



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)

September 14, 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 August 3rd regular meeting.
- C. Approve minutes of the August 24th special meeting.
- D. Approve payment of bills and transfer of funds (if appropriate).
- E. Approve employment recommendations made on September 8, 2020.
- F. Approve employment recommendations made on September 14, 2020.
- G. Accept a donation in the amount of \$1,000.00 from a family who wishes to remain anonymous to Belmont Elementary School for purchase of classroom supplies and materials.
- H. Accept a donation in the amount of \$1,428.29 from Inter-State Studio and Publishing Co. to Prairie Ridge Elementary School.
- I. Accept a donation in the amount of \$4,000.00 from Walter Zitlow to the De Soto High School football program.
- J. Declare two (2) old library carousel units at Mill Valley High School as surplus.

- K. Approve the Project Lit Book Club and Young Republicans student club at Mill Valley High School.

III. GOOD NEWS.

- A. Staff Recognition.

IV. ACTION ITEMS.

- A. Professional Negotiated Agreement, 2020-21. [Alvie Cater]
- B. Compensation Packages for Employees not covered by the PNA. [Brian Schwanz]
- C. MOU with the De Soto Teacher's Association. [Dr. Frank Harwood]
- D. 2020 Copier Contract. [Brandon Riffel]
- E. COVID Advisory Committee. [Dr. Frank Harwood]

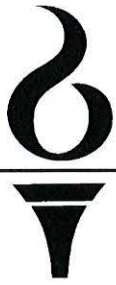
V. PATRON INPUT.

VI. ALERT.

- A. Revisions for the 2020-2021 Related Services Handbook.

VII. ADJOURNMENT.

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Unified School District 232

De Soto – Shawnee – Lenexa – Olathe
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USD 232 BOARD OF EDUCATION

OFFICIAL MINUTES -- REGULAR MEETING

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

August 3, 2020

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

The budget hearing 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 (*participated via Zoom*)
Bill Fletcher (*participated via Zoom*)
John Gaignat
Danielle Heikes
Stephanie Makalous
Ashley Spaulding
Rachele Zade

Others Present: Alvie Cater, Assistant Superintendent of Administrative & Educational Services
Wendy Denham, Board Clerk
Carrie Handy, Director of Human Resources/Elementary
Lee Hanson, Director of Special Services
Tara Harmon-Moore, Health Services Coordinator
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of School Improvement
Dr. Gail Holder, Principal, Mill Valley High School
Dr. Joe Kelly, Director of Curriculum
Ken Larsen, Assistant Superintendent of Business & Operations
Clark McCracken, Principal, Lexington Trails Middle School
Kris Meyer, Principal, Starside Elementary School
Jolyn Mortenson, Director of Student Nutrition
Brandon Riffel, Director of Technology
Sam Ruff, Principal, De Soto High School
Brian Schwanz, Director of Human Resources/Secondary

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 turned the budget hearing over to Ken Larsen, Assistant Superintendent of Business & Operations.

Mr. Larsen noted that the appropriate budget information and legal notice was published in the district's official newspaper, The Legal Record, on July 21, 2020. He referred to his report in the board packet that explains that the board will adopt a resolution expressing the property taxation policy of USD 232 with respect to financing the annual budget for 2020-2021. President Heikes asked if anyone in the audience wanted to speak in regards to the proposed 2020-21 USD 232 budget. No comments were made.

President Heikes stated that the 2020-21 Budget will appear on the Consent Agenda for board approval during the regular meeting and adjourned the budget hearing at 6:03 p.m.

President Heikes called the regular meeting to order at 6:03 p.m. and asked if there were any changes to the Consent Agenda/Agenda.

Superintendent Harwood asked to add an Executive Session for Negotiations to the agenda.

Bill Fletcher asked to remove check number 52294 from Consent Agenda item "F. 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. Ashley Spaulding seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the July 13th special meeting, July 13th regular meeting and July 27th special meeting.
2. The USD 232 Budget/Resolution expressing the property taxation policy of USD 232 with respect to financing the annual budget for 2020-2021.
3. Payment of bills and issuance of checks numbered 52209 – 52237, 52246 – 52293 and 52295 – 52360.

4. Personnel recommendations as follows:

Resignations – Classified

Carol Burnett, Paraprofessional, ME

Asyence Hooper, Student Nutrition Assistant, LTMS

Melissa Jackson, Reading Aide, PRE

Meredith Neill, Behavior Assistant/Paraprofessional, RE

Kelley Newton, Center Based Paraprofessional, DHS

Employment – Classified (Effective for the 2020-21 school year.)

Emily Berg, Center Based Paraprofessional, DHS

David McGhee, Evening Custodian, ME

Melanie McGirr, Center Based Paraprofessional, DHS

Natalia Moreno, Evening Custodian, CCE
Jessica Robinson, Center Based Paraprofessional, DHS
Martha Sanchez, Evening Custodian, DHS

Resignations – Certified (At the conclusion of the 2019-20 school year.)

Brian Dinkel, 8th Grade Social Studies Teacher, LTMS

Carlie Gill, 0.5 FTE 2nd Grade Teacher, HE

Jena Hartman, Special Education Teacher, MTMS

Employment – Certified (Effective for the 2020-21 school year.)

Kristi Hill, Special Education Teacher, MTMS

Jessica Kelley, Special Education Teacher, HE

Employment – Administration (Effective for the 2020-2021 school year.)

Kayla Wiedeman, School Improvement Specialist, CCE

5. A Public Improvement Maintenance Agreement between Unified School District 232 and the City of Lenexa.
6. Acceptance of the following donations:
 - \$350.00 from the Cedar Creek Pet Hospital to the De Soto High School Band program.
 - \$500.00 from Fidelity Charitable to the De Soto High School Band program.

Bill Fletcher declared a conflict of interest and left the meeting at 6:05 p.m.

Mrs. Rachele Zade moved to approve payment to Kansas Land Management, LLC in the amount of \$10,702.35 with check number 52294.

Mr. John Gagnat seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6: 05 p.m.

ACTION ITEMS.

Revised 2020-21 School Year Calendar. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, noted that two calendar options were included in the board packet and tonight a third calendar option would be presented. He noted that the calendars were developed with feedback received from teachers through the Calendar Committee. The State of Kansas requires by statute a minimum of 1,116 student contact hours during a school year and Mr. Cater said all three options meet that requirement. He shared details and key differences in the calendars, noting that calendar option 3 provides for ten (10) teacher professional development/workdays before the first day of school (the most out of the three options), allows students four days off at Spring Break and puts their last day before Memorial Day, and it adds one additional teacher contract day for a total of 185 which is still below the number of contract days the district is not to exceed per the negotiated agreement.

When a board member asked why the district wouldn't add minutes to the school day, Mr. Cater explained that by not adding minutes now this could be an option later in the school year should it become necessary to makeup instructional time lost due to inclement weather or other unforeseen circumstances. Superintendent Harwood added that adding minutes to the instructional day doesn't benefit students from an instructional standpoint.

Stephanie Makalous asked why option 3 was developed. Mr. Cater said that through teacher feedback it was determined they wanted more time at the beginning of the year to prepare for whatever learning environment comes their way. He noted that teachers will have the same amount of work time as they always have, but a lot more professional development time.

Mrs. Stephanie Makalous moved to approve the 2020-2021 School Year Calendar with revision option 3.

Mrs. Danielle Heikes seconded.

Carried 7/0.

Coming Back Together: USD 232 Learning Guidelines for 2020-21. Superintendent Harwood shared family survey data on learning environments. He reviewed changes the Board made to the Coming Back Together document on July 13th: 1. Mask use as mandated by state and county order; and, 2. The Optional Remote Learning Program term. With regard to waivers and liability, Superintendent Harwood said that in consultation with the Kansas Association of School Boards Legal Department and the USD 232 attorney, Mr. Mike Norris, it was determined that waivers would not be needed. He reviewed changes made to the Coming Back Together document since July 13th: 1. When required by state or local order, school staff will take students' temperatures as they enter the building, 2. Quarantine guidelines may be amended based on recommendations from the Kansas Department of Health & Environment or Johnson County Department of Health & Environment; and, 3. In the event that an activity is canceled or cut short, sponsors and coaches will be expected to provide opportunities and participation as appropriate.

With regard to athletic and co-curricular participation, Superintendent Harwood cited current language in the Coming Back Together document that says students who are not enrolled in classes on-site are not eligible to participate in or attend activities or athletics on-site. He gave the board possible language that says students enrolled in the Optional Remote Learning Model may participate in-person in activities and athletics that take place outside the normal school day and remotely in activities that take place during the school day. In addition, participation in co-curricular activities is dependent upon enrollment in the related class. Board members were in agreement with allowing students enrolled in the Optional Remote Learning Model to participate in activities and athletics as presented by Superintendent Harwood.

Superintendent Harwood presented the board with detail on the On-Site and Optional Remote learning models. He noted that parents may want to choose the Optional Remote model to offer students consistency. Board members were shown an example of the Optional Remote schedule and course offerings. Superintendent Harwood explained that in the On-Site model three learning environments may be utilized during the school year in response to state or county health officials based on the activity of COVID-19 within the community (On-site, Hybrid or Remote). He went into more detail on the Hybrid Learning Environment, which is the way the district would start the school year with COVID statistics where

they are currently standing. He said the purpose of the Hybrid Learning Environment is to reduce the number of students attending school in-person. Students will be divided into two groups: Group A – students with last names starting with A – K, and Group B – students with last names starting with L - Z. He explained that for a five-day week, the first group of students will attend school on Monday and Tuesday and the second group will attend on Thursday and Friday; on Wednesdays neither group would attend school in-person to allow for thorough building cleaning and sanitization. On days students don't receive in-person instruction, they will attend online learning.

Carrie Handy, Director of Human Resources/Elementary, Michelle Hite, Director of School Improvement, and Kris Meyer, Starside Elementary Principal, walked the board through samples of Hybrid and Remote daily schedules for elementary school students. Brian Schwanz, Director of Human Resources/Secondary, and Clark McCracken, Lexington Trails Middle School Principal, walked the board through samples of the middle school On-site and Hybrid learning model schedules. Dr. Joe Kelly, Director of Curriculum, Sam Ruff, De Soto High School Principal, and Dr. Gail Holder, Mill Valley High School Principal, walked the board through sample daily schedules for high school students with the Hybrid Learning Model, Remote Learning Model and Optional Remote Learning Model. Superintendent Harwood noted that from a COVID risk mitigation standpoint the Hybrid model is safer, but it is much more complex. He added that classroom teachers will take attendance for remote students and the district will work with families who aren't engaging the way expected, beginning with the teacher and principal reaching out to them to figure out the cause and come up with a solution.

President Heikes declared a five-minute break at 7:54 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 7:59 p.m.

Superintendent Harwood introduced Gating Criteria developed by the Johnson County Health Department which the district will use to determine whether to re-open fully in-person, with the Hybrid Learning model or fully Remote. He said based on input from principals it is the recommendation that both elementary and secondary schools follow the same Gating Criteria. He explained that every four weeks, the district will use the criteria to re-evaluate which model the district will use. He said that the decision for the learning model to use with school opening will be made on Tuesday, August 18th. Board members were in support of using the Gating Criteria for school attendance.

Superintendent Harwood noted that reasons for going remote could be dictated by Gating Criteria, a building COVID outbreak, or quarantine of staff.

Superintendent Harwood reviewed the Gating Criteria as it relates to extra-curricular activities. This criterion would restrict participation in sports and activities deemed high-risk when there is moderate spread of COVID-19 in the community and restrict all sports or activities when there is high spread of COVID-19. He asked the board to consider whether they would follow the rules of the Kansas State High School Activities Association (KSHSAA) who has said they will not change the schedule for fall activities and plan to start on August 17th, rules of each high school's league (Eastern Kansas League or Sunflower League)

which could decide to delay the beginning of the season, or follow the Johnson County Health Department's Gating Criteria.

After lengthy discussions, Superintendent Harwood suggested the Board do a separate motion for Activities/Athletics participation.

Superintendent Harwood reviewed the Covid-19 Staff Leave Protocol. He covered School Related Employee Quarantine and Isolation, Non-School Employee Related Quarantine and Isolation, Other COVID-19 Related Employee Absences and Choice-Driven Quarantine and Isolation.

Mrs. Ashley Spaulding moved to approve the Coming Back Together: USD 232 Learning Guidelines for 2020-21 as discussed, understanding that additional changes may need to be made. The Superintendent in consultation with the Board President is authorized to make changes as needed. Changes will be communicated to the Board of Education and when possible delayed to allow for consideration of the Board of Education.

Mr. Rick Amos seconded.

Carried 6/1 . Danielle Heikes dissented.

Ashley Spaulding asked if the district had a way to limit spectators at activities to mitigate risk. Superintendent Harwood said the district could do that as well as require mask use and social distancing.

Mrs. Danielle Heikes moved to accept the Johnson County Health Department Gating Criteria public health recommendations for safe school opening as is for extra-curricular activities.

Mrs. Stephanie Makalous seconded.

Roll Call Vote:

John Gaignat – No

Ashley Spaulding – No

Stephanie Makalous – Yes

Rachelle Zade – No

Danielle Heikes – Yes

Rick Amos – No

Bill Fletcher – No

Motion Failed 2/5.

Superintendent Harwood said he will work with high school administrators to come up with guidelines for spectators and then if the Board wants to do something to act on those they could call a special meeting.

2020-2021 District Goals. Superintendent Harwood said nothing has changed from last month's discussion on the goals. He said the goals are basically an extension from last year with the addition of strategies in the event of school closing and improving racial and ethnic equity and inclusion throughout the district.

Mrs. Ashley Spaulding moved to approve the 2020-2021 District Goals as discussed.

Mr. John Gagnat seconded.

Carried 7/0 .

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

EXECUTIVE SESSION.

Negotiations.

Mrs. Danielle Heikes moved to go into executive session at 9:18 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Ken Larsen, Brian Schwanz, Carrie Handy, Sam Ruff and Kris Meyer to discuss Negotiations pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 9:38 p.m. at this location.

Mr. John Gagnat seconded.

Carried 7/0.

The Board returned to open session and President Heikes called the meeting back to order at 9:38 p.m.

President Heikes adjourned the meeting at 9:38 p.m.

Date Approved

Clerk, Board of Education

President, Board of Education



USD 232 BOARD OF EDUCATION

OFFICIAL MINUTES -- SPECIAL MEETING

De Soto High School, 35000 W 91st Street, De Soto, KS

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

August 24, 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 Gagnat
Danielle Heikes
Stephanie Makalous
Ashley Spaulding
Rachele Zade

Administrators: Alvie Cater, Assistant Superintendent of Administration & Educational Services
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent
Carrie Handy, Director of Human Resources/Elementary
Lee Hanson, Director of Special Services
Tara Harmon-Moore, Coordinator of Health Services
Dr. Frank Harwood, Superintendent
Michelle Hite, Director of School Improvement
Dr. Joe Kelly, Director of Curriculum
Brandon Riffel, Director of Technology

Those in attendance recited the Pledge of Allegiance.

Superintendent Harwood introduced the following doctors:

Dr. Lisa Gilmer is a pediatrician in Johnson County, KS. She has consulted for the district on return to school plans and in her role as the immediate past president for the Kansas chapter of the American Academy of Pediatrics has served as a resource and advocate for children locally and at the state level.

Dr. Kari Harris is a pediatrician in Wichita, KS and serves on the Kansas COVID Workgroup for Kids. In that role she worked alongside the Kansas State Department of Education (KSDE) and Kansas Department of Health & Environment (KDHE) to help develop the Kansas School Gating Criteria. She practices adolescent primary care and has an interest in pediatric mental health. She is also an active member of the Kansas chapter of the American Academy of Pediatrics.

Dr. Gretchen Homan is a pediatrician in Wichita, KS. She is also an active participant of the Kansas COVID Workgroup for Kids and president-elect for the Kansas chapter of the American Academy of Pediatrics.

Doctors Gilmer, Harris and Homan shared information on the Kansas COVID Workgroup for Kids noting that it is a collaborative effort between the Kansas State Department of Education, the Kansas Department of Health & Environment and local health departments to create school reopening guidelines, assist in the development of the gating criteria and partner with school districts to provide medical expertise for reopening plans. They shared statistics from a national perspective on COVID-19 as it pertains to children, reviewed the Kansas State Department of Education Gating Criteria and Johnson County recommendations for safe school reopening and offered considerations for USD 232 students and strategies to promote full time on-site learning for Pre-K – 5th grade students. After explaining how to use the Johnson County Gating Criteria, the doctors recommended the formation of a COVID-19 Advisory Committee that includes board members, district leadership, district nurses, teachers, community leaders, health officials, parent representation and physicians to meet on a regular basis to assist the superintendent and school board in determining the most appropriate risk zone for school decisions.

Board members were given an opportunity to ask questions.

Rachele Zade asked about transmission of COVID between elementary students and adult staff. Dr. Gilmer said those students stay in their own pod and will not leave it during the day which helps to reduce risk of transmission and makes it easier for contact tracing, versus in a high school setting where students have to move between rooms. Maintaining social distancing is also easier at the elementary level. She noted that young children are less likely to transmit COVID.

Dr. Harris added that school districts need to take staff absenteeism into account when considering what level in the Gating Criteria to be in.

Dr. Gilmer talked about COVID testing at the University of Kansas (KU) and how it has yielded results as low as 1% positive. Dr. Harris pointed out that KU and other colleges are using the saliva test which isn't as reliable as the nasal swab.

Rick Amos asked if there is other data to evaluate. Dr. Gilmer suggested hospital available capacity.

Ashley Spaulding said KU has a COVID work group that has done a lot of research and asked Dr. Gilmer if she can share what it will look like in a few weeks. Dr. Gilmer said she is uncertain about COVID statistics over the next several weeks, especially with heading into Flu and other upper respiratory illness season. She suggested the best things to do are to use masks, take precautions, and vaccinate.

Rachele Zade asked if the district could use COVID data pulled from specific zip codes within the district. Dr. Gilmer and Dr. Homan said that data is available; however, they pointed out that while a person's address might be in one zip code, people are mobile and move in and out of various zip codes

throughout the day with work and social activities. They suggested looking at Johnson County data might be better. Dr. Harris cautioned against using narrow data like specific zip codes.

Superintendent Harwood introduced the following specialists:

Dr. Farah Ahmed has a Master of Public Health and a Doctorate in Epidemiology from the University of Texas Houston School of Public Health. She has been with the Kansas Department of Health & Environment (KDHE) for almost ten years. She is currently the State Epidemiologist and the Environmental Health Officer. She oversees a hardworking team of epidemiologists at KDHE including infectious disease, immunization, maternal and child health, BRFSS, cancer, diabetes and chronic disease, tobacco cessation, injury prevention, environmental health, childhood blood lead poisoning and trauma epidemiologists.

Elizabeth Holzschuh is the Director of Epidemiology at the Johnson County Department of Health & Environment (JCDHE), where she has worked since 2015. In addition to her role at JCDHE, Ms. Holzschuh is an adjunct professor at KUMC where she teaches Infectious Disease Epidemiology and she also facilitates workshops throughout the country for the Federal Bureau of Investigations and Centers for Disease Control teaching local law enforcement and public health officials how to conduct joint investigations in the event of bioterrorism and other suspicious outbreaks. Prior to her current role, she served as an infectious disease epidemiologist at the Kansas Department of Health & Environment. She obtained her Master's degree with a concentration in public health, microbiology and emerging infectious disease from George Washington University.

Dr. Ahmed and Ms. Holzschuh shared data that corresponds to metrics outlined in the Kansas School Gating Criteria. The first metric they showed was the Trend in Incidence Rate (number of new cases by symptom onset date per week/100,000 population) since February. The second metric they showed was the Two Week Cumulative Incidence Rate (weeks of August 2nd and August 9th). Dr. Ahmed pointed out that there were 198 new cases per 100,000 in that time period which would put the community in the Red category of the Kansas Gating Criteria. The third metric they showed was the Two Week Percent Positive Case Rate (KDHE formula for percent positivity: Total number of positive PCR test results, based on laboratory test date, for the week/total number of positive and negative PCR test results for the same week). All of the data was broken down by age group and county. In conclusion, Dr. Ahmed said an upcoming addition to the COVID-19 dashboard will be School Absenteeism by County.

Danielle Heikes asked if they are looking at all absenteeism or just COVID-19 absenteeism. Dr. Ahmed said it will be looking at absenteeism for all reasons. Dr. Harris pointed out that Health Departments have a threshold of when schools will be shut down due to illness.

Ashley Spaulding asked if the Kansas State Department of Education Gating Criteria coincides with the Johnson County Gating Criteria. Dr. Ahmed suggested looking at all the data together.

John Gaignat asked how to find the Kansas Gating Criteria. Dr. Ahmed said on the Kansas Department of Health & Environment web page.

Rachele Zade said last year Johnson County districts worked hard on the Zero Reasons Why campaign and she feels like this topic has taken a backburner to COVID. She asked if there is a way to measure the social/emotional impact. Dr. Harris said she only sees teenagers and has a strong interest in mental health. She said teens need some avenue of peer interaction if they can't play sports.

John Gagnat asked Dr. Harris if they have noticed an increase in suicide in children 18 and under since COVID-19. Dr. Harris said there has been an increase in mental health issues, not necessarily suicide, in her practice. Dr. Gilmer said that she has noticed an increase in anxiety for children she sees.

Danielle Heikes said the amount of expert advice being shared is astronomical, but isn't cohesive. She asked if the three doctors worked together on the presentation this evening. Dr. Gilmer said the Pediatricians do collaborate and were all in support of the gating criteria.

Dr. Ahmed said that no one criteria carries more weight.

Ashley Spaulding asked how determinations are made whether to go with a Hybrid or Remote model for elementary students. Dr. Gilmer said some districts don't offer Hybrid so would default to Remote.

Rachele Zade pointed out that student activities have been going on all summer and asked why they couldn't be done in a school setting. Dr. Gilmer said the percent of positivity among kids who participated in activities this summer is unknown. She said they do have data on how a single singer in a choir can spread COVID-19 if positive.

Rick Amos asked what we are missing in the current gating criteria, what isn't being asked. Dr. Gilmer said fear is with the unknown. Dr. Homan said with the shut-down this past spring, vaccinations dropped for other diseases like whooping cough and pertussis which adds to the fear. Dr. Harris said teachers are going to be walking into the same environment that front line workers were in and could be experiencing the same social/emotional issues.

Danielle Heikes asked the doctors why another Johnson County pediatrician who spoke at a Blue Valley school board meeting takes a totally different stance. Dr. Gilmer said they don't all agree. Some might have different recommendations because of what they are seeing in their particular group of patients. They might interpret data differently. Dr. Harris said they all want kids back in schools as soon as it is reasonably safe.

Elizabeth Holzschuh spoke about developing the gating criteria used by Johnson County, noting that community transmission in Johnson County is high. She said the district will have positive cases in the schools, potentially within the first week. She added that because infected teenagers are more likely to transmit to others, a case at the secondary level will have a greater impact than a case in an elementary age child. She said they want to insure schools re-open as safe as possible.

Ashley Spaulding asked why there is a discrepancy between the state data and county data. Ms. Holzschuh explained that the state looks at every test (people tested multiple times). In Johnson County they look at a test of an individual.

John Gagnat asked if a person lives in Johnson County, but gets tested in another county, whose county would they be counted in. Ms. Holzschuh said individuals are counted in the county they live in.

Emily Valdez, 3rd Grade Teacher at Starside Elementary and President of the De Soto Teacher's Association (DTA), spoke on behalf of teachers across the district. Joining her were Vice Presidents Dandra Arter and Jeff Wieland. To clear up misinformation, Mrs. Valdez said that at no time did the DTA ever communicate to any board member or district administrator that the DTA believed it would be unfair for teachers at different levels to teach in different learning models. In fact, she said the DTA has no objection to teachers at different levels teaching in different models. She said the DTA's advocacy has been limited to sharing teacher survey data on their preferences for reopening and encouraging teachers with specific health issues to share that information with the district so it could fully understand the effects of each learning model on staffing. In addition, Mrs. Valdez said the DTA has no part in the adoption or applying of gating criteria and the school reopening plan was negotiated with the DTA.

Mrs. Valdez shared results of a survey given to certified staff. She noted that certified staff of USD 232 are similar to the community as a whole in that there are different points of view on which learning model staff would prefer to open the school year with. The survey showed that 48.9% of staff would prefer to open in a Remote learning model while 31.4% of staff would prefer a Hybrid model and 19.4% prefer full in-person. The survey also revealed that nearly half (48.1%) of certified staff have underlying health conditions, or have close family members with underlying health conditions, that would increase their risk to COVID-19.

In closing, Mrs. Valdez noted that there is no clear consensus among teachers and neither teachers or patrons of USD 232 are qualified to determine which learning model is safe; that determination can only be made by qualified medical professionals. She closed with a request from the DTA that the Board adopt the Johnson County Health Department's Gating Criteria as a minimum standard by which students and staff can safely return to school.

Rick Amos asked if a majority of teachers would be in support if the Board approved a Hybrid learning model. Jeff Weiland said the DTA request is for the Board to listen to the health professionals and they take the same position with sports - follow the best advice of health professionals.

President Heikes declared a twelve-minute break at 8:08 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 8:20 p.m.

Ashley Spaulding shared that every decision made by the Board is in the best interest of students and staff. She said that she believes the data provided by the county is very limiting, and the state data is not enough; noting that the district needs to be flexible and realize that more data is available.

Stephanie Makalous expressed concern with changing the learning plan because it would be hard on teachers. She added that the Board was pushed to make a decision in July.

Rick Amos said the biggest rivalry should be between high school teams. He noted the district is about as divided as it can be with regard to where patrons stand on returning to school. He said that the gating criteria from the state gives more flexibility to help manage the situation.

In response to a board member question, Superintendent Harwood pointed out that the Governor's order does not apply to students in a classroom and would not prevent the district from having in-person classes. He said the Board could choose any gating criteria and not follow county or state executive orders.

President Heikes noted that right now the district is operating under the Johnson County Gating Criteria with a few modifications.

Superintendent Harwood said the current position of the Board is adoption of the Johnson County Gating Criteria with keeping elementary and secondary in the same learning model.

Ashley Spaulding asked who determines what metrics are looked at in the gating criteria chosen and how overall trends are taken into consideration. President Heikes said she was in support of the creation of an Advisory Committee to do this.

Bill Fletcher said the district needed to look at data broken down by zip code. He noted that the Eu-dora School District, which is right next door, is fully open. Ashley Spaulding said most of the zip codes in our district are on the higher end of the spectrum. Rachele Zade said we do have patrons that looked at the zip codes and saw we were at about 1.4%. Rick Amos said the Board needs to take into account that people don't just stay in their own zip code. Superintendent Harwood said all of the professionals are looking at it from a metro prospective.

Rachele Zade asked if the Advisory Committee would be able to give input on the social/emotional aspect.

Danielle Heikes expressed a desire to let medical professionals dissect the data.

Bill Fletcher said elementary students need to be back in the school as they can't sit on a computer six hours a day.

Ashley Spaulding said the Board has the responsibility to have some sort of gating criteria to follow.

Danielle Heikes asked about the possibility of modifying the Hybrid learning model – in person half day/five days a week versus the AA–off–BB plan in place. Superintendent Harwood said the idea of the remote day in the middle of the week was to allow more time for cleaning, keeping co-horts separate, and to help with contact tracing if needed. He said that having students half a day every day would increase transportation costs and the HVAC system may not have a chance to clear the air between sessions.

President Heikes opened the floor for patron input.

The following patrons spoke to the board in support of bringing students back on-site for school:

Brent Smith, Shawnee, Senior at De Soto High School, Student Council President.

Mary Caroline Friday, Shawnee, parent and teacher at De Soto High School

Jason Stenberg, Shawnee, parent

Melanie Morrison, Olathe, Mize Elementary student

Sally Morrison, Olathe, parent

Jenni Adcox, Shawnee, parent

Scott Ainley, Shawnee, parent

Tori Blake, Shawnee, parent

Nicole Van Denabeele, Shawnee, parent

Kristi Cooper, Shawnee, parent

Mallory Fitzgerald, Shawnee, Prairie Ridge Elementary student

Therese Finan, Shawnee, parent

Lindsay Flint, Shawnee, parent

Ashley Heath, Shawnee, parent

Shari Scott, Shawnee, parent

Laura Dossett, Shawnee, parent

Tracy Gervais, Shawnee, parent

The following patrons spoke to the board in support of starting school in the remote learning model:

Alan Clement, Shawnee, parent

Emma Clement, Shawnee, Freshman at Mill Valley High School

Kelley Emmons, Shawnee, parent, encouraged the Board to listen to public health experts and medical professionals to help guide the district through this challenging time and use data provided by them.

After reading a statement expressing the desire of the Board to make a decision that is in the best interest of students and the entire community, President Heikes asked the board if they can come to consensus or make a decision regarding gating criteria in general and if that is the best direction for the district at this moment.

Stephanie Makalous said considering there is no perfect solution, she felt that the district needs to have some kind of measurement to go by and to follow versus emotions and then made the following motion:

Mrs. Stephanie Makalous moved to follow the Kansas State Department of Education Gating Criteria.

Mr. Rick Amos seconded.

Bill Fletcher asked if athletics will be left out if the district follows the Kansas criteria. Superintendent Harwood said if it is followed without exception it will include activities.

Rachele Zade said she is not okay in following this criteria with data being skewed and ever changing. She said there is risk in everything we do, like driving on K-10. She shared concern with not accounting for the social/emotional aspect of kids being out of school.

Ashley Spaulding agreed with Mrs. Zade in regards to the social/emotional piece and mental health of students. She shared concern with how the district can move forward without having good criteria to go off of. She also said after voting in the August 3rd meeting to allow sports, she struggles with the fact that this goes back to sports now. She shared concern with getting rid of sports and extracurricular activities since kids are already missing out on the school piece of socialization in the school setting.

Rick Amos said he wished Mr. Fletcher would have asked that question before he seconded because he does not support moving to this criteria if it does take athletics and activities out of play. He noted that while his second may stand he is not sure how he will vote.

President Heikes noted that we do have to vote on this motion since there is a second. She also noted that the Board does not have to change the gating criteria as adopted on August 3rd. She asked if the Board accepted that the community is in Red based on the numbers.

John Gagnat asked the Board President if she could explain what will happen if the board votes yes or no on this motion. President Heikes explained that the motion on the table is to accept the Kansas State Department of Education Gating Criteria as presented with no alternations made to it. She said the Board will still have to discuss the category the community is in.

Bill Fletcher said he would like to know what category the community is in currently. Superintendent Harwood said that based on the KDHE data, when looking at different gating criteria, on the first one there is no absenteeism data yet because students aren't in school, for the second one (the two-week county percent positivity rate) the district would be in Yellow, for the two-week cumulative county incident rate the district would be in Red, the trend is increasing so that would also be in Red and the local referring hospital capacity would be in Green. Superintendent Harwood reminded the board that the people that made this criteria suggested a committee could look at the data and make the determination. He noted that there isn't time to form a committee tonight, and the Board also needs to determine how the school year will start. He said if the Board were to adopt this criteria they would have to determine how the school year will start, then form a committee to advise the board as the school year goes on.

John Gagnat asked if school will start all virtual with no activities if this criteria is adopted. Superintendent Harwood said in reading the criteria he would say the district will start in Orange with grades

6-12 starting in remote and K-5 either on-site or Hybrid (with class sizes of 15 or less or have co-horts which the district doesn't have set up yet, so he suggested elementary in Hybrid), school activities would be remote only, spectators and audience would be remote only, visitor access would be extremely limited and playground access would be open with a lot of mitigating factors.

Rachele Zade asked what Gardner and Spring Hill districts were doing. Superintendent Harwood said as of this morning all Johnson County districts were holding grades 6-12 remote, Gardner and Spring Hill are on-site for elementary, Olathe and Blue Valley are Hybrid for elementary, and Shawnee Mission and De Soto are remote for elementary. He also noted that Spring Hill is currently meeting to discuss their plan.

President Heikes reiterated the motion.

Motion failed 1/6. Danielle Heikes, Rachele Zade, Ashley Spaulding, John Gagnat and Bill Fletcher dissented. Rick Amos Abstained.

Mr. John Gagnat moved to return to what was approved in the August 3rd meeting, with K-12 in the Hybrid model, with the realization that if the numbers climb we will have to go all virtual, and allow all extra-curricular activities to continue as they are.

Mr. Bill Fletcher seconded.

Stephanie Makalous asked if the vote is to stick with the Johnson County Health Department Gating Criteria, except for following the elementary criteria which the board had opted out of in the August 3rd meeting and allowing extra-curricular activities. Mr. Gagnat said that is correct. Superintendent Harwood noted that Mr. Gagnat said it would apply to K-12. He also asked Mr. Gagnat how this follows the Johnson County Gating Criteria and what numbers are being followed – if approved, he asked if the community was in Red if the district would offer Hybrid K-12; and then if the community was in Black if the district would be full Remote? Mr. Gagnat confirmed. President Heikes suggested that in order to separate the gating criteria from the start of the school year perhaps the motion should be broken out.

Mr. John Gagnat rescinded his motion and Mr. Bill Fletcher withdrew his second.

Mr. John Gagnat moved to start school K-12 Hybrid.

Mr. Bill Fletcher seconded.

Mr. Bill Fletcher asked to amend the motion to have K-5 go full on-site.

Mr. John Gagnat did not accept the amendment to the motion; therefore, the amendment fails and the original motion stands.

Superintendent Harwood noted that the 6-12th grade portion does not fall within any of the guidelines from either of the medical professional groups that have made recommendations so the Board would

be less restrictive than the medical guidance they have been given from the Kansas State Board of Education and the Johnson County Department of Health & Environment.

Danielle Heikes said she still questions how the district addresses on-going numbers and external factors.

Rick Amos noted that this would not be following any criteria if this motion was approved. Superintendent Harwood confirmed that the way the motion is stated there would be no criteria, it just says how the district will start the school year. There would have to be another board meeting to make a change for whatever else happens.

Rachele Zade asked if the Board could discuss the gating criteria numbers so that there is still something that is being followed. Mr. Gagnat said the criteria could be reviewed every two weeks.

Mr. John Gagnat amended his motion to have K-12 begin school in the Hybrid model to be reviewed in two weeks to make sure we are doing what's right safety wise for students and staff.

After confirming that activities will be voted on separately, Mr. Bill Fletcher seconded.

Superintendent Harwood pointed out that at the last meeting he shared information about liability. He pointed out that as long as the Board is acting reasonably they are reasonably certain to prevail in a lawsuit if one were to happen. This is based on following recommendations the Board is getting from other places and doing similar to what other districts are doing.

Motion failed 2/5. Danielle Heikes, Rachele Zade, Stephanie Makalous, Ashley Spaulding and Rick Amos dissented.

Rick Amos asked if the Board stuck with the decision made on August 3rd and wanted some kind of Hybrid education model without a sweeping change would K-5 be in Hybrid and 6-12 in Remote. Superintendent Harwood said to have elementary come back in the Hybrid model the Board would have to make a motion to amend the August 3rd decision to follow the Johnson County Gating Criteria with elementary going Hybrid when in the Red category. He said they could also adopt the state criteria and do the same thing.

Mr. Rick Amos moved to amend the August 3rd action in which the Board chose to put K-5 in the same category as 6-12 and begin the year with K-5 in the Hybrid model, Remote model for 6-12, and activities to remain as-is.

Mrs. Stephanie Makalous seconded.

Mr. Amos asked if every student could go to the Hybrid model if the community moves to the Yellow category by September 8th. Superintendent Harwood said with September 8th being two weeks from tomorrow, tonight the Board is deciding how to start school on that date and then re-evaluate at the September 14th board meeting. He added that the plan with any gating criteria is to look at it in two to four week increments and then make a decision that will be implemented over a week or two.

President Heikes asked Mr. Amos if he meant to say in the motion that we will move elementary school to the Hybrid model if the community is in the Red category, or did he also mean to say and begin the year in Hybrid for K-5. Mr. Amos said his motion was to remove K-5 from the same criteria as 6-12 so that would mean that even in the Red category K-5 would begin the school year in the Hybrid model. Superintendent Harwood noted that when the motion language says “begin the school year” it is changing how the criteria is used to determine how the school year is started based on the decision that was made.

John Gagnat asked what the Board action was at the last meeting. Superintendent Harwood said it was to accept the Johnson County Gating Criteria treating elementary and secondary the same and not applying it to activities. He said that the motion could be worded to accept the Johnson County Gating Criteria with elementary being in the Hybrid model in the Yellow and Red categories and not accepting the criteria for athletics.

Bill Fletcher asked if the district had to follow any criteria. President Heikes said the Board does not have to.

Ashley Spaulding said she will vote no on this motion as she feels the Johnson County Gating Criteria is too restrictive in terms of not having enough metrics to look at.

Bill Fletcher said if kids can participate in activities they should be able to be in school.

Rick Amos said his goal was to get some kids back in school.

Superintendent Harwood noted that based on Mrs. Spaulding’s comment, the Board can get to the same place as Mr. Amos’ motion by adopting the Kansas State Department of Education Gating Criteria and not applying it to school activities.

Rick Amos repeated his motion, clarifying that it was intended to amend the decision on August 3rd to remove K-5 from the same criteria as 6-12 so that in the Red Category K-5 would be in the Hybrid model with no change to activities. President Heikes asked where that puts the district if the community is in the Yellow category. Mr. Amos said it would still be in the Hybrid model.

Motion failed 2/5. Danielle Heikes, Rachele Zade, Ashley Spaulding, John Gagnat and Bill Fletcher dissented.

President Heikes asked the Board if there was interest in creating a COVID-19 Advisory Committee to inform the Board going forward. The Board was in agreement with creating the committee and putting a timeline on it. Mrs. Spaulding said that part of having an advisory committee would be to adopt the Kansas Schools Gating Criteria.

Mrs. Ashley Spaulding moved to adopt the Kansas State Department of Education Gating Criteria removing sports and activities from the parameters.

Mrs. Stephanie Makalous seconded.

John Gagnat asked if by voting on this it would be for K-5 or K-12. President Heikes stated it shows the grade level affected on the Learning Model in the Navigating Change document.

President Heikes moved to amend the motion to add in the establishment of a district COVID-19 Advisory Committee to provide guidance as the district moves forward with the school year and provide recommendations to the Board so that they can determine the learning model to be in.

Bill Fletcher said the Board needed to throw the criteria out until an Advisory Committee is in place to let the Board know what should be used. He said right now the Board needs to figure out how to open school up. Rachele Zade agreed with Mr. Fletcher. She added that patrons have said if the Board changes the gating criteria they may want to change from on-site to remote learning for their children. Board members were in agreement with giving patrons an option to change from on-site to remote if the motion is approved.

Carried 4/3. Rachele Zade, John Gagnat and Bill Fletcher dissented. The amendment was not approved with this action.

Board members continued discussion on how to start the school year. Superintendent Harwood noted that at the August meeting the Board adopted the Johnson County Gating Criteria and chose to treat elementary and secondary the same. They had two separate motions - the first motion did not include activities and passed, the second motion included activities and failed.

Superintendent Harwood said the Board could just direct the administration to form an Advisory Committee. President Heikes said the Board does want the administration to form the committee.

President Heikes said that based on information available today she would like Superintendent Harwood to review where the community stands on the Kansas State Department of Education Gating Criteria. Superintendent Harwood said the district has no student absenteeism due to not being in session yet; for the 2-week County percent positive case rate, we would be in the Yellow category; for the 2-week cumulative County incidence rate, we would be in the Red category; for the Trend in County incidence rate, we would be in the Red category; and for the Local/referring hospital capacity rate, we would be in the Green category.

President Heikes proposed asking the Advisory Committee how they recommend the Board weighs each category and then asked the Board to discuss how to start the school year noting that it looks like the district should start in the Orange category. Superintendent Harwood said that based on the Gating Criteria that has been approved with it being Yellow, Red, Red, Green it does appear to be in the Orange category. Board members continued discussion on which category (Yellow or Orange) the community would be in.

Bill Fletcher said he still thinks the Board needs to eliminate the criteria right now and make a motion on how to start school.

Superintendent Harwood said the Board could make a decision now and then review the data at the September 14th meeting, get input from the Committee, and change to another learning model a week

later. He pointed out that if the Board chooses to go with Hybrid for K-12 it would depend on how many parents request to move from on-site to remote as to how much impact it will have on scheduling.

Ashley Spaulding asked if the Board chose to start the school year in the Yellow category would the schools be prepared with all of the PPE in place. Superintendent Harwood said the district is ready as it was prepared to start school in the Hybrid model.

Mrs. Ashley Spaulding moved to start the school year in the Yellow category based on the Kansas Statement Department of Education Gating Criteria.

Mr. John Gaignat seconded.

Carried 6/1. Stephanie Makalous dissented.

President Heikes adjourned the meeting at 11:41 p.m.

Date Approved

Clerk, Board of Education

President, Board of Education



Unified School District 232

De Soto – Shawnee – Lenexa – Olathe
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: Friday, September 11, 2020

SUBJECT: Treasurer's Report (Consent Agenda Item)

Approve Checks 52361 – 52729 with Following Exceptions:

Payroll & Payroll Vendor Checks

52390 BCBS Employee Health Insurance for July 2020

52391-52391 1st Aug. Payroll Vendor Checks, Period 07-16/07-31-20, Pay Date 08-14-20

52425-52428 2nd Aug. Payroll Vendor Checks, Period 08-01/08-15-20, Pay Date 08-31-20

Approve the following transfers for month ending August 31, 2020:

\$ 3,100.00 From LOB (08) to Drivers Ed (18)

\$ 5,000.00 From LOB (08) to Parents as Teachers (Fund 28)

Check Journal - 08/06/20

Check Number	Check Date	Payee	Reason	Amount
52361	08/06/20	Amazon Capital Services	Teaching/Office Supplies	\$12,150.20
52362	08/06/20	BSN Sports, LLC	facemasks for staff	\$1,468.00
			red tape	\$159.50
52363	08/06/20	City Of De Soto	W / S / T - June/July 2020	\$8,921.67
52364	08/06/20	Cosentino Enterprise, Inc.	Student Nutrition Dept.	\$47.71
52365	08/06/20	De Soto Auto Parts	Vehicle Maintenance	\$664.49
52366	08/06/20	Deaf Expression Inc.	Interpreter for Graduation	\$298.00
52367	08/06/20	Evergy	Electricity for June/July 2020	\$94,128.37
52368	08/06/20	Harp's Food Stores, Inc.	Student Nutrition Dept.	\$50.99
52369	08/06/20	Heartland Payment Systems-Nutrikids	Student Nutrition Dept.	\$497.50
52370	08/06/20	Horizon Elementary	Student Nutrition Dept.	\$50.00
52371	08/06/20	Johnson Co Sheriff's Office	Security - 2020 Graduation - MVHS & DHS	\$700.00
52372	08/06/20	k12 ITC, Inc.	Contracted Services	\$167,125.72
52373	08/06/20	Literacy Resources, Inc.	Title I	\$855.89
52374	08/06/20	Lowe's	Maint./Custodial/Grounds Supplies	\$915.77
52375	08/06/20	Maureen Fieleke	Student Nutrition Dept.	\$46.35
52376	08/06/20	Tiffany Coleman	Student Nutrition Dept.	\$196.80
52377	08/06/20	Melissa Miles	Student Nutrition Dept.	\$40.00
52378	08/06/20	Office Depot	Teaching/Office Supplies	\$99.15
52379	08/06/20	Quadient Leasing USA	Lease Payment May 26-Aug 25	\$158.85
52380	08/06/20	Quench USA, Inc.	Office Water Machine	\$63.74
52381	08/06/20	School Specialty Inc	Graphic supplies	\$9.61
52382	08/06/20	Sunflower League	Sunflower League Dues 2020-2021	\$2,760.00
52383	08/06/20	Toshiba Business Solutions	Manage Print Service Agreement	\$5,670.00
52384	08/06/20	Tresko	Student Nutrition Dept.	\$3,600.50
52385	08/06/20	U.S. Foodservice, Inc	Student Nutrition Dept.	\$1,806.78
52386	08/06/20	USD232 Student Nutrition	Student Nutrition Dept.	\$825.00
52387	08/06/20	Waste Management	Trash/Recycle - July 2020	\$2,520.97
52388	08/06/20	Water District No 1 Of Jo Co	W/S-MT,MC,MV,PRE,HE,BE,CCE,ME,RE,TP-June/July 20	\$6,287.17
52389	08/06/20	Wells Fargo Vendor Fin Serv	Equipment Lease	\$814.66

\$312,933.39

Check Journal - 08/14/20

Check Number	Check Date	Payee	Reason	Amount
52392	08/14/20	Amazon Capital Services	Teaching/Office Supplies	\$8,070.08
52393	08/14/20	Integrity Locating Services, LLC	Locate Charges	\$744.00
52394	08/14/20	Johnson County Parks & Rec Dist.	2020 Cross Country meets	\$102.50
52395	08/14/20	Office Depot	Office	\$51.98
52396	08/14/20	Olathe USD #233 Facility Usage	Swim- practices for MVHS and DHS	\$495.00
52397	08/14/20	Perma-Bound	Book Order:List #Q- 17345039	\$1,694.51
52398	08/14/20	School Specialty Inc	Student Nutrition Dept.	\$473.67
52399	08/14/20	Time Warner Cable	Cable TV/internet	\$99.98
52400	08/14/20	Uline	Classroom supplies	\$256.49
52401	08/14/20	United School Adm Of Kansas	Superintendent - USA, KSSA & AASA Membership	\$1,317.50
52402	08/14/20	Waterboy Graphics LLC	Building Improvements	\$4,305.00
				\$17,610.71

Check Journal - 08/21/20

Check Number	Check Date	Payee	Reason	Amount
52403-52404	08/21/20	Amazon Capital Services	Teaching/Office Supplies	\$3,550.96
52405	08/21/20	Educational Design Solutions, LLC	Lexia School Subscription 2020-2021	\$7,600.00
52406	08/21/20	Evergy	Energy for CTE building July/August 2020	\$147.54
			Energy for MVHS Construction July/August 2020	\$183.05
52407	08/21/20	First American Equipment Finance	Lease Final	\$173,365.27
52408	08/21/20	Johnson County Wastewater	JOCO Wastewater Fees for CTEC	\$70,180.00
52409	08/21/20	Kansas Gas Service	Gas Service July 2020-MT, MV, PRE, HE, BE, RE, and TP	\$597.42
52410	08/21/20	Literacy Resources, Inc.	J.Powers-Phonics Curriculum	\$172.78
52411	08/21/20	Mathematical Olympiads	Voyagers-Math Olympiad-Final Payment	\$10.00
52412	08/21/20	Meyer Music	LT and Starside instrument cleaning and repairs	\$13,897.80
52413	08/21/20	Office Depot	Supplies for Temperature Taking	\$108.68
52414	08/21/20	Perma-Bound	Library books	\$775.80
52415	08/21/20	Pro Auto Polish Shop	Annual Student Vehicle Detailing	\$910.00
52416	08/21/20	Quadient Finance USA	Add postage	\$300.00
52417	08/21/20	School Specialty Inc	Student Nutrition Dept.	\$27.24
52418	08/21/20	Time Warner Cable	Cable TV	\$6.11
52419	08/21/20	Time Warner Cable	Cable TV	\$22.02
52420	08/21/20	USD232 Administrative Offices	Petty Cash Reimb	\$1,018.95
52421	08/21/20	USI, Inc.	Classroom supplies	\$56.39
52422	08/21/20	Verizon Wireless Services LLC	Tech/Facilities/HR-Broadband cards	\$920.53
52423	08/21/20	Water District No 1 Of Jo Co	CTE Permits	\$90,210.00
52424	08/21/20	Wells Fargo Vendor Fin Serv	Equipment Lease	\$814.66
				\$364,875.20

Arvest CC Statement
08/14/20

Date	Cardholder Name	Merchant	Merchant Location	Amount
7/29/2020	CARRIE HANDY	JASON'S DELI	OLATHE, KS 660610000	\$447.08
	CARRIE HANDY Total			\$447.08
7/31/2020	CLEAR CREEK ELEMENTARY	SMORE.COM - EDUCATOR	WWW.SMORE.COM, PA 15206	\$79.00
8/13/2020	CLEAR CREEK ELEMENTARY	MICHAELS STORES 9975	SHAWNEE, KS 662170000	\$25.00
8/5/2020	CLEAR CREEK ELEMENTARY	DOLLARTREE	SHAWNEE, KS 662260000	\$141.00
8/7/2020	CLEAR CREEK ELEMENTARY	WM SUPERCENTER #4611	SHAWNEE, KS 662260000	\$25.89
8/7/2020	CLEAR CREEK ELEMENTARY	WM SUPERCENTER #4611	SHAWNEE, KS 662260000	\$101.79
	CLEAR CREEK ELEMENTARY Total			\$372.68
7/30/2020	DESOTO HIGH SCHOOL	HARP'S 249	DE SOTO, KS 660180000	\$98.10
	DESOTO HIGH SCHOOL Total			\$98.10
7/16/2020	DOYLE BAKER	USPS PO 1924860025	DE SOTO, KS 660180000	\$20.87
	DOYLE BAKER Total			\$20.87
8/12/2020	ERIC ROBERTS	ROYAL METAL INDUSTRIES	OLATHE, KS 660610000	\$64.00
	ERIC ROBERTS Total			\$64.00
7/24/2020	FACILITIES OFFICE STAFF	JOHNSON COUNTY EQUIPMENT	OLATHE, KS 660610000	\$18.50
8/10/2020	FACILITIES OFFICE STAFF	SELECTBLINDS LLC	480-7196978, AZ 852830000	\$60.44
	FACILITIES OFFICE STAFF Total			\$78.94
7/14/2020	JANET HOPKINS	WAL-MART #4611	SHAWNEE, KS 662260000	\$86.48
7/16/2020	JANET HOPKINS	USPS PO 1924860025	DE SOTO, KS 660180000	\$9.90
7/29/2020	JANET HOPKINS	WAL-MART #4611	SHAWNEE, KS 662260000	\$75.04
8/11/2020	JANET HOPKINS	WM SUPERCENTER #4611	SHAWNEE, KS 662260000	\$156.81
	JANET HOPKINS Total			\$328.23
8/3/2020	JODIE SAULTZ	REEVES - WIEDEMAN COMPANY	512-0800052, MO 641110000	\$410.30
	JODIE SAULTZ Total			\$410.30
8/13/2020	JULIE MAURER	THE UPS STORE 5094	SHAWNEE, KS 662260000	\$15.64
8/3/2020	JULIE MAURER	THE UPS STORE 5094	SHAWNEE, KS 662260000	\$29.61
	JULIE MAURER Total			\$45.25
7/24/2020	MELISSA MILLER	WEBSTAIRANT	717-392-7472, PA 175430000	\$716.16
7/28/2020	MELISSA MILLER	INTER-STATE STUDIO & PUBL	660-8261764, MO 653010000	\$150.00
	MELISSA MILLER Total			\$866.16
8/4/2020	MILL CREEK MIDDLE SCHOOL	ANTHEM SPRT	800-688-6709, CT 063790000	\$598.01
8/6/2020	MILL CREEK MIDDLE SCHOOL	ANTHEM SPRT	8006886709, CT 063790000	(\$51.14)
	MILL CREEK MIDDLE SCHOOL Total			\$546.87
8/10/2020	MILL VALLEY HIGH SCHOOL	PIZZA SHOPPE SHAWNEE	SHAWNEE, KS 662260000	\$107.94
8/13/2020	MILL VALLEY HIGH SCHOOL	SAMS CLUB #4870	KANSAS CITY, KS 661090000	\$45.00
8/13/2020	MILL VALLEY HIGH SCHOOL	SAMSCUB.COM	888-746-7726, AR 727120000	\$7.15
8/13/2020	MILL VALLEY HIGH SCHOOL	WM SUPERCENTER #4611	SHAWNEE, KS 662260000	\$3.17
	MILL VALLEY HIGH SCHOOL Total			\$163.26
8/7/2020	MIZE ELEMENTARY	THE HOME DEPOT #2213	SHAWNEE, KS 662170000	\$41.97
	MIZE ELEMENTARY Total			\$41.97
7/29/2020	MONTICELLO TRAILS MS	SMORE.COM - EDUCATOR	WWW.SMORE.COM, PA 15206	\$79.00
8/11/2020	MONTICELLO TRAILS MS	MUSICNOTES.COM	800-944-4667, WI 537170000	\$2.00
8/12/2020	MONTICELLO TRAILS MS	WM SUPERCENTER #4611	SHAWNEE, KS 662260000	\$251.72
8/5/2020	MONTICELLO TRAILS MS	THE HOME DEPOT #2213	SHAWNEE, KS 662170000	\$35.94
8/6/2020	MONTICELLO TRAILS MS	ANIMOTO INC	415-738-8894, CA 941080000	\$60.00
	MONTICELLO TRAILS MS Total			\$428.66
7/28/2020	RIVERVIEW ELEMENTARY	WEEBLY	844-4933259, CA 941070000	\$49.95
	RIVERVIEW ELEMENTARY Total			\$49.95
7/31/2020	TAMI CASEY	VISTAPR VISTAPRINT.COM	866-8936743, MA 024510000	\$32.00
7/31/2020	TAMI CASEY	VISTAPR VISTAPRINT.COM	866-8936743, MA 024510000	\$128.27
8/11/2020	TAMI CASEY	VISTAPR VISTAPRINT.COM	866-8936743, MA 024510000	(\$32.00)
8/12/2020	TAMI CASEY	MICHAELS STORES 9975	SHAWNEE, KS 662170000	\$15.48
8/12/2020	TAMI CASEY	THE HOME DEPOT #2213	SHAWNEE, KS 662170000	\$11.96

Arvest CC Statement
08/14/20

Date	Cardholder Name	Merchant	Merchant Location	Amount
8/13/2020	TAMI CASEY	MICHAELS STORES 9975	SHAWNEE, KS 662170000	(\$6.57)
8/13/2020	TAMI CASEY	PADLET PADLET SOFTWARE	HTTPSPADLET.C, CA 94103	\$396.00
8/13/2020	TAMI CASEY	WM SUPERCENTER #4611	SHAWNEE, KS 662260000	\$56.68
	TAMI CASEY Total			\$601.82
8/6/2020	TARA HARMON MOORE	WAL-MART #4611	SHAWNEE, KS 662260000	\$16.94
	TARA HARMON MOORE Total			\$16.94
7/24/2020	WENDY DENHAM	HY-VEE SHAWNEE 1560	SHAWNEE, KS 662160000	\$170.00
	WENDY DENHAM Total			\$170.00
	Grand Total			\$4,751.08

Check Journal - 08.28.20

Check Number	Check Date	Payee	Reason	Amount
52429	08/28/20	24-7 Fire Protection LLC	Sprinkler/Backflow Inspection/Repairs	\$6,958.00
52430	08/28/20	A-1 Sewer & Septic Service	Grease Interceptor Clean Out	\$3,770.00
52431	08/28/20	Advanced Exercise Equipment Inc.	Exercise Equipment for MVHS Lifetime Fitness	\$101,015.90
52432	08/28/20	Advanced Turf Solutions Inc	Cup Auger - ER	\$179.00
52433-52434	08/28/20	Amazon Capital Services	Teaching/Office Supplies	\$8,871.74
52435	08/28/20	American Time & Signal Co.	Mass Notification	\$305.36
52436	08/28/20	Apple Inc.	Parts/Repairs	\$608.00
52437-52438	08/28/20	Arvest Bank	purchasing card - charge	\$4,751.08
52439	08/28/20	Arvest Bank	Travel Case for Elementary IPADS	\$14,477.00
52440	08/28/20	AT&T	Telephone Lines 08/17/20	\$2,238.17
52441	08/28/20	Athco, L.L.C.	Installation of Volleyball Standards MVHS	\$14,415.00
52442	08/28/20	Atmos Energy	Heat-MC, CLC, DSC, DHS, LT, ME - July Service 2020	\$701.83
52443	08/28/20	Atmos Energy	Gas Service-Bridge & DHS for July/Aug 2020	\$115.65
52444	08/28/20	AuBurn Pharmacy, Inc.	COVID-19 supplies (small n95 masks)	\$376.00
52445	08/28/20	B & H Photo Video Pro Audio	Equipment	\$15,707.35
52446	08/28/20	B & W Fire L.L.C.	Annual Fire Extinguisher Inspections	\$360.15
52447	08/28/20	Benchmark Education Company	New Teacher Sections	\$14,203.35
52448	08/28/20	BSN Sports, LLC	LTMS - Girls basketball uniforms	\$4,347.00
			MVHS - Football	\$2,677.67
52449	08/28/20	Cates Service Company	HVAC Maintenance Agreement	\$8,075.00
			SE Compressor 3 Replacement	\$5,557.57
52450	08/28/20	CDW Government	Equipment/Parts	\$12,250.00
52451	08/28/20	Cengage Learning Inc.	Cengage Pathways Subscription and Course books	\$5,725.80
52452	08/28/20	Century Marketing, Inc.	Business Cards	\$49.00
52453	08/28/20	cfm Distributors Inc	Kitchen Equipment Supplies/Repairs	\$3,197.40
52454	08/28/20	Chic-A-Dees Trophies	USD 232 Nametags	\$47.00
52455	08/28/20	Coleman Equipment Inc.	Kabota 1100 RTV Window Replacement @ MVHS - JW	\$777.17
52456	08/28/20	Commenco LLC	Printed cards	\$1,282.62
52457	08/28/20	Concentra Medical Centers	HPE Tests 20-21 school year	\$237.00
52458	08/28/20	Constellation NewEnergy - Gas Division	Heating Bill	\$279.92
52459	08/28/20	Control Service Co., Inc.	Parts/Repairs	\$1,585.00
52460	08/28/20	Crisis Prevention Institute, Inc.	CPI Renewal	\$300.00
52461	08/28/20	Dell Marketing L.P.	Repair	\$119.00
52462	08/28/20	Demco, Inc.	Classroom supplies	\$296.99
52463	08/28/20	Drexel Technologies, Inc.	Printingfor CTEC	\$12.10
52464	08/28/20	Empathia, Inc.	EAP Services	\$1,185.80

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Check Number	Check Date	Payee	Reason	Amount
52465	08/28/20	Evergy	Electricity for New Grounds Bldng July 2020	\$167.67
52466	08/28/20	Fastenal Company	Grounds Supplies	\$1,640.64
52467	08/28/20	Flex Made Easy	FME Fee - Aug 2020	\$829.50
52468	08/28/20	Grainger	DeWalt Tool Batteries Maintenance - MJ	\$333.42
52469	08/28/20	Heritage Tractor, Inc.	Grounds Supplies	\$593.60
52470	08/28/20	Honey Creek Disposal Service, Inc.	Roll Off Dumpster at Ground Shop	\$367.78
52471	08/28/20	Industrial Sales Co., Inc.	Parts	\$428.39
52472	08/28/20	Instore Design Display	Desk Shields	\$3,424.80
52473	08/28/20	Instore Design Display	Desk Shields for Paras	\$42,901.50
52474	08/28/20	Interstate Elec. Supply, Inc.	Maintenance Supplies	\$1,796.06
52475	08/28/20	J & J Survey	Survey for MVHS Athletic Field	\$1,325.00
52476	08/28/20	Johnson County Mental Health Center	Zero Reasons Why Campaign - July 2019-June 2020	\$8,000.00
52477	08/28/20	k12 ITC, Inc.	software	\$14,832.00
52478	08/28/20	Kansas Land Management, LLC	Mowing Contract	\$15,469.80
52479	08/28/20	Kennedy Glass, LLC	Glass Repairs ME, MV, PRE	\$1,308.00
52480	08/28/20	Kennycos Industries, Inc.	6 months Fire Alarm Monitoring @ DHS Labor @ LTMS	\$1,006.50
			Annual Fire Alarm Test	\$1,488.00
52481	08/28/20	Kenton Brothers Inc.	Safety/Security	\$126,442.94
52482	08/28/20	Key Refrigeration Supply L.L.C.	Kitchen Equipment Repairs	\$563.56
52483	08/28/20	Knapheide Truck Eq Center	Salt Spreader Grounds	\$6,453.00
52484	08/28/20	Kruger Technologies, Inc	Geo Tech Inspections for ETC/ECC Construction	\$6,095.00
52485	08/28/20	KS Department Of Revenue	Renewal for motor vehicle tax refund permit	\$6.00
52486	08/28/20	Kshsaa	Sport Rule Books	\$56.00
52487	08/28/20	Lakemary Center, Inc.	Student Services	\$2,940.00
52488	08/28/20	Lamination Equipment & Supply	Early Childhood materials	\$224.00
52489	08/28/20	Learning Without Tears	Get Set for School Student Workbooks	\$354.20
52490	08/28/20	Learning Tree Institute	Greenbush Medicaid fee	\$37.62
			Learning Tree Posters	\$478.22
52491	08/28/20	Linaweaver Construction, Inc.	DHS Access Road Parking Add	\$292,679.10
52492	08/28/20	Martin Underground Const., Inc	Other Purchase Services	\$2,004.13
52493	08/28/20	McGraw-Hill School Education Holdings	Number Worlds Student Workbooks	\$112.29
52494	08/28/20	Merrill Industrial Electric Co., LLC.	HVAC Drive HE	\$470.00
52495	08/28/20	Micro Center, Inc.	supplies	\$352.95
52496	08/28/20	Mid America Window Tint Specialist, Inc	Window Tint Act. Room ME App By BOE 12/5/19	\$1,896.00
52497	08/28/20	Midwest Concrete Solutions	Additional Concrete work MTMS	\$6,472.40
52498	08/28/20	Milburn Civil Engineering, LLC	Civil Engineering MVHS & DHS Softball/Baseball	\$26,217.00

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Check Number	Check Date	Payee	Reason	Amount
			Site Survey of DHS for 2020 Projects	\$5,508.00
52499	08/28/20	Staci Stratman	Refund spring & summer sessions field reservation	\$100.00
52500	08/28/20	Natalie Kelly	Student Nutrition Dept.	\$10.00
52501	08/28/20	Diana Zwahlen	Student Nutrition Dept.	\$70.25
52502	08/28/20	Jamie Buer	Student Nutrition Dept.	\$48.25
52503	08/28/20	Erin Hamilton	Student Nutrition Dept.	\$215.75
52504	08/28/20	Megan Malone	Student Nutrition Dept.	\$71.10
52505	08/28/20	Rachael Stiles	Student Nutrition Dept.	\$69.75
52506	08/28/20	Jennifer Williams	Student Nutrition Dept.	\$31.20
52507	08/28/20	Rebecca Simmons	Student Nutrition Dept.	\$17.15
52508	08/28/20	Grace Morton	Student Nutrition Dept.	\$34.60
52509	08/28/20	Mindy Boor	Student Nutrition Dept.	\$295.75
52510	08/28/20	Sarah Sheerin	Student Nutrition Dept.	\$63.05
52511	08/28/20	Meghan Bulkley	Student Nutrition Dept.	\$44.80
52512	08/28/20	Ashley Daher	Student Nutrition Dept.	\$32.30
52513	08/28/20	Derek Stutzman	Student Nutrition Dept.	\$81.30
52514	08/28/20	Douglas Chieu	Student Nutrition Dept.	\$114.80
52515	08/28/20	Marq Reeves	Student Nutrition Dept.	\$237.05
52516	08/28/20	Sally Peterson	Student Nutrition Dept.	\$100.00
52517	08/28/20	Stephanie Oxandale	Student Nutrition Dept.	\$19.55
52518	08/28/20	Mize Elementary School	Student Nutrition Dept.	\$40.00
52519	08/28/20	Nasco	Art Supplies	\$1,327.92
52520	08/28/20	Nepris, Inc	Nepris Annual Site License 2020-21 School Year	\$12,500.00
52521	08/28/20	Night Raptor Tactical LLC	COVID-19 supplies	\$12,535.05
52522	08/28/20	Night Raptor Tactical LLC	COVID 19 supplies; child size adjustable face shields	\$736.00
52523	08/28/20	Nutrislice, Inc.	Student Nutrition Dept.	\$4,280.00
52524	08/28/20	Office Depot	Supplies	\$410.69
52525	08/28/20	Olathe USD #233 Facility Usage	Facility Rental outdoor high school graduation ceremonies	\$5,129.50
52526	08/28/20	Olathe T-Shirt & Trophy Inc.	Playground closed signs	\$420.00
52527	08/28/20	Overhead Door Company of KC	Fire Door Yearly Drop Test Dock Maintenance	\$1,900.00
52528	08/28/20	Pioneer Manufacturing Company	Athletic Field & Pavement Paint	\$2,903.00
52529	08/28/20	Professional Service Industries, Inc.	Special Testing for MVHS Stadium Reno	\$5,871.00
52530	08/28/20	Project Lead The Way, Inc.	PTLW Training	\$4,800.00
52531	08/28/20	Propio LS, LLC	Interpreting Services - July 2020	\$20.00
52532-52534	08/28/20	Pur-0-Zone, Inc	Custodial equipment maintenance/repairs/supplies	\$20,418.28
52535	08/28/20	Quadient Leasing USA	Lease - Postage Meter	\$453.00

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Check Number	Check Date	Payee	Reason	Amount
52536	08/28/20	Quench USA, Inc.	2 month rental Sept./Nov. 2020	\$236.94
52537	08/28/20	Ramsey Education	Dave Ramsey Books	\$1,649.45
52538	08/28/20	Realityworks, Inc	Perkins Grant Supplies for DHS & MVHS	\$2,873.85
52539	08/28/20	All American Sports Corp.	DHS - Football Helmets	\$9,244.95
52540	08/28/20	Royal Metal Industries Inc.	Hardware for Therapy Wing at BE - DB	\$206.00
52541	08/28/20	Savvas Learning Company, LLC	Core Curriculum: Introductory Craft Skills	\$4,343.45
52542	08/28/20	School Nurse Supply, Inc.	stock warehouse	\$840.26
52543	08/28/20	School Specialty Inc	Classroom Supplies	\$408.70
52544	08/28/20	SEK Education Service Center	Posters for Covid	\$17.36
52545	08/28/20	SiteOne Landscape Supply, LLC	Grounds Supplies	\$162.19
52546	08/28/20	Smallwood Lock Supply	Maintenance Supplies	\$195.78
52547	08/28/20	Soter Technologies	Vape detectors	\$1,435.00
52548	08/28/20	Southwest Audio Visual Inc.	Wireless Mic 5 Pack Package with rack kit	\$6,030.00
52549	08/28/20	Southpaw Enterprises, Inc.	Therapy Swing Parts for BE - DB	\$613.21
52550	08/28/20	Spartan Athletic Co	Soccer Nets & Clips - ER	\$355.80
52551	08/28/20	Switzer & Associates Inc	Paint for Tech Lab MTMS	\$7,500.00
52552	08/28/20	The Legal Record	Publication-Public Notice of Vote	\$13.70
52553	08/28/20	The Sherwin-Williams Co.	Paint for MCMS Entry/CCE	\$81.74
52554	08/28/20	Toshiba Business Solutions	Copier Maintenance	\$45.63
52555	08/28/20	Trans Texas Tennis LTD	MVHS Tennis Court Replacement App by BOE 1/13/20	\$89,898.50
52556	08/28/20	Tresko	DHS athletic ice maker	\$413.18
52557	08/28/20	U.S. Foodservice, Inc	Student Nutrition Dept.	\$3,302.12
52558	08/28/20	UCP Seguin	Infinitec yearly membership	\$4,815.85
52559	08/28/20	ULine	Student Nutrition Dept.	\$82.13
52560	08/28/20	United Office Products, Inc.	Stools for Tech Lab MTMS App by BOE 12/5/19	\$4,258.50
			Chair Replacement LTMS	\$3,237.48
			District Furniture Replacement App by BOE 5/4/2020	\$29,790.06
52561	08/28/20	United Rentals (North America), Inc.	Lift Rental for New Grounds Light App by BOE 12/5/20	\$848.98
52562	08/28/20	Univ. Of KS Hospital Authority	Sports Medicine Agreement DHS, MVHS	\$7,000.00
52563	08/28/20	Validity Screening Solutions	Employee background checks	\$445.00
52564	08/28/20	Waste Management	Roll Off Dumpster	\$2,063.39
52565	08/28/20	Wholesale Batteries Inc.	Invertors for Emergency Lights	\$3,427.16
52566	08/28/20	Zimmerman Construction Company Inc.	Construction Management for MVHS Athletic Projects	\$979,131.95
			Artwork MVHS Gym	\$13,121.00

\$2,065,821.09

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Check Number	Check Date	PAYEE	REASON	AMOUNT
52567-52568	09/03/20	Amazon Capital Services	Supplies	\$3,287.49
52569	09/03/20	B & H Photo Video Pro Audio	Bond Monies - MVHS	\$178.60
52570	09/03/20	B.A.C. Horn Doctor, Inc.	Summer repairs 2020	\$1,021.00
52571	09/03/20	BSN Sports, LLC	Football uniforms LTMS	\$6,770.00
52572	09/03/20	Cates Service Company	Brazing New MVHS Kitchen Cooler	\$1,580.46
52573	09/03/20	CDW Government	Equipment	\$2,890.01
52574	09/03/20	City Of De Soto	W / S / T - July/Aug. 2020	\$5,352.60
52575	09/03/20	Commenco LLC	Student Nutrition Dept.	\$112.20
52576	09/03/20	Concentra Medical Centers	HPE Tests 20-21 school year	\$79.00
52577	09/03/20	De Soto Auto Parts	Vehicle Maintenance	\$733.11
52578	09/03/20	Empathia, Inc.	EAP Services	\$1,185.80
52579	09/03/20	Evergy	Energy July/August 2020	\$94,491.80
52580	09/03/20	Fastenal Company	Grounds Supplies	\$331.00
52581	09/03/20	Gopher Sport	Floor Tape-Covid	\$55.69
52582	09/03/20	Grainger	Waterless Urinal Cartridges District Wide - WM	\$1,017.92
52583	09/03/20	Hamm, Inc.	Asphalt Patch @ HE, MV, MTMS, Transportation & CLC	\$247.38
52584	09/03/20	Hanesbrands Inc.	Youth Masks	\$2,000.00
52585	09/03/20	Harp's Food Stores, Inc.	Student Nutrition Dept.	\$31.74
52586	09/03/20	Houghton Mifflin Company	8th Grade Into Math Teacher Resources	\$4,245.00
52587	09/03/20	Interstate Elec. Supply, Inc.	Maintenance Supplies	\$118.20
52588	09/03/20	Johnson County Wastewater	Developer Agreement CTEC	\$2,100.00
52589	09/03/20	Johnson County Wastewater	Developer Agreement Mill Valley Athletic	\$900.00
52590	09/03/20	Junior Library Guild	Junior Library guild September order	\$714.00
52591	09/03/20	k12 ITC, Inc.	Contracted Services	\$167,125.72
52592	09/03/20	Learning Without Tears	Elementary Handwriting	\$462.83
52593	09/03/20	Leavenworth County Coop Assoc.	Spill Containment Tank Grounds Shop	\$164.10
52594	09/03/20	Meyer Music	Instrument Cleaning	\$4,049.00
52595	09/03/20	Micro Center, Inc.	supplies	\$341.96
52596	09/03/20	Nasco	art supplies	\$37.45
52597	09/03/20	Night Raptor Tactical LLC	ECC program, thermometers due to COVID-19	\$612.00
52598	09/03/20	Office Depot	Supplies	\$136.91
52599	09/03/20	Pitney Bowes Reserve	lease for Mail machine	\$61.50
52600	09/03/20	Predator Termite & Pest	August Pest Control District Wide	\$2,386.00
52601	09/03/20	Pro Winds	4 JP Baritone Horns Model JP2735	\$3,838.60
52602	09/03/20	Propio LS, LLC	Interpreting Services August 2020	\$20.00
52603-52604	09/03/20	Pur-0-Zone, Inc	Custodial supplies - 2020-21 school year	\$16,966.15

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Check Number	Check Date	PAYEE	REASON	AMOUNT
52605	09/03/20	Roberts Dairy	Student Nutrition Dept.	\$4,694.02
52606	09/03/20	Roma Bakery	Student Nutrition Dept.	\$85.80
52607	09/03/20	Schindler Elevator Corporation	Elevator Maint. MVHS	\$1,061.22
52608	09/03/20	School Specialty Inc	SPED Supplies	\$13.38
52609	09/03/20	Sign Professionals, Inc.	District Vehicle Decals	\$615.00
52610	09/03/20	SiteOne Landscape Supply, LLC	Grounds Supplies	\$27.01
52611	09/03/20	USI, Inc.	Lamination Decals-Covid	\$66.12
52612	09/03/20	Validity Screening Solutions	Employee background checks	\$482.00
52613	09/03/20	Voyager Sopris Learning	TransMath 3E Training	\$1,900.00
52614	09/03/20	Waste Management	Trash/Recycle - August 2020	\$3,159.50
52615	09/03/20	Water District No 1 Of Jo Co	W/S:MT,MC,MV,PRE,HE,BE,CCE,ME,RE,&TP--7/8 2020	\$2,054.27
				\$339,803.54

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Check Number	Check Date	Payee	Reason	Amount
52616	09/10/20	ABCCreative, Inc.	New Playgrounds-BE,HE,PRE,RE App by BOE 2/3/2020	\$564,887.95
52617	09/10/20	Advanced Exercise Equipment Inc.	Weight Equipment for Weight Room Addition MVHS	\$125,000.71
52618	09/10/20	Advanced Turf Solutions Inc	District Wide Fall Fertilizer & Seed - ER	\$9,684.16
52619	09/10/20	Alliance Fire Protection, LLC	Other Construction Services CTEC App by BOE 2/3/20	\$5,400.00
52620	09/10/20	Altmar, Inc.	Sped Door MCMS	\$8,891.00
52621	09/10/20	Altmar, Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$497,196.48
52622-52624	09/10/20	Amazon Capital Services	Teaching/Office Supplies	\$6,672.84
52625	09/10/20	Apple Inc.	Equipment	\$3,596.00
52626	09/10/20	Applied Maintenance Supplies & Solution	Grounds Supplies	\$229.30
52627	09/10/20	Associated Theatrical Contractors, Inc.	Other Construction Services MVHS Add 2019	\$84,715.12
52628	09/10/20	B & H Photo Video Pro Audio	Perkins Grant Supplies - DHS & MVHS	\$765.16
52629	09/10/20	Barkley Asphalt Co., Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$79,086.60
52630	09/10/20	Barts Electric	Electrical Work MVHS	\$170.00
52631	09/10/20	Barts Electric	Other Construction Services MVHS Add 2019	\$69,008.89
52632	09/10/20	Barts Electric	Other Construction Services CTEC App by BOE 2/3/20	\$124,064.28
52633	09/10/20	Bob D. Campbell and Company	Structural Engineer for MCMS	\$420.00
52634	09/10/20	BSN Sports, LLC	Chairs MVHS Fieldhouse	\$7,044.82
52635	09/10/20	Carroll Seating Company	Other Construction Services MVHS Add 2019	\$9,465.50
52636	09/10/20	Cates Service Company	Compressor Replacement CC	\$3,843.86
			HVAC Maintenance Agreement	\$8,075.00
			HVAC Repairs ClearCreek & Transportation	\$3,843.86
52637	09/10/20	CFS Engineers, P.A.	Special Inspections DHS Parking Addition/Access Road	\$1,732.50
52638	09/10/20	Clayton Paper & Distribution, Inc.	Bleach	\$219.00
52639	09/10/20	Combes Construction LLC	Grounds Shop Replacement App by BOE 4/6/20	\$113,243.40
52640	09/10/20	Control Service Co., Inc.	Outside Sensors @ LTMS - MM	\$127.00
52641	09/10/20	Crisis Prevention Institute, Inc.	CPI Renewal	\$150.00
52642	09/10/20	Dahmer Contracting Group	Other Construction Services MVHS Add 201989761.60	\$89,761.60
52643	09/10/20	Desco Coatings, Inc	Other Construction Services MVHS Add 2019	\$95,238.90
52644	09/10/20	Drc/ctb	LAS Links Placement Tests for ELL	\$245.08
52645	09/10/20	Drexel Technologies, Inc.	Printing for CTEC	\$55.00
52646	09/10/20	Drywall Systems, Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$31,950.00
52647	09/10/20	E3 Diagnostics	Audiology equipment service	\$360.00
52648	09/10/20	E3 Diagnostics	Hearing equipment calibration	\$1,420.00
52649	09/10/20	Electronic Contracting Co.	Wireless Mic Repairs @ DHS - MJ	\$293.75
52650	09/10/20	Emporia State University	Teacher Career Fair	\$110.00
52651	09/10/20	Epic Concrete Construction Co., Inc.	Other Construction Services MVHS Add 2019	\$48,914.50

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Check Number	Check Date	Payee	Reason	Amount
52652	09/10/20	Fastenal Company	Grounds Supplies	\$587.01
52653	09/10/20	Flagsource Unlimited	School Supplies	\$79.00
52654	09/10/20	Godard & Son Rfg Co	Other Construction Services CTEC App by BOE 2/3/20	\$21,239.10
52655	09/10/20	Grainger	Parking Lot Stencil & Propane Sign for Grounds Shop	\$63.52
52656	09/10/20	Greg Bair Track Hoe Service, Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$17,961.30
52657	09/10/20	Heartland Seating, Inc.	Bleacher Repair MCMS	\$13,645.00
52658	09/10/20	Hermes Company Inc	Other Construction Services CTEC App by BOE 2/3/20	\$97,886.70
52659	09/10/20	Hobart	Kitchen Equipment Repairs	\$455.36
52660	09/10/20	Horst, Terrill & Karst Architects, P.A.	Architectural Services for MVHS Addition	\$9,085.43
			Architectural Services DHS/MVHS Soccer Fields	\$5,737.50
			Architectural Services for DHS Fieldhouse Renovation	\$61,000.00
			Architectural Fee for DHS Theater	\$41,831.46
			Architectural Fees CTEC	\$7,065.52
52661	09/10/20	Institute for Multi-Sensory Education	J. Powers	\$38.80
52662	09/10/20	Interstate Elec. Supply, Inc.	Maintenance Supplies	\$1,119.43
52663	09/10/20	Johnson County Treasurer	Real Estate Taxes for CTEC	\$13,189.90
52664	09/10/20	Johnstone Supply	Maintenance Part - MJ	\$57.50
52665	09/10/20	Kaw Roofing & Sheet Metal, Inc.	Other Construction Services MVHS Add 2019	\$16,893.00
52666	09/10/20	KC Mechanical Inc	Other Construction Services MVHS Add 2019	\$20,520.03
52667	09/10/20	Kennyco Industries, Inc.	Annual Fire Alarm Test	\$3,335.25
52667	09/10/20	Kennyco Industries, Inc.	Correct Fire Alarm Issue in 400 Hall @ CCE- MJ	\$191.25
52668	09/10/20	Kenton Brothers Inc.	New proximity access key cards for employees	\$960.00
52669	09/10/20	Key Refrigeration Supply L.L.C.	Kitchen Equipment Repairs	\$32.47
52670	09/10/20	Kone Inc.	Elevator Maint. LTMS	\$1,026.60
52671	09/10/20	Lakemary Center, Inc.	Student Services	\$2,358.00
52672	09/10/20	Leading Edge Laminating	Laminate	\$145.68
52673	09/10/20	Lovelace & Associates LLC	Surveying Services CTEC	\$3,000.00
52674-52675	09/10/20	Lowe's	Custodial/Maint./Grounds Supplies	\$820.52
52676	09/10/20	Manning Construction Company, Inc.	Construction Management for CTEC	\$47,213.91
52677	09/10/20	Martin Underground Const., Inc	Locates for DHS Stadium	\$375.00
52678	09/10/20	Medco Supply Co	MVHS Trainers Equipment	\$2,960.25
			Whirlpools for New Field House MVHS	\$1,093.95
52679	09/10/20	Midland Steel Co.	Other Construction Services CTEC App by BOE 2/3/20	\$101,667.00
52680	09/10/20	Midwest Glass & Glazing, LLC	Other Construction Services MVHS Add 2019	\$11,576.91
52681	09/10/20	Milburn Civil Engineering, LLC	Civil Engineering DHS Softball/Baseball	\$9,870.52
			Site Survey for DHS Summer 2020 Projects	\$2,240.00

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Check Number	Check Date	Payee	Reason	Amount
			Site Survey of DHS Site Improvements for 2020 Projects	\$1,538.00
			Survey for DHS Stadium Upgrade	\$1,500.00
			Civil Engineering for MVHS Baseball Field	\$18,842.00
52682	09/10/20	Alyssa Stenberg	Student Nutrition Dept.	\$42.05
52683	09/10/20	Dustin Gary	Student Nutrition Dept.	\$25.75
52684	09/10/20	Nicole Heaton	Student Nutrition Dept.	\$58.50
52685	09/10/20	Sarah Gieseman	Student Nutrition Dept.	\$21.70
52686	09/10/20	Lori Neely	Student Nutrition Dept.	\$75.40
52687	09/10/20	Amy Droegemeier	Student Nutrition Dept.	\$20.85
52688	09/10/20	Nancy Heywood	Student Nutrition Dept.	\$44.75
52689	09/10/20	Brooke Riffel	Student Nutrition Dept.	\$27.45
52690	09/10/20	Kim Robbins	Student Nutrition Dept.	\$101.00
52691	09/10/20	Cindy Estes	Student Nutrition Dept.	\$30.70
52692	09/10/20	Whitney Provost	Student Nutrition Dept.	\$81.30
52693	09/10/20	Holly Collene	Student Nutrition Dept.	\$10.10
52694	09/10/20	Alexia Soukup	Student Nutrition Dept.	\$227.85
52695	09/10/20	Mize Elementary School	Student Nutrition Dept.	\$36.70
52696	09/10/20	Music In Motion	Band Room Supplies	\$139.15
52697	09/10/20	Office Depot	Teaching/Office Supplies	\$719.55
52698	09/10/20	Omega Door and Hardware	Receiving Door Replacement MVHS	\$4,513.36
52699	09/10/20	Overhead Door Company of KC	Fire Door Yearly Drop Test Dock Maintenance	\$1,660.00
52700	09/10/20	Pittsburg State University	Fall Career Expo PSU	\$150.00
52701	09/10/20	Procure Therapy	Contracted School Psychologist services	\$624.00
52702	09/10/20	Professional Service Industries, Inc.	Special Testing MVHS	\$1,895.00
52703-52704	09/10/20	Pur-O-Zone, Inc	Custodial equipment maintenance/repairs/supplies	\$15,740.04
52705	09/10/20	R.D. Johnson Excavating Co. LLC	Other Construction Services CTEC App by BOE 2/3/20	\$149,988.58
52706	09/10/20	Regents Flooring	Other Construction Services MVHS Add 2019	\$31,819.50
52707	09/10/20	Reinders, Inc.	Ice melt	\$2,104.55
52708	09/10/20	Renzulli Learning, LLC	Gifted materials	\$75.00
52709	09/10/20	River Oak Mechanical, LLC	Other Construction Services MVHS Add 2019	\$41,445.00
52710	09/10/20	Riverside Community Care, Inc	SOS Renewals	\$1,200.00
52711	09/10/20	Rosetta Stone LTD.	2020-21 Renewal	\$4,350.00
52712	09/10/20	Saladino Mechanical Co.	Other Construction Services CTEC App by BOE 2/3/20	\$6,300.00
52713	09/10/20	Scholastic, Inc.	Next Step in Guided Reading Assessment K-2	\$532.74
52714	09/10/20	Seal-O-Matic Paving Co., Inc.	Other Construction Services MVHS Add 2019	\$51,669.90
52715	09/10/20	Seesaw Learning	SeeSaw license for Early Childhood	\$825.00

Check Journal - 09/10/20

Check Number	Check Date	Payee	Reason	Amount
52716	09/10/20	Shiffler Equipment Sales, Inc.	Locker Parts @ MCMS & Stock - DB	\$62.67
52717	09/10/20	Smart Cabling Solutions, Inc.	Cabling for cameras MVHS Gym	\$2,850.00
52718	09/10/20	Switzer Brothers Painting, LLC	Other Construction Services MVHS Add 2019	\$4,500.00
52719	09/10/20	T-Mobile USA, Inc.	District Hot Spots	\$216.75
52720	09/10/20	Toshiba Financial Services	Printer Allowances Aug 2020-Aug 2021	\$9,853.38
52721	09/10/20	Trans Texas Tennis LTD	MVHS Tennis Court Replacement App by BOE 1/13/20	\$16,853.80
52722	09/10/20	Treadwell, LLC	Cove Base	\$434.00
			Additional Base for Kdgn. Rooms	\$4,756.00
52723	09/10/20	U.S. Foodservice, Inc	Student Nutrition Dept.	\$32,070.49
52724	09/10/20	ULine	Building	\$1,243.55
52725	09/10/20	Underground Vaults & Storage Inc	Contracted Services	\$100.00
52726	09/10/20	University of Kansas	KU Education Career Fair 2020	\$150.00
52727	09/10/20	Varsity Spirit	DHS - 20-21 dance team needs list	\$2,477.50
52728	09/10/20	Zimmerman Construction Company Inc.	Other Construction Services MVHS Add 2019	\$214,375.95
52729	09/10/20	Zoom Video Communications, Inc.	Software	\$2,700.00
				\$3,144,284.69



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: Pamela Hargrove

DATE: August 20, 2020

RE: Permission to accept donation

We ask that the Board of Education recognize and approve a gift in the amount of \$1,000.00 for use toward classroom support, supplies and materials. The donation was made by the parents of a Belmont employee in an effort to defray costs incurred by individual teachers. We ask that the donor's name remain unpublished. We appreciate the generosity of this family and thank you for your attention to this request.



D E S O T O

22405 Clear Creek Parkway
Shawnee, KS 66226
FAX: 913 / 667-1800
FAX: 913 / 667-3612



UNIFIED SCHOOL DISTRICT 232

Prairie Ridge Elementary

Date: August 24, 2020
To: Board of Education, USD 232
Dr. Frank Harwood, Superintendent of Schools
From: Kristel Fulcher, Principal, Prairie Ridge Elementary
Subject: School Contribution

I seek the approval of our Board of Education to accept a contribution from Inter-State Studio and Publishing Co., in the amount of \$1,428.29 to Prairie Ridge Elementary School (check #315778, dated 8/19/2020).

Monies will be used toward the purchase of general teaching/building needs for Prairie Ridge. Funds will be deposited into the Prairie Ridge general building fund.

Respectfully submitted for Board approval,

Kristel Fulcher

DE SOTO HIGH SCHOOL

35000 WEST, 91ST STREET - DE SOTO, KS - 66018

PHONE: 913.667.6250 - FAX: 913.667.6251

WWW.DHS.USD232.ORG - WWW.DHSWILDCATNATION.COM

September 4, 2020

To: USD 232 Board of Education
From: Ryan Johnson, Associate Principal/Activities Director
Re: Donation

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

Walter Zitlow - \$4,000.00

Respectfully submitted for Board approval,



Ryan Johnson
Associate Principal/A.D.

HOME OF THE WILDCATS!

SAM RUFF - PRINCIPAL LEAH VOMHOF - ASSOCIATE PRINCIPAL RYAN JOHNSON - ACTIVITIES DIRECTOR

CRISSY JOHNS - COUNSELOR (A-G) LINDSAY HOTHAN - COUNSELOR (H-N) KRISTY WILKENS - COUNSELOR (O-Z)

Mill Valley High School
De Soto Unified School District #232
5900 Monticello Road
Shawnee, KS 66226
Phone: (913) 422-4351
Fax: (913) 422-4039
mvhs.usd232.org



We ARE Mill Valley!
Achievement—Responsibility—Empowerment

August 17, 2020

To: USD 232 Board of Education and Dr. Frank Harwood, Superintendent of Schools
From: Gail Holder, Principal Mill Valley High School
Re: Library Carousels

I am seeking the approval from the Board of Education to declare two library carousel units old and damaged. The units have been in the library for 20 years and are not utilized by students any longer. We would like to discard them due to not having any place to store them or any use for them. The removal of them will create a more functional space for student collaboration and overall functionality.

Thank you for your consideration,

A handwritten signature in blue ink, appearing to read "Gail Holder", with a long horizontal flourish extending to the right.

Gail Holder

Mill Valley High School
De Soto Unified School District #232
5900 Monticello Road
Shawnee, KS 66226
Phone: (913) 422-4351
Fax: (913) 422-4039
www.usd232.org/mvhs



We ARE Mill Valley!
Achievement—Responsibility—Empowerment

To: USD 232 Board of Education
From: Marilyn Chrisler, Assistant Principal, MVHS
Date: September 4, 2020
Subject: Project Lit Book Club

The Project Lit Book Club is a national literacy movement of educators and students committed to increasing access to diverse books and promoting a love of reading.

Officers

Officers will be decided based upon the size of the chapter. Should there be fifteen or fewer members, the co-presidents shall be the only officers in charge of the chapter. If there are more than fifteen members, three additional officers will be elected democratically. During the first meeting, students wishing to become an officer will submit their names to the sponsors. At the second meeting, nominees will give a short speech on why they are interested in becoming an officer and why they would be a good fit for the position. Chapter members will then vote on nominees to determine the three officers.

Purpose

- EMPOWER our students as readers, writers, and leaders
- PROMOTE a love of reading in our schools and communities
- NURTURE authentic reading identities by increasing access to high-quality books, building community, and fostering a sense of belonging
- CHAMPION young people and books that reflect their lived realities, communities, and identities
- READ, DISCUSS, AND CELEBRATE books that make our students feel seen, heard, affirmed, and valued
- DEVELOP our cultural competence and EXPAND our thinking, regardless of individual starting point
- AMPLIFY voices and stories of students of color
- REWRITE the narrative about which texts and authors are deemed worthy of academic study
- PROVIDE students with as many positive literacy experiences as possible

Meetings

Meetings will be held regularly once a month and at the need to support other activities.

Membership Criteria

Membership for Tri-M is open to all Mill Valley students.

Pre-Planned Activities/Events

Activities include book club meetings, discussions and collaborations with chapter's at other schools, and potential author visits via Zoom/Skype.

Through a cooperative partnership with students, school, home, and community, Mill Valley's mission is to foster individual Achievement and Responsible citizenship by Empowering students through a rigorous curriculum to develop honor, integrity, and life-long learning.

Mill Valley High School
De Soto Unified School District #232
5900 Monticello Road
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www.usd232.org/mvhs



We ARE Mill Valley!
Achievement—Responsibility—Empowerment

To: USD 232 Board of Education
From: Marilyn Chrisler, Assistant Principal, MVHS
Date: September 9, 2020
Subject: Young Republicans

Name of Organization Young Republicans of Mill Valley
Advisor Brian McDaneld at MVHS

Overview

The Young Republicans of Mill Valley is a club of like-minded Republicans at Mill Valley to come together to promote the values of the Republican Party. We will be doing this through discussion, campaigning, and service within the community.

Membership

Membership for the Young Republicans of Mill Valley is open to all students at Mill Valley.

Officers

Officers will be elected democratically with a 2/3 vote excluding President and Vice President. During the first meeting students will be presented the option of Secretary and Treasurer to apply students must let the President know before the second meeting and have a short speech ready. Voting will be done at the end of the second meeting and students will find out who won at the third meeting.

Purpose

The Young Republicans of Mill Valley's goal is to promote the Republican Party at Mill Valley and to better educate students politically.

Meetings

Will be held on Zoom.
By-weekly
Time- TBD now due to Hybrid Learning



Alvie L. Cater, II
Assistant Superintendent

To: Members of the Board of Education
Frank Harwood, Superintendent of Schools
From: Alvie Cater
Date: September 9, 2020
Subject: **Professional Negotiated Agreement, 2020-21 (ACTION)**

The purpose of this communication is to share that we reached a tentative agreement with De Soto Teachers' Association (DTA) in regards to the Professional Negotiated Agreement for the 2020-21 school year. Both negotiating teams, one representing DTA and one representing the Board of Education, met four separate times since April and reached tentative agreement on July 31.

The negotiating team representing the Board of Education recommends approval of the tentative agreement.

DTA conducted a process during the month of August to seek ratification of the agreement by professional employees (teachers) who are represented by DTA. The association ratified the tentative agreement.

As you may recall, the Kansas Professional Negotiations Act, K.S.A. 72-2218, *et seq.* governs the interaction between boards of education and professional employees when negotiating terms and conditions of employment. The Act requires the parties to negotiate compensation, hours, and amounts of work. Each party can also select up to three additional items to negotiate from the Act's list of mandatory topics. All other items would be considered permissive topics for negotiation.

We are pleased to report that USD 232 continues to share a strong partnership with DTA. The recent negotiations process was once again positive and professional with both teams identifying important issues and working together to reach a reasonable agreement.

Included with this memo is a summary of the tentative agreement of which the Board has already been made aware. If you have any questions, please let us know.

(summary follows)

###



Tentative Agreement – 2020 Negotiations

July 31, 2020

SUMMARY

[Article XII: Professional Employee Compensation](#) 3

[Article XIII: Professional Day](#) 3

[Article II: Definitions](#) 3

[Article X: Leaves of Absence](#) 4

[ARTICLE XV: USD 232 Retirement Program](#) 4

[Article IV: Promotions, Assignments, and Announcement of Vacancy](#) 4

[Article III: Licensed Personnel](#) 4

[Article XVI: Duration Clause](#) 4

[Article XVIII: Fair Dismissal Procedures](#) 4

[Appendix D: Sick Leave Pool](#) 5

[Tentative Agreement – Professional Employee Salary Schedule](#) 5

Article XII: Professional Employee Compensation

District Compensation

- Adds \$500 on the base
- Allows for both horizontal and vertical movement on the salary schedule
- \$30 increase on the base of supplemental agreements
- Average salary increase is approximately 2.44%; specific increases will vary dependent on a teacher's placement within the salary schedule
- Health Insurance benefits for teachers = increase of 11% (increase of \$327,353 for single health coverage)
- Teacher salary increase including benefits, supplemental agreements, and taxes is approximately \$1,175,753.
- Total teacher compensation package represents an increase of 3.5%.

Supplemental Positions and Salary Schedule – Supplemental Assignments

Adds three new positions:

- High School Musical
- Middle School Jazz Band; and
- Elementary and Middle School Spelling Bee.

Increases Summer Curriculum and Ad Hoc Committee Work from \$16.25 to \$18.00 per hour. Adds language to the article to compensate an elementary specials teacher who is scheduled to teach students from more than one class section due to the overall number of class sections in a building. The rate of pay is pro-rated at the in-house coverage rate.

Article XIII: Professional Day

No changes to current language. DTA and the school district agreed to jointly form a committee to review the maximum number of elementary teacher plan periods that may be used by the building administration for school/district needs during a school year.

Article II: Definitions

No changes to current language defining Professional Employees for the purpose of the Professional Negotiated Agreement.

Article X: Leaves of Absence

Increases the buyback of unused discretionary and personal leave to \$104 per day, not to exceed 12 days. Also, the tentative agreement continues the sunset language for one more year regarding blackout days for leave.

ARTICLE XV: USD 232 Retirement Program

Rewrites the entire article for clarity and consolidates the previous four options for sick leave pay out into two (2) options.

- Option 1 - \$144.00 per day provided written notice of retirement is received by December 15.
- Option 2 - \$104.00 per day provided written notice of retirement is received by May 1.

Article IV: Promotions, Assignments, and Announcement of Vacancy

Renames Article IV: **Assignments, Vacancies and Transfers**. Rewrites language and adds sections to better clarify and codify procedures. The change in language better defines a Professional Employee's Assignment (Position and Building), Position (Teacher, Media Specialist, Counselor, School Psychologist, etc.), and the Transfer process.

Article III: Licensed Personnel

Deletes redundant language within the article and adds language that aligns with the electronic nature of licensure notifications and professional employee licenses.

Article XVI: Duration Clause

Agreement would be a one-year duration from July 1, 2020 through June 30, 2021.

Article XVIII: Fair Dismissal Procedures

No changes to current language.

Appendix D: Sick Leave Pool

Adds language to the article outlining the notification procedure and timeline for professional employees who contribute to the sick leave pool should the pool drop below 30 days of donated leave. The purpose of the sick leave pool is to assist professional employees who suffer prolonged or catastrophic illness.

Tentative Agreement – Professional Employee Salary Schedule

A copy of the professional employee salary schedule for the 2020-21 school year follows this summary.

Salary Schedule Document follows next page.

DE SOTO USD #232 SALARY SCHEDULE FOR 2020-21 (Added \$500 to Base)							
Step	BS	BS+15	MS	MS+15	MS+30	MS+45	Step
1	43,000	43,700	46,000	47,800	49,600	51,400	1
2	43,400	44,100	46,500	48,300	50,100	51,900	2
3	43,800	44,500	47,000	48,800	50,600	52,400	3
4	44,200	44,900	47,500	49,300	51,100	52,900	4
5	44,700	45,400	48,100	49,900	51,700	53,500	5
6	45,200	45,900	48,700	50,500	52,300	54,100	6
7	45,700	46,400	49,300	51,100	52,900	54,700	7
8	46,200	46,900	49,900	51,700	53,500	55,300	8
9	46,700	47,400	50,500	52,300	54,100	55,900	9
10	47,300	48,000	51,200	53,000	54,800	56,600	10
11	47,300	48,700	52,000	53,800	55,600	57,400	11
12	47,300	49,400	52,800	54,600	56,400	58,200	12
13	47,300	49,400	53,600	55,400	57,200	59,000	13
14	47,300	49,400	54,400	56,200	58,000	59,800	14
15	47,300	49,400	55,200	57,000	58,800	60,600	15
16	47,300	49,400	56,100	57,900	59,700	61,500	16
17	47,300	49,400	57,000	58,800	60,600	62,400	17
18	47,300	49,400	57,900	59,700	61,500	63,300	18
19	47,300	49,400	58,800	60,600	62,400	64,200	19
20	47,300	49,400	59,700	61,500	63,300	65,100	20
21	47,300	49,400	60,650	62,500	64,300	66,100	21
22	47,300	49,400	61,600	63,500	65,300	67,100	22
23	47,300	49,400	62,550	64,500	66,300	68,100	23
24	47,300	49,400	63,500	65,500	67,300	69,100	24
25	47,300	49,400	64,500	66,500	68,300	70,100	25
26	47,300	49,400	65,500	67,500	69,300	71,150	26
27	47,300	49,400	66,500	68,500	70,300	72,200	27
28	47,300	49,400	67,500	69,500	71,300	73,250	28
29	47,300	49,400	68,500	70,500	72,300	74,300	29
30	47,300	49,400	69,500	71,500	73,300	75,400	30
	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	
For the 2020-21 contract year those off the schedule will receive the amount of the last step increase in their column placement. Example: BS+15, Step 15 is off the schedule so would receive \$700. MS +30, Step 35 is off the schedule so would receive \$1,000.							



Unified School District 232

Human Resources

Carrie Handy - Director of Human Resources - Elementary
Brian Schwanz - Director of Human Resources - Secondary

To: USD 232 Board of Education
Frank Harwood, Superintendent of Schools
From: USD 232 Human Resources Department
Date: September 9, 2020
RE: Compensation Packages for Employees not covered by the PNA
(ACTION)

The purpose of this communication is to share our recommendation regarding a compensation package that would apply to all employee groups outside of those covered by the Professional Negotiated Agreement for the 2020-2021 school year. Attached you will find a summary of the proposed compensation changes. Please let us know if you have any questions.

USD 232 2020 - 2021 Compensation Recommendations for staff not covered by the PNA

Classified

Salary

- Hourly and Salaried Employees: Increase the base salary by an average of 2.44% for each employee within established salary ranges for each employee group and 1.0% for employees outside of the established range.
- Increase Salary Cost: \$230,233

Benefits

- Health Insurance: Continue Single Coverage - Premiums increased 11%
- Dental Insurance: Continue Single Coverage – No Increase
- Increase Benefits Cost: \$171,359

Total compensation package increase for Classified staff approximately 4.1%

Administration

Salary

- Employees will receive an increase to base pay equal an average of 2.44% within established salary ranges for each employee group and 1.0% for employees outside of the established range.
- Increase Salary Cost: \$76,956

Benefits

- Health Insurance: Continue Single Coverage - Premiums increased 11%
- Dental Insurance: Continue Single Coverage – No Increase
- Increase Benefits Cost: \$10,616

Total compensation package increase for Administrative staff approximately 2.7%

Superintendent

Contract Language Amendments

- Salary: Increase base salary by 1.0%, Cost \$2,250
- Benefits: Continue single health and dental coverage, Cost Increase \$672
- Term: Extend term to June 30, 2023.

Total compensation package increase for superintendent approximately 1.2%

Total compensation package increase for teachers approximately 3.5%



Unified School District 232

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

Frank Harwood Ed. D
Superintendent of Schools

To: Members of the Board of Education
From: Frank Harwood, Superintendent of Schools
Date: September 9, 2020
Subject: Memorandum of Understanding with the De Soto Teachers Association regarding some recent resignations and retirements

By Kansas statute, licensed professional employees in USD 232 are subject to continuing contract. Additionally, the USD 232 Professional Negotiated agreement provides specific benefits to professional employees that meet certain deadlines for notification of resignation or retirement.

This summer presented a great deal of uncertainty for everyone in the community. This is also true for our professional employees. At the August 3, 2020 Board of Education meeting, the board adopted the Johnson County Department of Health and Environments Gating Criteria for Schools with some exceptions. Based on this decision, it was announced on August 18, 2020 that all USD 232 schools would start the school year in a Remote Learning Environment. On August 24, 2020, the Board of Education adopted the Kansas Schools Gating Criteria with some exceptions. The Kansas Schools Gating Criteria was formally adopted by the Kansas State Board of Education and incorporated into the state's Navigating Change: Kansas' Guide to Learning and School Safety Operations document. Additionally, the Board determined on August 24 that the relevant data placed USD 232 in the Yellow Category and that all USD 232 schools would start the school year in a Hybrid Learning Environment.

Because of the Board's August 24, 2020 decision, two professional employees chose to resign or retire. The De Soto Teachers Association has proposed the attached MOU to provide certain benefits to these employees. If agreed to, the two professional employees covered by the MOU would be treated as if they resigned or retired prior to May 1, 2020.

The administration recommends the approval of the MOU.



Emily Valdez, *President*
Dandra Arter, *Vice President*
Jeff Wieland, *Vice President*
Amanda Simpson, *Secretary*
Nichole Gurwell, *Treasurer*

www.desototeachers.org

Memorandum of Understanding USD 232 & De Soto Teachers' Association

RE: Retirements and Resignations Occurring after August 24

Any retiree or resignee who provided notice of resignation or retirement to the human resources department after August 24, 2020 and before 5:00 p.m. on August 28, 2020 will receive the following benefits:

- Accrued leave will be paid to the retiree at a rate of \$50 per day.
- Accrued leave will be paid to the resignee at a rate of \$40 per day.
- For the purpose of future employment, the resignee will be treated as though the resignation had been submitted by the statutory May 29, 2020 deadline. USD 232 will take no action against the resignee to prejudice future employment based on the actual date of resignation.

This memorandum references or amends the following provisions of the 2019-20 Professional Negotiated Agreement:

ARTICLE X: LEAVES OF ABSENCE

C. Purchase of General Leave

- A. Upon termination of employment with the District, a Professional Employee shall be entitled to receive pay for each day of unused General Leave on the following basis:
 1. Option 1 - \$84.00 per day provided written notice is received by December 15th.
 2. Option 2 - \$74.00 per day provided written notice is received by January 15th.
 3. Option 3 - \$64.00 per day provided written notice is received by March 1st.
 4. Option 4 - \$40.00 per day after March 1st if written notice is received by May 1st.

However, a Professional Employee will not be entitled to receive pay for unused leave if the Professional Employee fails to fulfill his/her employment contract or fails to submit a written notice on or before May 1st. Unused leave may be paid to a named beneficiary in case of death.



Emily Valdez, *President*
Dandra Arter, *Vice President*
Jeff Wieland, *Vice President*
Amanda Simpson, *Secretary*
Nichole Gurwell, *Treasurer*

www.desototeachers.org

ARTICLE XV: USD 232 RETIREMENT PROGRAM

B. Upon retirement from the District with full or reduced KPERS benefits, a Professional Employee shall be entitled to receive pay for each day of accrued and unused leave on the following basis:

1. Option 1 - \$104.00 per day provided written notice is received by December 15th.
2. Option 2 - \$84.00 per day provided written notice is received by January 15th.
3. Option 3 - \$64.00 per day provided written notice is received by March 1st.
4. Option 4 - \$50.00 per day provided written notice is received by May 1st.

However, a Professional Employee will not be entitled to receive payment for accrued and unused leave if the Professional Employee fails to fulfill his or her employment contract or fails to submit a written notice of retirement on or before May 1. The Professional Employee, at his/her discretion, may choose to receive this payment as a lump sum, delivered in the June 30th paycheck, or as a District paid 403(b) account.

Emily Valdez
President, De Soto Teachers' Association

Danielle Heikes
President, USD 232 Board of Education

Date

Date



Unified School District 232

Operational Technology

www.usd232.org

Brandon Riffel, Director of Technology

To: USD 232 Board of Education
Dr. Frank Harwood, Superintendent of Schools
From: Brandon Riffel, Director of Technology
Date: September 9, 2020
Subject: 2020 Copier Contract (ACTION)

2020 Copier Services Agreement

We will seek the Board's approval for an early contract extension with Toshiba, Inc., for a new copier lease and services agreement with a cost savings of nearly \$45,000.

Background

In May of 2016 the Board of Education approved the contract of multifunction copier leasing from Toshiba Incorporated. This includes a wide range of hardware and services to support printing, coping, faxing, and scanning throughout the district. This agreement was for five years and set to expire at the end of the 2020-21 academic year.

Contract Renewal

Toshiba Business Solutions provided an early contract extension proposal that provides cost savings as well as expanded service offerings to the school district. This new five-year agreement will allow the district to replace all existing multifunction copiers with new hardware. Because the hardware will be brand new, our staff will see improved experience with far less service calls, or copier malfunctions, which increases with the age of the hardware. This new hardware also includes expanded scanning capabilities, which can hold 300 pages and scan at 240 pages per minute and can scan in full duplex (which speeds up the time needed to scan or copy two-sided documents.)

In an effort to reduce the amount of paper documents that the district currently stores, Toshiba is including scanning services in the proposal at no additional cost. This service will provide for the scanning and document management of 70 boxes of existing files. This will provide the district with a great first step in eliminating paper documents that are currently stored at the Countryside Warehouse and the District Service Center.

The proposal being provided by Toshiba is an annual investment of \$129,170, which represents a savings of approximately \$9,000 each year, while providing far more advanced hardware, and the additional scanning service. The cost includes twelve million black and white prints per academic year. Toshiba meets the statutory requirements of competitive bidding through an agreement with the State of Kansas.

Recommendation

We recommend approval of the agreement with Toshiba, Inc., for hardware and services with a cost savings of nearly \$45,000 over the period of the agreement. As always, please let us know what questions you may have.



Unified School District 232

Human Resources

Carrie Handy - Director of Human Resources - Elementary
Brian Schwanz - Director of Human Resources - Secondary

To: USD 232 Board of Education
Frank Harwood, Superintendent of Schools
From: USD 232 Human Resources Department
Date: September 9, 2020
Re: Revisions for the 2020-2021 Related Services Handbook **(ALERT)**

The purpose of our communication is to alert the Board that we plan to present our recommended changes for the 2020-2021 Related Services Handbook within the October meeting packet. The recommended changes will follow the pending approval of the 2020-2021 Professional Negotiated Agreement. We will be requesting action to be taken during the October meeting. Thank you!