainants or respondents;*
- *Not make credibility determinations based on the individual's status as complainant, respondent, or witness.*

#### *Formal Complaint Investigation Report*

*The investigator shall prepare an investigative report that fairly summarizes relevant evidence and share the report with the parties and their advisors for review and response.*

*Before completing the investigative report, the investigator must send each party and their advisors the investigative report for review and allow the parties 10 days to submit a written response for the investigator's consideration.*

*The investigator's written report shall include an objective evaluation of all relevant evidence using a preponderance of the evidence standard to determine responsibility.*

#### *Decision-Maker's Determination*

*Upon receiving the investigator's report, the decision-maker must make a determination regarding responsibility and afford each party the opportunity to submit written, relevant questions that the parties want asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions.*

*The decision-maker must issue a written determination regarding responsibility based on a preponderance of the evidence. The decision-maker's written determination shall:*

- Identify the allegations potentially constituting sexual harassment;*
- Describe the procedural steps taken, including any notifications to the parties, site visits, methods used to gather evidence, and interviews;*
- Include the findings of fact supporting the determination;*
- Address any district policies and/or conduct rules which apply to the facts;*
- Address each allegation and a resolution of the complaint including a determination regarding responsibility, the rationale therefor, any disciplinary sanctions imposed on the respondent, and whether remedies designed to restore or preserve access to the educational program or activity will be provided by the district to the complainant; and*
- The procedures and permissible bases for the complainant and/or respondent to appeal the determination.*

*A copy of the written determination shall be provided to both parties simultaneously.*

*The range of disciplinary sanctions and remedies may include, but may not be limited to, supportive measures, short term suspension, long term suspension, expulsion for students, and/or termination for employees. Complainants and respondents shall be treated equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made. The Title IX Coordinator is responsible for the effective implementation of any remedies. If the investigation results in a recommendation that a student be suspended or expelled, procedures outlined in board policy and state law governing student suspension and expulsion will be followed.*

*If the investigation results in a recommendation that an employee be suspended with or without pay or terminated, procedures outlined in board policy, the negotiated agreement (as applicable), and/or state law will be followed.*

*Records relating to complaints filed and their resolution shall be maintained by the Title IX Coordinator for seven years.*

*The decision becomes final on the date the parties receive the results of an appeal, if any appeal is filed; or on the date the opportunity for an appeal expires.*

### *Appeals*

*The complainant or respondent may appeal the decision-maker's determination regarding responsibility or a dismissal of a formal complaint, on the following bases:*

- Procedural irregularity that affected the outcomes;*
- New evidence that was not reasonably available at the time that could affect the outcome; and/or*
- The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias against either party that affected the outcome.*

*The request to appeal shall be made in writing to the Title IX Coordinator within 20 days after the date of the written determination. Appeals shall be on the record and heard by an attorney, an independent hearing officer appointed by the board, or the board. The appeal decision-maker may not be the Title IX Coordinator, the Investigator, or the decision-maker from the original determination.*

*The appeal decision-maker will issue a written decision within 30 days after the appeal is filed. The appeal decision-maker will describe the result of the appeal and the rationale for the result.*

*The appeal decision-maker shall:*

- Review the evidence gathered by the investigator, the investigator's report, and the original decision-maker's determination;*
- Notify both parties in writing of the filing of an appeal and give them 10 days after the appeal is filed to submit further evidence in writing;*
- Not have a conflict of interest or bias for or against complainant or respondent and receive the required training;*
- Issue a written decision and the rationale for the decision within 30 days after the appeal is filed;*

- *Describe the result of the appeal and the rationale for the result in the decision; and*
- *Provide the written decision simultaneously to both parties and to the Title IX Coordinator.*

#### *Informal Resolution Process*

*At any time during the formal complaint process and prior to reaching a determination regarding responsibility, the district may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and determination of responsibility.*

*The informal resolution process may be facilitated by a trained educational professional, consultant, or other individual selected by the Title IX Coordinator under the following conditions:*

- *The parties are provided a written notice disclosing the allegations, the requirements of the informal resolution process, and information on when it may preclude the parties from resuming a formal complaint arising from the same allegations;*
- *At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process, resume the investigation of the formal complaint, and be informed of any consequences resulting from participating in the informal resolution process;*
- *The parties voluntarily and in writing consent to the informal resolution process; and*
- *The informal resolution process cannot be used to resolve allegations that an employee sexually harassed a student.*

*If the matter is resolved to the satisfaction of the parties, the facilitator shall document the nature of the complaint and the proposed resolution, have both parties sign the documentation and receive a copy, and forward it to the Title IX Coordinator. Within 20 days after the complaint is resolved in this manner, the Title IX Coordinator shall contact the complainant to determine if the resolution of the matter remains acceptable. If the matter is not resolved, or if the individual does not believe the resolution remains acceptable within 20 days after the informal resolution document is executed, the individual or the Title IX Coordinator may proceed with the formal complaint process.*

*If discrimination or harassment has occurred, the district will take prompt, remedial action to prevent its reoccurrence. The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for participating in the*

*complaint process; or making a complaint, testifying, assisting, or participating in any investigation, proceeding, or appeal.*

*Use of this complaint procedure is not a prerequisite to the pursuit of any other remedies, including the right to file a complaint with the Office for Civil Rights of the U.S. Department of Education, the Equal Employment Opportunity Commission, or the Kansas Human Rights Commission.*

~~An employee who witnesses an act of sexual harassment shall report the incident to the building principal. Employees who fail to report complaints or incidents of sexual harassment to appropriate school officials may face disciplinary action. School administrators who fail to investigate and take appropriate corrective action in response to complaints of sexual harassment may also face disciplinary action.~~

~~When a complaint contains evidence of criminal activity or child abuse, the building coordinator or district coordinator shall report such conduct to the appropriate law enforcement or DCF authorities.~~

~~To the extent possible, confidentiality will be maintained throughout the investigation of a complaint. The desire for confidentiality must be balanced with the district's obligation to conduct a thorough investigation, to take appropriate corrective action or to provide due process to the accused.~~

The filing of a complaint or otherwise reporting *sex discrimination including* sexual harassment shall not reflect upon the individual's status or grades. Any act of retaliation or discrimination against any person who has filed a complaint or testified, assisted, or participated in any investigation, proceeding, or hearing involving a *sex discrimination, including* sexual harassment, ~~complaint~~ is prohibited. Any person who retaliates is subject to immediate disciplinary action, up to and including expulsion for a student or termination of employment for an employee.

False or malicious complaints of sexual harassment may result in corrective or disciplinary action against the complainant.

A summary of this policy and *the complaint procedures including how to report or file a formal complaint of sex discrimination or sexual harassment shall be posted in each district facility shall be published in student handbooks, and on the district's website as directed by the Title IX Coordinator. Notification of the policy may include posting informational notices, publishing in local newspapers, publishing in newspapers and magazines operated by the school, or distributing memoranda or other written communications to students and employees. In addition, the district is required to include a statement of nondiscriminatory policy in any bulletins, announcements, publications, catalogs, application forms, or other recruitment materials that are made available to participants, students, applicants, or employees.* ~~related materials shall be posted on the~~

~~District website. The policy shall also be published in student, parent and employee handbooks as directed by the district compliance coordinator.~~

BOE Approved: 6/2005; 12/2008; 12/2017; *01/2021*

### **Policy JQKA – Foreign Exchange Students**

This change provides flexibility to the board in determining whether to admit foreign exchange students. Before enrolling exchange students, administrators can review whether “staff, facilities, equipment, and supplies are available.”

#### **JQKA – Foreign Exchange Students (See JBC)**

Foreign exchange students from organizations approved each year by the ~~KSHSAA~~ *Kansas State High School Activities Association* may be admitted to the district on a tuition-free basis *to the extent staff, facilities, equipment, and supplies are available*. Other foreign exchange students who meet residency requirements may be allowed to enroll in the district under rules established by the board. Students who enter the country on an F-1 visa *and who are admitted to the district* shall pre-pay tuition equal to the current cost per pupil as calculated by the *Kansas* State Department of Education. ~~(See JQKA Foreign Exchange Application Form in appendix.)~~

BOE Approved: 06/2005; 12/2008; *01/2021*

### **Policy KMA – Tobacco-Free School Grounds for Visitors**

This is a new policy that prohibits the use of tobacco products including the use of “any product that is made from or derived from tobacco” by parents and other visitors on school property including “electronic nicotine delivery systems.” It is important to note that while district has authority to discipline students and employees for violations of tobacco-free school policies, when it comes to parents and visitors, the district should only request the parent or visitor to stop, request the visitor or parent to voluntarily leave the premises, or request the assistance of local enforcement. Because this is a new policy, we are presenting the language in normal type.

#### **\*New Policy\* KMA – Tobacco-Free School Grounds for Visitors (See GAOC and JCDA)**

The use of any tobacco product by parents, contractors, volunteers, and all other visitors is prohibited at all times in any district facility; in school owned or operated property.

The following definitions apply to this policy.

“Tobacco product” means any product that is made from or derived from tobacco, or that contains nicotine, that is intended for human consumption or is likely to be consumed, whether smoked, heated, chewed, absorbed, dissolved, inhaled, or ingested by any other means, including, but not limited to, electronic nicotine delivery system (hereafter “ENDS”), cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, or snus. Tobacco products also means any component or accessory used in the consumption of a tobacco product, such as filters, rolling papers, pipes, charging devices, cartridges, and any substance used in ENDS, whether or not they contain nicotine. This definition does not include FDA-approved Nicotine Replacement Therapies including transdermal nicotine patches, nicotine gum, and nicotine lozenges.

“Electronic nicotine delivery system” or “ENDS” means any device that delivers a vaporized solution (including nicotine, THC, or any other substance) by means of cartridges or other chemical delivery systems. Such definition shall include, but may not be limited to, any electronic cigarette, vape pen, hookah pen, cigar, cigarillo, pipe, or personal vaporizer.

BOE Approved: 01/2021

## Policy KN – Complaints

This policy now excludes claims of discrimination on the basis of sex from the KN policy and requires them to be reported to the Title IX Coordinator and to be addressed under the specific procedures required under revised board policies GAAC for employee complaints and JGEC addressing student complaints. Note that boards could designate the Title IX Coordinator to investigate discrimination complaints under all federal and state laws or designate another employee to be responsible for the complaints based on race, national origin, age, and other protected classes. Language excluding complaints regarding child nutrition programs was excluded, also, and complainants were referred to policy KNA. References to other relevant policies are also added.

### **KN – Complaints** (See BCBI, *GAAC*, GAACA, GAAB, GAAF, IF, IKD, ~~and JCE~~, *JGEC, JGECA, and KNA*)

The board encourages all complaints regarding the district to be resolved at the lowest possible administrative level. Whenever a complaint is made directly to the board as a whole or to a board member as an individual, it will be referred to the administration for study and possible resolution.

Discrimination against any individual on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, age, or religion in the admission or access to, or treatment or employment in the district's programs and activities is prohibited. Harassment of an individual on any of these grounds is also prohibited.

The Director of Human Resources, (USD 232, 35200 W. 91 St., De Soto, KS 66018, 913-667-6200) has been designated to coordinate compliance with nondiscrimination requirements contained in Title VI of the Civil Rights Act of 1964 *regarding discrimination on the basis of sex*, Title VII of the Civil Rights Act of 1964, ~~Title IX of the Education Amendments of 1972~~, and The Americans with Disabilities Act of 1990, *the Age Discrimination Act of 1975, the Personal Responsibility Work Opportunity Reconciliation Act of 1996, as amended*. The Director of Special Services has been designated to coordinate compliance with nondiscrimination requirements contained in Section 504 of the Rehabilitation Act of 1973. Information concerning the provisions of these Acts, and the rights provided there under, are available from the compliance coordinator.

### Complaints about Discrimination or Discriminatory Harassment

Complaints of discrimination or discriminatory harassment by an employee, *excluding complaints regarding discrimination or harassment on the basis of sex or in child nutrition programs*, should be addressed to the employee's supervisor, the building principal, or the district compliance coordinator. *Such complaints* ~~Complaints~~ by a student should be addressed to the building principal, another administrator, the guidance counselor, or another ~~certified~~ *licensed* staff member. Any school employee who receives a complaint of *such* discrimination or harassment from a student shall inform the student of the employee's obligation to report the complaint and any proposed resolution of the complaint to the building principal. If the building principal is the alleged harasser, the

complaint shall be reported to the district compliance coordinator. Complaints by any other person alleging *such* discrimination should be addressed to the building principal or the district compliance coordinator. *Except as otherwise provided in this policy regarding complaints of discrimination on the basis of sex or regarding child nutrition programs, complaints* Complaints about discrimination, including complaints of harassment, will be resolved through the following complaint procedures:

#### Informal Procedures

The building principal shall attempt to resolve complaints of discrimination or harassment in an informal manner at the building level. Any school employee who receives a complaint of *such* discrimination *or* harassment from a student, another employee, or any other individual shall inform the individual of the employee's obligation to report the complaint and any proposed resolution of the complaint to the building principal. The building principal shall discuss the complaint with the individual to determine if it can be resolved. If the matter is resolved to the satisfaction of the individual, the building principal shall document the nature of the complaint and the proposed resolution of the complaint and forward this record to the district compliance coordinator. Within 20 days after the complaint is resolved in this manner, the principal shall contact the complainant to determine if the resolution of the matter remains acceptable. If the matter is not resolved to the satisfaction of the individual in the meeting with the principal, or if the individual does not believe the resolution remains acceptable, the individual may initiate a formal complaint.

If *such* discrimination or harassment has occurred, the district will take prompt, remedial action to prevent its reoccurrence. The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for participating in the complaint process; or making a complaint, testifying, assisting, or participating in any investigation, proceeding, or hearing.

#### Formal Complaint Procedures

- A formal complaint should be filed in writing and contain the name and address of the person filing the complaint. The complaint should briefly describe the alleged violation. If an individual does not wish to file a written complaint and the matter has not been adequately resolved, the building principal may initiate the complaint. Forms for filing written complaints are available in each *school* building office and the central office.
- A complaint should be filed as soon as possible after the conduct occurs, but not later than 180 days after the complainant becomes aware of the alleged violation, unless the conduct forming the basis for the complaint is ongoing.
- If appropriate, an investigation shall follow the filing of the complaint. If the complaint is against the superintendent, the board shall appoint an investigating officer. In other instances, the investigation shall be conducted by the building

principal, the compliance coordinator, or another individual appointed by the board. The investigation shall be informal but thorough. All interested persons, including the complainant and the person against whom the complaint is lodged, will be afforded an opportunity to submit written or oral evidence relevant to the complaint.

- A written determination of the complaint's validity and a description of the resolution shall be issued by the investigator, and a copy forwarded to the complainant and the accused no later than 30 days after the filing of the complaint.
  - If the investigation results in a recommendation that a student be suspended or expelled, procedures outlined in board policy and state law governing student suspension and expulsion will be followed.
  - If the investigation results in a recommendation that an employee be suspended without pay or terminated, procedures outlined in board policy, the negotiated agreement or state law will be followed.
- Records relating to complaints filed and their resolution shall be forwarded to and maintained in a confidential manner by the district compliance coordinator.
- The complainant may appeal the determination of the complaint. Appeals shall be heard by the district compliance coordinator, a hearing officer appointed by the board, or by the board itself as determined by the board. The request to appeal the resolution shall be made within 20 days after the date of the written resolution of the complaint at the lower level. The appeal officer shall review the evidence gathered by the investigator and the investigator's report and shall afford the complainant and the person against whom the complaint is filed an opportunity to submit further evidence, orally or in writing, within 10 days after the appeal is filed. The appeal officer will issue a written determination of the complaint's validity and a description of its resolution within 30 days after the appeal is filed.
- If discrimination or harassment has occurred, the district will take prompt, remedial action to prevent its reoccurrence. The district prohibits retaliation or discrimination against any person for opposing discrimination, including harassment; for participating in the complaint process; or making a complaint, testifying, assisting, or participating in any investigation, proceeding, or hearing.
- Use of this complaint procedure is not a prerequisite to the pursuit of any other remedies including the right to file a complaint with the Office for Civil Rights of the U.S. Department of Education, the Equal Employment Opportunity Commission, or the Kansas Human Rights Commission.

*Complaints About Discrimination on the Basis of Sex*

*Complaints regarding alleged discrimination on the basis of sex, as prohibited by Title IX of the Education Amendments of 1972 and other federal and state laws regulating such discrimination and discriminatory harassment, shall be handled in accordance with the procedures outlined in board policies GAAC and JGEC and shall be directed to the Title IX Coordinator at USD 232, Director of Human Resources, 35200 West 91st Street, De Soto, KS 66018, 913-667-6200.*

*Complaints Concerning Child Nutrition Programs*

*Complaints alleging discrimination in child nutrition programs offered by the district shall be handled in accordance with the procedures outlined in board policy KNA.*

Complaints about Section 504 of the Rehabilitation Act of 1973

Complaints concerning Section 504 shall be addressed in accordance with the grievance process outlined in the Section 504 Handbook for USD 232.

Complaints about Policy

The superintendent shall report any unresolved complaint about policies to the board at the next regularly scheduled board meeting.

Complaints about Curriculum (See IF)

The superintendent shall report a failure to resolve any complaint about curriculum to the board at the next regularly scheduled board meeting.

Complaints about Instructional Materials

The building principal shall report any unresolved complaint about instructional materials to the superintendent immediately after receiving the complaint.

Complaints about Facilities and Services

The superintendent shall report any unresolved complaint about facilities and services to the board at the next regularly scheduled board meeting.

Complaints about Personnel

The superintendent or the building principal involved shall report any unresolved complaint about personnel to the board at the next regularly scheduled board meeting.

Complaints about Emergency Safety Intervention Use

Complaints concerning the use of emergency safety interventions by district staff shall be addressed in accordance with the local dispute resolution process outlined in board policy GAAF.

BOE Approved: 07/2009; 12/2017; 12/2019; *01/2021*

## **Policy KNA – Complaints Regarding Child Nutrition Programs**

This new nondiscrimination policy is required to participate in the National School Lunch Program, School Breakfast Program, Special Milk Program, Afterschool Snack Program, At-Risk Afterschool Meals, Fresh Fruit and Vegetable Program, Summer Food Service Program, and other child nutrition programs funded and operated by the U.S. Department of Agriculture. Because this is a new policy, we are presenting the language in normal type.

### **\*New Policy\* KNA – Complaints Regarding Child Nutrition Programs**

Discrimination against any individual on the basis of race, color, national origin, sex, disability, age, or retaliation for prior civil rights activity in any program or activity conducted or funded by the United States Department of Agriculture is prohibited. The Director of Human Resources, USD 232, 35200 W. 91<sup>st</sup> Street, De Soto, KS, 66018, 913-667-6200, has been designated to coordinate compliance with nondiscrimination requirements contained in Title VI of the Civil Rights Act of 1964, Americans with Disabilities Act, Age Discrimination Act of 1975, Personal Responsibility Work Opportunity Reconciliation Act of 1996, and the Food Stamp Act of 1977, as amended.

### Complaints About Discrimination in Child Nutrition Programs

To file a complaint of discrimination regarding child nutrition programs offered by the district, complete the USDA Program Discrimination Complaint Form (AD-3027) at:

[http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html); or

write a letter and provide the information requested in the form. To request a complaint form, call (866) 632-9992.

Submit the completed form to:

U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410.  
FAX: (202) 690-7442  
Email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

BOE Approved: 01/2021

**Policy LBA – Consideration of Requests for Tax Abatement and Tax Increment Financing**

This policy update amends language to specifically add requests for tax increment financing be added as an agenda item to a board meeting agenda.

**LBA – Consideration of Requests for Tax Abatement and Tax Increment Financing**

Recognizing the potential impact on school district operations (enrollment/staffing) and financing, all official information received and related to requests for tax abatement and/or tax increment financing will be forwarded to members of the Board of Education. ~~Requests for tax increment financing will be and also added~~ included as an agenda a Discussion item at a Board of Education meeting.

BOE Approved: 12/2013

This concludes the review of policies to be revised or added. As always, let us know what questions you may have.

###



**Alvie L. Cater, II**  
Assistant Superintendent

To: Members of the Board of Education  
Frank Harwood, Superintendent of Schools  
From: Alvie Cater  
Date: December 2, 2020  
Subject: **Equity Cohort Opportunity – Update (FYI)**

This written report is an update regarding the district's invitation to participate in an equity cohort opportunity sponsored by the Ewing Marion Kauffman Foundation. We first presented information to the Board about the equity cohort at the regularly scheduled meeting in October.

### **Background**

As you may recall, we began looking into diversity and inclusion opportunities in 2019 through early 2020 – prior to the pandemic. Recognizing the importance of this endeavor, we asked the Board in August of this year to formalize this action by including it in the annual goals for the school district.

We became aware of an opportunity for our school district to consider. The Ewing Marion Kauffman Foundation is developing plans to create an Equity Cohort within the Kansas City Metropolitan Area that will be limited to ten (10) school districts / Local Education Agencies (LEA). We have been asked to seriously consider this effort which would be provided at no cost to the district.

Each school district/LEA will be asked to identify a cross-functional team of five to six individuals that will participate in the Equity Cohort on a regular basis over a period of about 12 months beginning in early 2021. As part of this cohort, each district/LEA will participate in a system-specific equity audit – a benchmarking tool that assesses diversity, equity, and inclusion for schools. At the end of the cohort cycle, each school district would be in a positive position to create an equity work plan to move forward in this important effort.

### **Moving Forward**

Since the Board of Education meeting in October, we have participated in three informational meetings with the Kauffman Foundation and its equity cohort partner, Beloved Community. Based on the information collected, we determined that the equity cohort opportunity supports the district's goals and it is our intention to participate with other school districts in the metro area. Unless the Board would disagree, we plan to submit a letter of intent to the Kauffman Foundation in mid-December.

## **Equity Cohort Information and Timeline**

A tentative timeline was shared with us regarding the equity cohort. The process will begin with an orientation meeting with our cross-functional team to prepare for the internal equity audit. Orientation will be followed by the audit process and eight (8) sessions for the district's cross-functional team.

### *Tentative Schedule*

- Orientation & Equity Audit Prep: January
- Equity Audit Completion & Cohort Pre-work: February
- Session 1 Foundations of Racial Equity: March
- Session 2 Understanding Your Equity Audit: April
- Session 3 Debiasing Talent Practices: May
- Session 4 Authentic Community Engagement: July
- Session 5 Inclusive & Intercultural Leadership: August
- Session 6 Belongingness Part I: September
- Session 7 Belongingness Part II: October
- Session 8 The Equity Work Plan: November

At the end of the cohort process, the district will draft a three-year equity plan for the organization that identifies priorities and strategies. The draft plan will be shared with a parent advisory committee and then submitted to the Board for consideration and approval. We will keep the Board updated throughout the entire process.

We believe that we should work together in community-led efforts to promote and support diversity in ways that create meaningful experiences and provide access to opportunities for every child in our community. A growing body of research shows that diversity in schools and communities can be a powerful lever leading to positive outcomes in school and in life. This important effort is a long-term commitment that will cover multiple years.

###