



# 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

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

August 3, 2020 - 6:00 P.M.

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

*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>*

*Patrons that wish to make comments to the board can comment via email to [info@usd232.org](mailto:info@usd232.org) with "August Public Comment" in the subject line before noon on August 3, 2020. All comments will be forwarded to board members before the meeting.*

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

**I. BUDGET HEARING OPENING.**

- A. Call to Order.
- B. Pledge of Allegiance.
- C. Published Agenda Overview.
- D. Hearing. [Ken Larsen]

**II. ADJOURN BUDGET HEARING.**

*(Note: The budget will be submitted for approval on the regular meeting consent agenda.)*

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**I. REGULAR MEETING OPENING.**

- A. Call to Order.

**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 July 13<sup>th</sup> special meeting.
- C. Approve minutes of the July 13<sup>th</sup> regular meeting.
- D. Approve minutes of the July 27<sup>th</sup> special meeting.
- E. Adopt the USD 232 Budget/Resolution expressing the property taxation policy of USD 232 with respect to financing the annual budget for 2020-2021.

- F. Approve payment of bills and transfer of funds (if appropriate).
- G. Approve employment recommendations made on July 29, 2020.
- H. Approve employment recommendations made on August 3, 2020.
- I. Approve a Public Improvement Maintenance Agreement between Unified School District 232 and the City of Lenexa.
- J. Accept a donation in the amount of \$350.00 from the Cedar Creek Pet Hospital to the De Soto High School Band program.
- K. Accept a donation in the amount of \$500.00 from Fidelity Charitable to the De Soto High School Band program.

**III. ACTION ITEMS.**

- A. Revised 2020-21 School Year Calendar. [Alvie Cater]
- B. Coming Back Together: USD 232 Learning Guidelines for 2020-21. [Dr. Frank Harwood]
- C. 2020-2021 District Goals. [Dr. Frank Harwood]

**IV. PATRON INPUT.**

**V. ADJOURNMENT.**

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

**Administrative Office (35200 West 91<sup>st</sup> Street, De Soto, KS)**

**July 13, 2020**

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

The meeting was called to order at 4:00 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 (*Attended via Zoom*)  
John Gagnat  
Danielle Heikes  
Stephanie Makalous  
Ashley Spaulding  
Rachele Zade

**Administrators:** Alvie Cater, Assistant Superintendent of Administration & Educational Services  
Steve Deghand, Director of Facilities  
Carrie Handy, Director of Human Resources/Elementary  
Frank Harwood, Superintendent  
Michelle Hite, Director of School Improvement  
Joe Kelly, Director of Teaching & Learning  
Ken Larsen, Assistant Superintendent of Business & Operations  
Jolyn Mortenson, Director of Student Nutrition  
Brandon Riffel, Director of Technology  
Brian Schwanz, Director of Human Resources/Secondary

**Coming Back Together: USD 232 Learning Guidelines for 2020-21.** Superintendent Harwood reviewed a working draft of the Coming Back Together, USD 232 Learning Environment Guidelines with board members. He talked about school closure in the Spring and explained how many individuals throughout the USD 232 community (district Leadership Team, members of the De Soto Teachers' Association, focus groups of parents and students, and Johnson County officials) have been involved in the planning for Coming Back Together. He said that the school board is not deciding whether students will learn on site or remotely, but will be asked to take action in the regular meeting that will serve as their acknowledgement that the situation surrounding the COVID-19 pandemic is fluid and will allow the administration, in consultation with the Board President, to modify learning guidelines as needed. He added that this review is intended to allow board members a chance to familiarize themselves with the guidelines and provide feedback. Superintendent Harwood said the Kansas State Board of Education is expected to take action on guidelines and regulations on July 15<sup>th</sup> after which a final version of Coming Back Together will be distributed to all USD 232 families on or about July 16<sup>th</sup>.

The Coming Back Together document is divided into two sections: On-Site Learning and Remote Learning. The On-Site Learning section contains guidelines for the following: Public Health and Safety, Classrooms,

Common Spaces, Transitions, Extra and Co-Curricular Activities, Health Offices, Facilities, Food Service and Transportation. The Public Health and Safety section contains information that is important for every aspect of school operations; whereas the other topics provide specific guidance for certain areas of school operations. The Remote Learning section contains general guidelines for all grade levels, as well as specific learning guidelines for elementary, middle school and high school in the event our schools need to cease or modify on-site instruction. The plan concludes with a proposal to offer Optional Remote Learning to students. Superintendent Harwood explained that the specifics for Optional Remote Learning still need to be developed. He noted that the availability of an Optional Remote Learning Program and the robustness of its offerings are dependent upon the number of students/families that request this option and available staffing.

Board member discussions centered around the following aspects of the On-Site Learning guidelines: Mandatory mask use (specifically, the importance of communicating to families that the mandate requiring everyone age 5 and older wear masks comes from state and Johnson County authorities), social distancing of at least 6' wherever possible, allowing time for teachers and students to wash hands regularly, encouraging personal hygiene, identifying and displaying information on current known symptoms of COVID-19, daily health screenings of staff and students, and training staff to complete visual inspections of students for signs of illness.

**City of Lenexa Excise Tax.** Superintendent Harwood informed the Board that he and Steve Deghand, Director of Facilities, have met with representatives from the City of Lenexa to discuss the fees and taxes due on the district's property at 83<sup>rd</sup> and Mize Road where the Cedar Trails Exploration Center is currently under construction. He said Lenexa city staff were very easy to work with and they were able to reach a plan that is very generous on the city's part. He shared a table showing a breakdown of taxes and fees in three scenarios (paid to Lenexa in a 2005 agreement, quoted by Lenexa in June and agreed upon taxes and fees for the new project). After discussions, the total fees and taxes that will be due have dropped from \$589,379.76 to \$198,456.79.

*President Heikes adjourned the meeting at 5:34 p.m.*

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Date Approved

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Clerk, Board of Education

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President, Board of Education



# Unified School District 232

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

## USD 232 BOARD OF EDUCATION

### OFFICIAL MINUTES -- REGULAR MEETING

De Soto High School (35000 West 91<sup>st</sup> Street, De Soto, KS)  
YouTube channel: <https://bitly.com/usd232youtube>

July 13, 2020

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

**Board Members Present:** Rick Amos  
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  
Steve Deghand, Director of Facilities  
Wendy Denham, Board Clerk  
Carrie Handy, Director of Human Resources/Elementary  
Dr. Frank Harwood, Superintendent of Schools  
Ken Larsen, Assistant Superintendent of Business & Operations  
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 asked for nominations to the position of Board President.

Rachele Zade nominated Danielle Heikes for President.

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

*Mrs. Rachele Zade moved to appoint Danielle Heikes to serve as President of the USD 232 Board of Education during the 2020-21 school year, or until a successor is elected by the Board.*

*Mrs. Ashley Spaulding seconded.*

*Carried 7/0.*

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

John Gagnat nominated Rachele Zade for Vice President.

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

*Mrs. Danielle Heikes moved to appoint Rachele Zade to serve as Vice President of the USD 232 Board of Education for the 2020-21 school year, or until a successor is elected by the Board.*

*Mr. John Gagnat seconded.*

*Carried 7/0.*

President Heikes asked if there were any changes to the Agenda or Consent Agenda. No changes were made.

*Mrs. Rachele Zade moved to adopt the Agenda and approve the Consent Agenda.*

*Mrs. Danielle Heikes seconded.*

*Carried 7/0.*

The following Consent Agenda items were approved:

1. Minutes of the June 1<sup>st</sup> regular meeting.
2. Payment of bills and issuance of checks numbered 51767 – 51851, 51864 – 51943, 51950 – 52067, 52076 – 52111 and 52113 – 52206.
3. Transfer of funds as follows:
  - a. \$1,582,995.00 from General (Fund 06) to Special Education (Fund 30)
  - b. \$1,457,500.00 from LOB (Fund 08) to Special Education (Fund 30)
  - c. \$17,300.00 from LOB (Fund 08) to State Preschool (Fund 11)
  - d. \$555,230.00 from LOB (Fund 08) to At-Risk K-12 (Fund 13)
  - e. \$123,000.00 from LOB (Fund 08) to Bi-Lingual (Fund 14)
  - f. \$18,018.00 from LOB (Fund 08) to Drivers Education (Fund 18)
  - g. \$43,000.00 from LOB (Fund 08) to Professional Development (Fund 26)
  - h. \$535,000.00 from LOB (Fund 08) to Vocational Education (Fund 34)

4. Personnel recommendations as follows:

Resignations – Classified (At the conclusion of the 2019-20 school year, unless otherwise noted.)

Elizabeth Covell, Center Based Paraprofessional, ME

Elia Diaz, Evening Custodian, MVHS (Effective 06/22/2020)

Harry LaMar, Rule 10 Assistant Wrestling Coach, DHS

Bennett Ratzloff, Rule 10 Assistant Baseball Coach, DHS

Sarah Schulze, Early Childhood Paraprofessional, BE  
Erick Sherman, ESOL Aide, SE

Retirements – Classified

Lawrence Coffman, Lead Custodian, MCMS (*Effective 07/31/2020*)

Philip Yantzi, Evening Custodian, HE (*Effective 07/31/2020*)

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

Adam Brickner, Paraprofessional, BE

Linda Logan, Paraprofessional, MVHS

Rachel Payne, Center Based Paraprofessional, BE

Hayley Prins, Rule 10 Assistant Debate Coach, MVHS

Resignation – Certified Administration (*At the conclusion of the 2019-20 school year.*)

Julie Woerdehoff, School Improvement Specialist, CCE

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

Coral Brignoni, English Teacher, MVHS

Katherine Hansen, 3<sup>rd</sup> Grade Teacher, CCE

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

Heather Conway, Reading Specialist, RE

Kaely Flores, 3<sup>rd</sup> Grade Teacher, CCE

Jamie Huddleston, English Teacher, MVHS

Robert Scott Poertner, Math Teacher, MVHS

Nancy Taliaferro, Engineering Technology Teacher, DHS

Alexander Warn, Biology Teacher, MVHS

5. The revised 2020-2021 Classified & Health Services Handbook.
6. The 2020-2021 Lease Agreement between USD 232 and the Johnson County Park & Recreation District (JCPRD).
7. Waiver of Facility Use Fees to the cities of De Soto and Shawnee during the 2020-21 school year.
8. A two-year agreement (through the 2021-22 school year) with Skyward, Inc. for software and services in the amount of \$71,232.00 each year.
9. Acceptance of the following donations:
  - \$468.00 from YourCause, LLC Trustee for Ericsson Inc. to Clear Creek Elementary School.
  - \$18,000.00 from De Soto Youth Athletics to the De Soto High School Boys and Girls Basketball programs.

ACTION ITEMS.

**2020-2021 Organizational Items.** Board members received a draft copy of 2020-2021 Organizational Items in the June board packet. Superintendent Harwood reviewed each item with the Board to see if they wanted to make any changes. The only change made was in section “T. Designate Representatives to District Committees”; Rick Amos will serve as a board representative on the Special

Education committee in lieu of Stephanie Makalous and she will serve on the Chambers of Commerce/City Councils committee in Mr. Amos' place.

*Mrs. Stephanie Makalous moved to approve the Board of Education 2019-20 Organizational Items as discussed.*

*Mr. Rick Amos seconded.*

*Carried 7/0.*

A copy of the 2020-2021 Organizational Packet is attached to these minutes.

**Coming Back Together: USD 232 Learning Guidelines for 2020-21.** Superintendent Harwood noted that the objective is to have students on site as much as possible, but safely. He pointed out that the Board is not making a decision about whether or not students will be on site, but rather approving the learning plan for three different scenarios (On-Site learning, Remote learning and a Hybrid learning environment with both on-site and remote learning). He explained how the administration worked with the De Soto Teacher's Association to develop version 1 of the USD 232 Learning Guidelines for 2020-21, which was then shared with the Johnson County Health Department for feedback and resulted in version 2 which was shared with a parent group and student advisory team for feedback and resulted in version 2.1. After receiving feedback from the Kansas State Department of Education (KSDE), version 3 was developed which is presented today to the Board. Superintendent Harwood noted that after getting KSDE's guidelines on Thursday a 4<sup>th</sup> version will be developed. He explained what is different about each of the learning environments – On-Site, Remote and Hybrid. He said the school district could decide to move into any one of these learning environments at any time or the county could mandate the district be in a specific learning environment. A 4<sup>th</sup> option under consideration is an Optional Remote learning environment that some families could choose for their student to receive instruction in only a remote manner to reduce their chance of exposure to COVID-19. Superintendent Harwood reviewed recommended Hygiene Measures. He noted that by approving the Coming Back Together: USD 232 Learning Guidelines for 2020-21 the Board would be adopting policy.

Danielle Heikes said that we are currently under county mandate that masks be worn in schools. She noted that she would like to see an amendment to the Hygiene Measures section to state that the requirement for masks is by state and county order. Superintendent Harwood said this can be tied to the state or local ordinance; or if the county mandate expires, the district can decide who wears masks and bring it back to the Board for consideration. Board members were in agreement with the district considering the mask requirement if the county mandate is lifted.

Ashley Spaulding asked that face shields be included as an option in the Hygiene Measures section. She also asked about masks being provided. Superintendent Harwood noted that the district is in the process of ordering 16,000 cloth masks to provide two to each student, as well as a supply of disposable masks. She asked if the district would provide face shields or plexiglass if requested by staff. Superintendent Harwood said this could be an option, but not required, and may be necessary for certain instances. He said the district could balance the practicality of using a face mask vs plexiglass or some other kind of barrier.



Superintendent Harwood talked about health screenings. He said the district's intention is to have parents do the screening with training provided by the Johnson County Health Department. He said staff members will be screened daily with a list of questions about symptoms and taking temperatures at home and recording.

Superintendent Harwood talked about exclusion. If an individual (student or staff member) was believed to be showing symptoms they would be referred to a nurse for evaluation. If it is determined the individual was displaying enough symptoms to suspect COVID-19 they would be sent home. He further talked about how the district would handle a diagnosis and what would be done to minimize risk.

Superintendent Harwood noted that there has always been a process by which the schools report a specific number of illnesses to the County Health Department which could force a facility closure. He explained that if enough staff members are quarantined the district could get to a point where a school would have to close and offer remote learning to its students. He noted that shifting to remote learning shouldn't affect the district's 1,116-hour requirement.

Superintendent Harwood explained plans for classroom spaces and instructional programming. He noted that the district won't allow classroom volunteers or speakers, but may be able to allow office volunteers. In addition, he said the administration will look at ways to divide out larger classes like band and choir.

Danielle Heikes asked if the district has enough space to social distance in the on-site learning model. Superintendent Harwood noted that we do not have enough space to accommodate this, but will try to as much as possible. She asked about how the district will handle students with special needs that cannot remain seated all day. Superintendent Harwood noted that requiring masks can help with the social distancing rule.

Ashley Spaulding asked what the district's thoughts are on state testing. Superintendent Harwood noted that it is highly unlikely that the federal government will allow waiver of testing. He said that at the very beginning the district will focus on the social/emotional wellbeing of students and then move into assessing where students are at academically. He added that the district is looking at an academic recovery of about a year or two and said that if the district can afford to he would like to see options for before/after school and summer school assistance.

Rachele Zade asked if the district would help to relieve teacher stress with added responsibility. Superintendent Harwood said there is no intent to take away teacher plan time. He said the focus on some assessed areas could be shifted, understanding that it takes time to recover and added that flexibility will be key.

Bill Fletcher stated that the district needed to look at hiring more paras to help educate elementary students.

Superintendent Harwood talked about common space use. He said that rather than bringing staff together in one place, the district will do a lot more audio or video conferencing in an effort to minimize staff moving between buildings. He added that visitors will be limited or restricted, including parents.

John Gagnat asked if parent volunteers could come in and help teachers with providing kids with hand sanitizer or with taking temperatures. Superintendent Harwood said having parents interact with students in any fashion could increase exposure.

Danielle Heikes encouraged Superintendent Harwood and the District to think about how to have continuity and consistency with the buildings. Superintendent Harwood noted principals will work together by level to provide consistency. He also noted that collaboration in the county and state are happening.

Superintendent Harwood talked about transition spaces. He noted that some of the district hallways are wide enough to allow for foot traffic to flow in one direction on one side and the other direction on the opposite side. He said the district could look at using outside spaces for transition. He also said that just passing in the hallway does not constitute contact with an infected person since it is limited in time. In addition, he noted that the district could look at finding some textbooks in electronic format to avoid sharing of textbooks.

Rick Amos asked Superintendent Harwood to talk about restroom use and transition periods. Superintendent Harwood noted that if you reduce passing period times you could add the time into the class period to allow for students to use the restroom as needed.

Danielle Heikes asked Superintendent Harwood to explain what a stable student cohort is. He said at the elementary level you have specific groups that move from specials to lunch to class together. At the middle school he said you can somewhat do this, but at the high school level it is much more difficult to accomplish with Block Scheduling. He said that with the Hybrid learning plan it becomes easier to accomplish, but is easiest with the Remote plan.

Superintendent Harwood talked about extra and co-curricular activities. He noted that these are optional and the district would have to make sure families understand that it would increase exposure. He said the state and the Kansas State High School Activities Association (KSHSAA) could determine rules.

With regard to waivers, Superintendent Harwood said the administration can follow-up with KASB Legal or district attorney Mike Norris to see if waivers would be necessary.

Superintendent Harwood talked about facilities. He said the district has a machine called Bio Planet that will sanitize large spaces. He said it will be used when the district is made aware of an infection until the product becomes more available at which time we can use it as a preventative tool. With regards to ventilation, he noted that adjustments are being made to draw in more outside air which could result in complaints about the building not being comfortable. With regard to water fountains, the county health department is not as concerned about contact so the district will encourage they be used as filling

stations rather than drinking fountains. With regard to the playgrounds, he said because they are exposed to the sun the elementary schools will continue to use them and have students use hand sanitizer before and after use.

Superintendent Harwood talked about food service. He said where students are going to eat with their masks off and be socially distanced is going to be difficult. This is something the district is still working on. He said right now the focus is on options to not eat in the classrooms.

Ashley Spaulding asked how we would accommodate free/reduced students if we are on the Hybrid or Remote learning plans. Superintendent Harwood said the district would offer a grab and go meal much like was done in 4<sup>th</sup> quarter.

Superintendent Harwood talked about transportation. He said since students won't be able to socially distance on buses, masks could be required and students could be assigned to seats. He said drivers will be required to wear masks when students are loading and unloading, but drivers cannot wear masks when driving due to visibility.

Superintendent Harwood reviewed the Optional Remote Learning Program. He noted that students will be assessed on the same standards and content as if they were on site. Students must have a daily connection with a teacher. Students must maintain a daily log of activities to be signed off on by a parent and the student. Superintendent Harwood noted that once it is determined how many students want to do the Optional Remote Learning Program the district can determine how to staff the program. If families decide to do Remote Learning they would have to commit to do it for at least a semester. He added that students enrolled in the Optional Remote Learning Program would not be allowed to participate in athletics or activities. He said this is because the objective of remote learning is to decrease exposure. In addition, Superintendent Harwood said the District will prioritize core subjects with remote learning.

On July 16<sup>th</sup>, after the State Board takes action, Superintendent Harwood said the district will release the first final draft to families. And then will follow-up on Monday with a survey of families to ask about desire to participate in remote learning. Superintendent Harwood said if the Board approves the guidelines, the district would offer a remote learning program if even one family signed up, but how it is staffed could be different.

John Gagnat asked if the district has looked at moving the first day of school out. Superintendent Harwood said not yet, but that is something that could be decided on August 3<sup>rd</sup>, as it would require Board approval.

In conclusion, Superintendent Harwood reviewed changes board members asked for in the USD 232 Learning Guidelines. He said they include the addition of state and county order to the second bulleted item on page 4, on page 58 the date in the second bulleted item should be August 3, 2020, and remove "quarter" and "year" in the first paragraph under the bulleted items leaving only "semester". No further changes were recommended.

*Mrs. Stephanie Makalous moved to approve the Coming Back Together: USD 232 Learning Guidelines for 2020-21 as amended, understanding that 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 Board of Education consideration.*

*Mr. Rick Amos seconded.*

*Carried 7/0 .*

*President Heikes declared a five minute break at 8:10 p.m.*

*The Board returned to open session and President Heikes called the meeting back to order at 8:15 p.m.*

**Budget Publication & Notice of Hearing.** Ken Larsen, Assistant Superintendent of Business & Operations, highlighted key components of the school district's budget contained in the following documents: Form 150 which shows all sources of revenue that make up the General Fund legal maximum budget authority and Code 99/Notice of Hearing which has a comparison of actual expenditures for 2018-19 and 2019-20 compared to proposed budget expenditures for 2020-21. He pointed out that the proposed mill levy tax rate for the 2020-21 budget is 61.784 mills, which is a decrease of 2.045 mills from the 2019-20 rate. He also said the district's assessed valuation increased approximately 7.0%. Board members were given an opportunity to ask questions.

*Mrs. Ashley Spaulding moved to approve publication of the Notice of Hearing 2020-2021 Budget in the district's official newspaper stating that the Board will hold a public hearing on the budget on August 3, 2020, 6:00 p.m.*

*Mr. John Gagnat seconded.*

*Carried 7/0.*

**Technology Use Fee - Elementary.** Alvie Cater, Assistant Superintendent of Administrative & Educational Services, noted that a written report was included in the board packet. He pointed out that this fee is to cover repair expenses that may be incurred in the event iPads need to be sent home with students for remote learning. Board members were given an opportunity to ask questions.

*Mrs. Rachele Zade moved to approve an annual \$15.00 technology use fee for students in grades K-5, effective with the 2020-21 school year.*

*Mrs. Stephanie Makalous seconded.*

*Carried 7/0.*

**Milestone Video Security System.** Brandon Riffel, Director of Technology, noted that this software has been piloted since January at Mill Valley. He said this software works better with Macs than the

previous software. He said it also integrates a lot better with Gallagher software which will allow for better use with other security features being put into place with bond funds.

*Mrs. Danielle Heikes moved to approve licensing and installation of Milestone XProtect software from Kenton Brothers in the amount of \$148,197.08.*

*Mrs. Rachele Zade seconded.*

*Carried 7/0.*

#### DISCUSSION ITEM.

**2020-2021 Proposed District Goals.** Superintendent Harwood reviewed proposed goals that were started in 2017 and continue through 2023 by highlighting objectives and associated strategies identified under each district goal (Achievement, Buildings & Budgets and Community Engagement). Under Achievement he talked about strategies specifically relating to COVID-19. Under Buildings & Budgets he talked about the 2018 Bond projects which will be completed by August of 2022 and shared status of the three phases in the bond issue, noting that once bond projects are completed if there is a remaining balance in the bond funds the board will have to make a decision about taking on new projects. Under Community Engagement he talked about the creation of a parent advisory committee to provide input on improving racial and ethnic equity and inclusion throughout the district.

**DHS Stadium Renovation/Fieldhouse Projects.** Steve Deghand, Director of Facilities, indicated that baseball/softball projects at both high schools will go out for bid at the same time as bids for the De Soto High School stadium expansion, installation of turf on the DHS soccer field and DHS fieldhouse renovations. He explained that this decision was made after consulting with architects and contractors regarding the current bidding environment. It was decided that by bidding these projects at the same time the district would receive better bids. All of these projects will go out for bid in September of 2020; however, construction on the baseball and softball projects at both high schools will not commence until May of 2021. HTK architects presented drawings showing the De Soto High School stadium renovations which are slated to begin in November of 2020.

Bill Fletcher asked if the district could get a second bid on additional baseball/softball fields at De Soto High school.

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

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

**EXECUTIVE SESSION.**

**Negotiations.**

*Mrs. Danielle Heikes moved to go into executive session at 9:01 p.m. for a period of thirty minutes with Frank Harwood, Alvie Cater, Ken Larsen, Brian Schwanz, Carrie Handy, and Sam Ruff to discuss Negotiations pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 9:31 p.m. at this location.*

*Mrs. Ashley Spaulding seconded.*

*Carried 7/0.*

The Board returned to open session and President Heikes called the meeting back to order at 9:31 p.m.

*President Heikes adjourned the meeting at 9:32 p.m.*

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**Date Approved**

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**Clerk, Board of Education**

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**President, Board of Education**



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

*Administrative Office (35200 West 91<sup>st</sup> Street, De Soto, KS)*

*July 27, 2020*

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

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 (*Attended via Zoom*)  
Bill Fletcher (*Attended via Zoom*)  
John Gaignat (*Attended via Zoom*)  
Danielle Heikes  
Stephanie Makalous (*Attended via Zoom*)  
Ashley Spaulding (*Attended via Zoom*)  
Rachele Zade (*Attended via Zoom*)

**Administrators:** Alvie Cater, Assistant Superintendent of Administration & Educational Services  
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent  
Frank Harwood, Superintendent  
Brandon Riffel, Director of Technology

Those in attendance recited the Pledge of Allegiance.

President Heikes stated that the Board received almost 300 comments regarding the meeting this evening and noted that all comments have been read and will be taken into consideration.

**Modification to the 2020-21 School Year Calendar.** Superintendent Harwood recommended that the Board move the first day of school to September 8<sup>th</sup>. He said this was due to two reasons: 1. The rising number of COVID cases in Johnson County; and, 2. To allow extra time for re-arranging schedules, planning for students who choose remote learning, and delivery of necessary supplies. He said after a review of parent survey results the district expects between 1,500 and 2,500 students to choose the remote learning option. He explained that re-scheduling these students will be a huge undertaking which will require counselors to complete what they typically do in a six-month long process in the span of weeks. In addition to re-scheduling of students for remote learning, staff will have to re-schedule every grade and every class at every school.

Stephanie Makalous said in the past few weeks the Governor made an executive order to delay the start of school until after Labor Day which was then overridden by the State Board of Education. She said this action put the decision on when to start school into the hands of local school boards and is in the best interest of our district and students. She expressed support of moving the start date to September 8<sup>th</sup>.

Ashley Spaulding echoed Mrs. Makalous' comment. She asked that the district make sure teachers have adequate professional development and classroom preparation days. She also urged community members to take necessary health and safety precautions to increase the chances for an in-person re-opening.

Following a board member question, Superintendent Harwood said more details on remote learning and logistics of the re-opening plan will be discussed at the next board meeting, August 3<sup>rd</sup>. He also added that the Kansas State High School Activities Association (KSHSAA) will decide the start date for activities.

*Mrs. Danielle Heikes moved to change the student start date for the 2020-21 school year from August 13<sup>th</sup> to September 8<sup>th</sup> and direct the administration to develop a 2020-21 school year calendar that meets all statutory requirements and contractual obligations to be considered at the August 3<sup>rd</sup> board meeting.*

*Mr. John Gagnat seconded.*

*Roll Call Vote:*

*Rick Amos – Yes*

*Bill Fletcher – Yes*

*John Gagnat – Yes*

*Danielle Heikes – Yes*

*Stephanie Makalous – Yes*

*Ashley Spaulding – Yes*

*Rachelle Zade – Yes*

*Carried 7/0.*

Superintendent Harwood pointed out that this action only changes the start date for school. It does not say what the school day will look like. He said there are two drafts of the 2020-21 school calendar done which will be presented to the Calendar Committee for review before being brought to the Board for consideration on August 3<sup>rd</sup>. He said the two calendars pretty much have to do with how much Spring Break will be affected. He also said it is the desire of the district to keep the number of student contact days the same without adding time to the school day. In conclusion, Superintendent Harwood said enrollment dates will be August 10<sup>th</sup> and 11<sup>th</sup>.

*President Heikes adjourned the meeting at 6:21 p.m.*

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Date Approved

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Clerk, Board of Education

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President, Board of Education





## Unified School District 232

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

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

TO: Mr. Frank Harwood, Superintendent of Schools  
USD 232 Board of Education  
FROM: Ken Larsen, Asst. Supt., Business & Operations  
DATE: Wednesday, July 29, 2020  
SUBJECT: Budget Hearing  
Budget Approval (Consent Agenda)

At the Board of Education meeting on July 13, 2020 the Board approved publishing the budget for fiscal year 2020-21. State statute requires that there must be not less than 10 calendar days between the date of the budget publication and the public hearing. The budget was published in The Legal Record on July 21, 2020, therefore the required 10-day period will be met on July 31, 2020.

State Statute K.S.A. 79-2925b provides that a levy of property taxes to finance the 2020-21 budget of USD 232 exceeding the amount levied to finance the 2019-20 budget of USD 232 as adjusted to reflect changes in the CPI be authorized by a resolution. The following resolution will be part of Consent Agenda, Item E, for adopting the budget:

NOW, THEREFORE, BE IT RESOLVED by USD 232 that the 2020-21 budget with a levy of property taxes exceeding the amount levied in 2019-20, as adjusted pursuant to K.S.A. 79-2925B, as amended, is hereby adopted.



## Unified School District 232

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

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

TO: Dr. Frank Harwood, Superintendent of Schools  
USD 232 Board of Education  
FROM: Ken Larsen, Asst. Supt., Business & Operations  
DATE: Friday, July 31, 2020

SUBJECT: Treasurer's Report (Consent Agenda Item)

**Approve Checks 52207 – 52360 with Following Exceptions:**

Payroll & Payroll Vendor Checks

52207-52208 1<sup>st</sup> July Payroll Vendor Checks, Period 06-16/06-30-20, Pay Date 07-15-20

52238-52241 Void checks from July 31 Payroll run

52242-52245 2<sup>nd</sup> July Payroll Vendor Checks, Period 07-01/07-15-20, Pay Date 07-31-20

**No transfers for month ended July 31, 2020**

**Check Journal - 07.16.20**

Check Number	Check Date	Payee	Reason	Amount
52209	07/16/20	Amazon Capital Services	Chain basketball nets - HE	\$45.92
52210	07/16/20	Integrity Locating Services, LLC	Locate Charges	\$495.00
52211	07/16/20	Lakeshore Learning Materials	Playgroup room supplies	\$312.09
52212	07/16/20	Carlos Chavez Jr.	Student Nutrition Dept.	\$40.95
52213	07/16/20	Joy Modrcin	Student Nutrition Dept.	\$491.95
52214	07/16/20	Stephanie Avey	Student Nutrition Dept.	\$48.00
52215	07/16/20	Office Depot	Supplies	\$157.19
52216	07/16/20	School Specialty Inc	Playgroup room supplies	\$1,830.71
52217	07/16/20	Scripps Nat. Spelling Bee	Scripps National Spelling Bee Enrollment 2020-21	\$1,757.50
52218	07/16/20	Toshiba Financial Services	Copy/Printer Overages April 2020-July 2020	\$9,442.59
52219	07/16/20	U.S. Foodservice, Inc	Student Nutrition Dept.	\$13,431.06
52220	07/16/20	Verizon Wireless Services LLC	Tech/Facilities/HR-Broadband cards	\$920.45
				<b>\$28,973.41</b>

**Check Journal - 07.23.20**

Check Number	Check Date	Payee	Reason	Amount
52221	07/23/20	Amazon Capital Services	Teaching/Office Supplies	\$1,206.11
52222	07/23/20	Arvest Bank	7/14/20 Visa Statement	\$1,798.59
52223	07/23/20	Atmos Energy	Gas Service-Bridge & DHS for June/July 2020	\$99.52
52224	07/23/20	City of Lenexa	Excise Tax - Park Fees	\$46,390.24
52225	07/23/20	City of Lenexa	Permit Fee Public Improvement Permit CTEC	\$3,526.05
52226	07/23/20	Evergy	Energy for CTE building June/July 2020	\$153.25
52227	07/23/20	First American Equipment Finance	Equipment	\$90,920.53
52228	07/23/20	Kansas Gas Service	Gas Service June 2020-MT, MV, PRE, HE, BE, RE, and TP	\$562.79
52229	07/23/20	Shannon Duffin	Student Nutrition Dept.	\$37.65
52230	07/23/20	NFHS Publications-LOST/REISSUED	Athletics	\$59.94
52231	07/23/20	Office Depot	Office Supplies	\$107.17
52232	07/23/20	Pitney Bowes Reserve	postage machine lease	\$61.50
52233	07/23/20	Time Warner Cable	Cable TV	\$6.11
52234	07/23/20	Time Warner Cable	Cable TV	\$22.02
52235	07/23/20	Time Warner Cable	Cable TV/internet	\$99.98
52236	07/23/20	Treadwell, LLC - LOST/REISSUED	District Resinous Flooring App by BOE 1/13/20	\$179,023.10
52237	07/23/20	Uline	Student Nutrition Dept.	\$767.43
				<b>\$324,841.98</b>

# Visa Statement

07/14/20

Date	Cardholder Name	Merchant	Merchant Location	Amount
6/17/2020	DEBBIE ATWELL	BLED SOES EQUIPMENT INC	OLATHE, KS 660610000	\$166.95
6/29/2020	DEBBIE ATWELL	DOLLAR-GENERAL #7565	DE SOTO, KS 660180000	\$7.00
6/30/2020	DEBBIE ATWELL	SP FIX MY BLINDS INC	HTTPSFIXMYBLI, CO 80915	\$24.12
	<b>DEBBIE ATWELL Total</b>			<b>\$198.07</b>
6/26/2020	DR CINDY SWARTZ	ASUE GLOBAL PATHWAYS	480-9650410, AZ 852870000	(\$395.00)
	<b>DR CINDY SWARTZ Total</b>			<b>(\$395.00)</b>
6/23/2020	ERIC ROBERTS	WESTHEFFER COMPANY INC	785-843-1633, KS 660440000	\$1,000.00
	<b>ERIC ROBERTS Total</b>			<b>\$1,000.00</b>
7/2/2020	JANET HOPKINS	USPS PO 1924860025	DE SOTO, KS 660180000	\$5.15
7/2/2020	JANET HOPKINS	WAL-MART #4611	SHAWNEE, KS 662260000	\$40.05
	<b>JANET HOPKINS Total</b>			<b>\$45.20</b>
6/18/2020	JODIE SAULTZ	CDW GOVT #XRW3077	800-808-4239, IL 600610000	\$1,999.00
6/18/2020	JODIE SAULTZ	IN CORE COMMUNICATIONS L	816-5816400, MO 641160000	\$22,742.00
6/18/2020	JODIE SAULTZ	REEVES - WIEDEMAN CO	816-9606400, MO 641110000	\$216.22
7/7/2020	JODIE SAULTZ	REEVES - WIEDEMAN COMPANY	512-0800052, MO 641110000	\$779.05
	<b>JODIE SAULTZ Total</b>			<b>\$25,736.27</b>
6/15/2020	JULIE MAURER	THE UPS STORE 5094	SHAWNEE, KS 662260000	\$70.35
	<b>JULIE MAURER Total</b>			<b>\$70.35</b>
6/23/2020	MIKE JEROME	BLED SOES EQUIPMENT INC	OLATHE, KS 660610000	\$188.07
	<b>MIKE JEROME Total</b>			<b>\$188.07</b>
6/25/2020	MILL VALLEY HIGH SCHOOL	AMER LIB ASSOC-CAREER	3122804237, IL 606110000	(\$363.00)
	<b>MILL VALLEY HIGH SCHOOL Total</b>			<b>(\$363.00)</b>
7/5/2020	PRAIRIE RIDGE ELEMENTARY	SMORE.COM	PA 152060000	\$79.00
	<b>PRAIRIE RIDGE ELEMENTARY Total</b>			<b>\$79.00</b>
7/13/2020	WENDY DENHAM	GOODCENTS SUBS - 0174 - S	SHAWNEE, KS 662260000	\$119.85
7/9/2020	WENDY DENHAM	HY-VEE SHAWNEE 1560	SHAWNEE, KS 662160000	\$77.00
	<b>WENDY DENHAM Total</b>			<b>\$196.85</b>
	<b>Grand Total</b>			<b>\$26,755.81</b>

## Check Journal - 07/30/2020

Check Number	Check Date	PAYEE	REASON	AMOUNT
52246	07/30/20	A-1 Sewer & Septic Service	Service Call MVHS	\$384.00
52247	07/30/20	Advanced Asphalt Paving & Concrete LL	Asphalt Repairs MCMS	\$300,529.00
52248	07/30/20	Advanced Turf Solutions Inc	Ammonium Sulfate & Shipping District Wide	\$90.00
52249	07/30/20	Alliance Fire Protection, LLC	Other Construction Services CTEC App by BOE 2/3/20	\$2,700.00
52250	07/30/20	Altmar, Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$361,237.18
52251	07/30/20	Amazon Capital Services	Supplies	\$1,516.51
52252	07/30/20	American Top Soil, Inc.	Topsoil - ER	\$1,160.00
52253	07/30/20	Associated Theatrical Contractors, Inc.	Other Construction Services MVHS Add 2019	\$206,385.89
52254	07/30/20	AT&T	Telephone Lines 07/17/20	\$2,257.32
52255	07/30/20	Athco, Llc	Aux Gym Wall Pad DHS Appr by BOE 12/5/19	\$4,465.00
52256	07/30/20	Atmos Energy	Heat-MC, CLC, DSC, DHS, LT, ME - June Service 2020	\$678.59
52257	07/30/20	B & H Photo Video Pro Audio	Equipment	\$1,169.94
52258	07/30/20	B & W Fire L.L.C.	Fire Extinguisher Inspection	\$3,897.10
52259	07/30/20	Barts Electric	Other Construction Services MVHS Add 2019	\$81,941.39
52260	07/30/20	Barts Electric	Other Construction Services CTEC App by BOE 2/3/20	\$38,492.10
52261	07/30/20	Blue Moon Hauling, LLC	Other Construction Services MVHS Add 2019	\$13,095.00
52262	07/30/20	Boehm Brothers Painting	New Storage Shed for Mize App by BOE 12/5/19	\$5,699.00
52263	07/30/20	BSN Sports, LLC	DHS - 20-21 Softball needs list	\$5,727.20
52264	07/30/20	Carroll Seating Company	Other Construction Services MVHS Add 2019	\$49,325.20
52265	07/30/20	Carter-Waters LLC	NP1 Caulk - District Wide - KR	\$339.00
52266	07/30/20	Cates Service Company	Replace Compressor & Service agreement	\$8,631.20
52267	07/30/20	Combes Construction LLC	Grounds Shop Replacement App by BOE 4/6/20	\$32,667.30
52268	07/30/20	Conference Technologies, Inc.	Technology Services	\$9,405.00
52269	07/30/20	Constellation NewEnergy - Gas Division	Heating Bill	\$268.59
52270	07/30/20	Control Service Co., Inc.	Differential Pressure Transmitter @ BE	\$420.00
52271	07/30/20	Dahmer Contracting Group	Other Construction Services MVHS Add 2019	\$100,246.23
52272	07/30/20	Desco Coatings, Inc	Other Construction Services MVHS Add 2019	\$98,611.74
52273	07/30/20	Different Roads To Learning, Inc.	Assessment for CB classroom	\$896.35
52274	07/30/20	Drexel Technologies, Inc.	Blue Print CTEC	\$295.73
52275	07/30/20	Ed Bozarth Chevrolet Inc.	Extended Cargo Van Maint. App by BOE 1/13/20	\$32,870.00
52275	07/30/20	Ed Bozarth Chevrolet Inc.	Extended Cargo Van Maint. App by BOE 1/13/20	\$32,870.00
52276	07/30/20	Edgenuity	2020-21 Renewal Digital Libraries 9-12	\$20,000.00
52277	07/30/20	Epic Concrete Construction Co., Inc.	Other Construction Services MVHS Add 2019	\$63,337.50
52278	07/30/20	Evergy	Pole Lease	\$2,238.60
52279	07/30/20	Fastenal Company	Grounds Supplies	\$112.41
52280	07/30/20	First Student, Inc.	Student transportation - July 2020 (6/28/20 - 7/24/20)	\$1,468.26

## Check Journal - 07/30/2020

Check Number	Check Date	PAYEE	REASON	AMOUNT
52281	07/30/20	Follett School Solutions, Inc.	Annual Renewal Destiny	\$16,574.66
52282	07/30/20	Garmin International	Garmin Order July 2020	\$197.49
52283	07/30/20	Grainger	Supplies	\$696.80
52284	07/30/20	Hanesbrands Inc.	Covid Supplies - Face Masks	\$16,576.45
52285	07/30/20	Harp's Food Stores, Inc.	supplies for NEO	\$36.54
52286	07/30/20	Heartland Seating, Inc.	Other Construction Services MVHS Add 2019	\$2,371.73
52287	07/30/20	Hermes Company Inc	Other Construction Services MVHS Add 2019	\$20,349.00
52288	07/30/20	HME, Inc.	Other Construction Services MVHS Add 2019	\$17,893.80
52289	07/30/20	Honey Creek Disposal Service, Inc.	Roll Off Dumpsters	\$1,778.29
52290	07/30/20	Horst, Terrill & Karst Architects, P.A.	Architectural Services for MVHS Addition & CTE	\$94,214.55
52291	07/30/20	Interstate Elec. Supply, Inc.	Maintenance Supplies	\$3,549.06
52292	07/30/20	Interior Landscapes	Teacher Replacement Desks MTMS App by BOE 5/4/20	\$38,880.00
52293	07/30/20	J.W. Pepper & Son, Inc.	Classroom Supplies CP	\$290.74
52294	07/30/20	Kansas Land Management, LLC	District Mowing Contract 2019	\$10,702.35
52295	07/30/20	Kaw Roofing & Sheet Metal, Inc.	Other Construction Services MVHS Add 2019	\$21,097.80
52296	07/30/20	KC Mechanical Inc	Other Construction Services MVHS Add 2019	\$79,344.26
52297	07/30/20	Kennyco Industries, Inc.	Service Fire Alarm System	\$8,129.25
52298	07/30/20	Kenton Brothers Inc.	Safety/Security	\$36,316.23
52299	07/30/20	Key Refrigeration Supply L.L.C.	Kitchen Equipment Repairs	\$97.20
52300	07/30/20	Kone Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$22,977.00
52301	07/30/20	Kruger Technologies, Inc	Geo Tech Inspections for ETC/ECC Construction	\$6,057.50
52302	07/30/20	Lankford Enterprises Inc	Other Construction Services MVHS Add 2019	\$43,762.50
52303	07/30/20	Learning Tree Institute	Greenbush Medicaid fee	\$107.19
52304	07/30/20	Linaweaver Construction, Inc.	DHS Access Road Parking Add	\$317,175.98
52305	07/30/20	Manning Construction Company, Inc.	Construction Management for CTE & MVHS	\$93,622.82
52306	07/30/20	Martin Underground Const., Inc	Fiber Optic Pull Box for DHS Stadium/Access Road Projects	\$8,689.50
52307	07/30/20	McGraw-Hill School Education Holdings	Number Worlds Student Workbooks	\$450.25
52308	07/30/20	Meyer Music	Summer music repairs	\$3,487.45
52309	07/30/20	Mid America Service Co.	Annual Kitchen Vent Hood Inspections	\$1,439.00
52310	07/30/20	Midwest Glass & Glazing, LLC	Other Construction Services MVHS Add 2019	\$16,434.81
52311	07/30/20	Midwest Concrete Solutions	Polished Concrete for Art Rooms	\$34,314.74
52312	07/30/20	Milburn Civil Engineering, LLC	Civil Engineering for MVHS & DHS Baseball Fields	\$25,132.00
52313	07/30/20	Kevin Kufeldt	Refund spring field reservation fee	\$50.00
52314	07/30/20	Brian Kutter	Spring field reservation refund	\$50.00
52315	07/30/20	Dawn Weber	Student Nutrition Dept.	\$157.60
52316	07/30/20	Karen Pyron	Refund spring field reservation	\$50.00

## Check Journal - 07/30/2020

Check Number	Check Date	PAYEE	REASON	AMOUNT
52317	07/30/20	Marcus Ruiz	Refund spring field reservation	\$50.00
52318	07/30/20	Nutrislice, Inc.	Student Nutrition Dept.	\$4,170.60
52319	07/30/20	Office Depot	Office Supplies	\$708.53
52320	07/30/20	Office of the State Fire Marshal	Boiler Inspections @ DHS & MVHS	\$450.00
52321	07/30/20	Olathe T-Shirt & Trophy Inc.	Signs for Graduation	\$88.00
52322	07/30/20	Perma-Bound	Library Books	\$654.37
52323	07/30/20	Plumbing By Fisher, Inc.	Service Call for DHS Sped Room	\$201.60
52324	07/30/20	Plumbing By Fisher, Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$46,296.00
52325	07/30/20	Plumbmaster, Inc.	Plumbing Supplies	\$233.54
52326-52328	07/30/20	Pur-0-Zone, Inc	Custodial Equipment	\$12,397.39
52329	07/30/20	R.D. Johnson Excavating Co. LLC	Other Construction Services CTEC App by BOE 2/3/20	\$313,164.44
52330	07/30/20	Read Naturally, Inc.	Read Naturally	\$3,325.00
52331	07/30/20	Regents Flooring	Other Construction Services MVHS Add 2019	\$108,819.00
52332	07/30/20	Reinders, Inc.	Herbicide - ER	\$1,931.24
52333	07/30/20	Rew Materials	Ceiling Tile	\$710.40
52334	07/30/20	River Oak Mechanical, LLC	Other Construction Services MVHS Add 2019	\$27,385.02
52335	07/30/20	Roma Bakery	Student Nutrition Dept.	\$174.72
52336	07/30/20	Rydin Decal	Parking permits for new school year	\$787.39
52337	07/30/20	Saladino Mechanical Co.	Other Construction Services CTEC App by BOE 2/3/20	\$16,470.00
52338	07/30/20	School Specialty Inc	Classroom Supplies CP	\$460.15
52339	07/30/20	Shawnee Copy Center, Inc.	2019-20 Graduation Programs	\$2,109.11
52340	07/30/20	Shawnee Mission Ford, Inc	2 Mini Vans App by BOE 1/13/20	\$49,994.00
52341	07/30/20	SiteOne Landscape Supply, LLC	Grounds Supplies	\$538.17
52342	07/30/20	Stanion Wholesale Electric	Ballasts District Wide	\$333.90
52343	07/30/20	Swank Movie Licensing USA	Renew Movie License 8/19/20 - 08/18/21	\$617.00
52344	07/30/20	Switzer & Associates Inc	PRE Interior Paint Project App by BOE 4/6/20	\$43,142.50
52345	07/30/20	Switzer Brothers Painting, LLC	Other Construction Services MVHS Add 2019	\$27,000.00
52346	07/30/20	Synetic Technologies, Inc.	Equipment	\$40,239.00
52347	07/30/20	T-Tech, LLC	Classroom AV Upgrade	\$1,132.82
52348	07/30/20	The Legal Record	Notice of Budget Hearing	\$23.27
52349	07/30/20	Theno Construction, LLC	Additional Concrete	\$85,447.20
52350	07/30/20	Tigris Specialty Construction, LLC	Sheet Metal Repairs BE	\$1,550.00
52351	07/30/20	Tire Hub	Vehicle Maintenance	\$219.96
52352	07/30/20	Toshiba Financial Services	Copy/Printer Overages April 2020-July 2020	\$1,149.57
52353	07/30/20	Trans Texas Tennis LTD	MVHS Tennis Court Replacement App by BOE 1/13/20	\$32,281.00
52354	07/30/20	Treadwell, LLC	District Resinous Flooring App by BOE 1/13/20	\$100,487.90



## Check Journal - 07/30/2020

Check Number	Check Date	PAYEE	REASON	AMOUNT
52355	07/30/20	Voyager Sopris Learning	LETRS Participant Materials Bundles	\$40,092.80
52356	07/30/20	Weigel Construction Inc.	Other Construction Services CTEC App by BOE 2/3/20	\$162,197.10
52357	07/30/20	Westheffer Company, Inc	D-30 Engine & Pump System Balance Due	\$100.00
52358	07/30/20	Widex USA Inc	FM system for student	\$159.00
52359	07/30/20	Zimmerman Construction Company Inc.	Other Construction Services MVHS Add 2019	\$172,589.40
52360	07/30/20	Zimmerman Construction Company Inc.	Construction Management for MVHS Athletic Projects	\$1,525,084.20
				<b>\$5,253,448.16</b>

## **PUBLIC IMPROVEMENT MAINTENANCE AGREEMENT**

This Public Improvement Maintenance Agreement ("Agreement") is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2020, between the City of Lenexa, Kansas, with its principal office located at 17101 W. 87<sup>th</sup> Street Parkway, Lenexa, Kansas 66219 ("City") and Unified School District 232 (USD 232) with administrative offices located at 35200 W. 91<sup>st</sup> Street, De Soto, Kansas 66018.

**WHEREAS**, USD 232 currently owns property located at the northeast corner of Mize Road and 83<sup>rd</sup> Street in the City of Lenexa (the "Property"), which is legally described as follows:

All of Lot 1, DE SOTO SCHOOL DISTRICT CENTRAL CAMPUS, FIRST PLAT, a subdivision in Lenexa, Johnson County, Kansas. And

All that part of the Northeast Quarter of Section 29, Township 12 South, Range 23 East, Johnson County, Kansas, being more particularly described as follows:

COMMENCING at the Southwest corner of said Northeast Quarter; thence North 02°04'19" West along the West line of said Northeast Quarter of said Section 29 a distance of 1263.13 feet; thence departing said section line, North 87°55'41" East a distance of 40.00 feet to the Southwest corner of Lot 1, De Soto School District Central Campus, First Plat, a subdivision in Lenexa, Johnson County, Kansas, said point lying on the East Right-of-Way line of Mize Boulevard and being the POINT OF BEGINNING; thence North 88°00'09" East along the South line of said Lot 1 a distance of 625.61 feet; thence South 02°04'19" East a distance of 192.06 feet; thence North 88°20' 51" East a distance of 117.57 feet; thence North 01°39'09" West a distance of 16.89 feet; thence North 88°20'51" East a distance of 871.78 feet to the Southeast corner of Tract "A", De Soto School District Central Campus, First Plat; thence South 02°04'19" East a distance of 1031.70 feet to the North Right-of-Way line of 83rd Street ; thence South 88°20' 11" West along said North line a distance of 1299.09 feet; thence North 84°16.'02" West a distance of 116.52 feet; thence South 88°20'11" West a distance of 165.45 feet; thence North 46°52'03" West a distance of 21.44 feet to the East Right-of-Way line of Mize; thence North 02°04'19" West along said East line a distance of 699.72 feet; thence North 31°48'29" East a distance of 75.34 feet; thence North 02°04'19" West a distance of 101.57 feet; thence North 46°55'28" West a distance of 87.91 feet; thence North 02°04' 19" West a distance of 247.29 feet to the POINT OF BEGINNING. Containing 1,743,844 Square Feet or 40.033 acres, more or less, a subdivision in the City of Lenexa, Johnson County, Kansas

**WHEREAS**, USD 232 is constructing a Career & Technical and Early Childhood Center, a warehouse and a fieldhouse with Final Plan PL20-02F approved on January 6, 2020 ("CTEC"); and

**WHEREAS**, as part of the CTEC project certain public improvements will be constructed adjacent to the Property along Mize Road, which will require the demolition and reconstruction of a portion of Mize Road and its associated infrastructure (“Public Improvement”); and

**WHEREAS**, USD 232 will cause the construction of the Public Improvement in accordance with the City’s standards for construction of public improvements and all applicable final plans; and

**WHEREAS**, USD 232 will be responsible for the repair and maintenance of defective work associated with the Public Improvement for a period of two (2) years following acceptance of the Public Improvement by the City; and

**WHEREAS**, the parties have entered into discussions and reached certain understandings with regard to the Public Improvement and the maintenance thereof.

**NOW THEREFORE**, in furtherance of the agreements reached between the City and USD 232 with respect to the Public Improvement, and for and in consideration of the mutual covenants and agreements contained herein, and other good and valuable considerations, the receipt and sufficiency of which is hereby conclusively acknowledged, the City and USD 232 agree as follows:

1. USD 232, as part of its construction of CTEC, will construct the Public Improvement in accordance with the City’s standards for construction of public improvements and all applicable final plans that have been approved by the City which is attached hereto as **Exhibit A** and incorporated by reference. Further, USD 232 shall cause the Public Improvement to be constructed with such materials and in such a manner that the Public Improvement shall endure without need of repairs or maintenance of defective work for a period of two (2) years from and after the completion and acceptance by the City’s Governing Body. The City shall be permitted to inspect the Public Improvement construction in accordance with its policies, procedures and standards for construction of public improvements.
2. The cost of the Public Improvement shall be borne by USD 232. An estimate of the cost of the work is attached hereto as **Exhibit B** and incorporated herein by reference.
3. Upon USD 232’s completion of the Public Improvement, City shall inspect the Public Improvement in order to determine if it can be accepted by the City in accordance with the City’s customary practices regarding the acceptance of public improvements. Final acceptance of the Public Improvement shall be in the City’s sole discretion but shall not be unreasonably withheld.
4. From and after the completion of the Public Improvement and acceptance of the Public Improvement by the City’s Governing Body, if the Public Improvement requires repairs or maintenance within a two (2) year period, then USD 232 shall be responsible for causing such repair or maintenance including any incidental costs associated

therewith, including but not limited to the costs of consultants and/or engineering investigations, testing, analysis and any other costs incurred to determine the cause of defect or the necessary repair and maintenance. USD 232's responsibility for such repair or maintenance shall not exceed the estimated cost of the Public Improvement set forth in the Exhibit B.

5. Unless otherwise amended in writing, this Agreement shall automatically terminate and be of no further force and effect two (2) years after completion of the Public Improvement and final acceptance of the Public Improvement by the City's Governing Body.
6. The parties hereto agree that should any provision of the Agreement be determined to be void, invalid, unenforceable or illegal for whatever reason, such provision shall be null and void, but that the remaining provisions of the Agreement shall be unaffected thereby and shall continue to be valid and enforceable.
7. For purposes of this Agreement, any required notices shall be deemed sufficiently given the third day following deposit in the U.S. mail, certified, return receipt requested, postage prepaid, and addressed as follows:

If to the City:	If to USD 232
City of Lenexa	USD 232
Attn: City Attorney	Attn: Clerk of the Board
17101 W. 87 <sup>th</sup> Street Parkway	35200 W.91 <sup>st</sup> Street
Lenexa, KS 66219	De Soto, KS 66018
913-477-7620	913-667-6200

#### General Matters.

A. This Agreement shall be governed by and construed under the laws of the state of Kansas.

B. Neither party shall assign this Agreement without the written consent of both parties.

C. The recitals set forth above are true and correct and are incorporated herein by reference and made a part of this Agreement. This Agreement constitutes the entire agreement between the Parties and supersedes all prior agreements, whether written or oral, covering the same subject matter. This Agreement may only be modified

or amended only upon written instrument executed by the parties required to consent to such amendment.

D. No member of the Governing Body, official or employee of the City shall be personally liable to USD 232, or any successor in interest to USD 232, pursuant to the provisions of this Agreement or for any default or breach of the Agreement by the City.

E. No member of the Board of Education, official or employee of USD 232 shall be personally liable or obligated to perform the obligations of USD 232, pursuant to the provisions of this Agreement or for any default or breach of the Agreement by USD 232.

F. The signatories to this Agreement covenant and represent that each is fully authorized to enter into and to execute this Agreement on behalf of the above named party.

G. It is agreed that nothing in this Agreement is intended to, nor does it create or establish a joint venture between the City and USD 232, or as constituting any agency relationship

H. Nothing contained in this Agreement shall be construed to confer upon any other party the rights of a third party beneficiary.

I. The provisions contained in the "Contractual Provisions Attachment (form DA-146a, Rev. 06-12), attached hereto as Exhibit C, are hereby incorporated in this Agreement as required by Kansas.

**IN WITNESS WHEREOF**, the parties have executed this Agreement on the day and date first above written.

**CITY OF LENEXA, KANSAS ("City")**

By: \_\_\_\_\_  
Michael A. Boehm, Mayor

ATTEST:

\_\_\_\_\_  
Jennifer Martin, City Clerk

APPROVED AS TO FORM:

---

Sean McLaughlin, City Attorney

Unified School District 232

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Danielle Heikes.  
President, Board of Education

**ATTEST:**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

# 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

July 27, 2020

To: USD 232 Board of Education  
Mr. Frank Harwood, Superintendent of Schools  
From: Ryan Johnson, Associate Principal/Activities Director  
Re: Donations

I seek the approval from our Superintendent of Schools and Board of Education to accept the following donations to the DHS BAND Program. This donation will help our directors supplement needs in the program.

Cedar Creek Pet Hospital - \$350.00

Fidelity Charitable - \$500.00

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)





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

To: Members of the Board of Education  
Frank Harwood, Superintendent of Schools  
From: Alvie Cater  
Date: July 29, 2020  
Subject: **Revised 2020-21 School Year Calendar (ACTION)**

Following the Board's action and direction on Monday, July 27, to delay the start of the school, we will present revised calendar options at the meeting on August 3 regarding the 2020-21 academic year.

Included with this written summary are two initial calendar proposals we will consider. District administration is currently collecting feedback and input from teachers through the calendar committee. It is likely that we may have additional calendar options to share with the Board at the meeting on August 3.

### **Initial Calendar Options**

The two calendar options included in this packet are summarized below. As we have shared with the Board previously, the State of Kansas requires by statute a minimum of 1,116 student contact hours during a school year. In addition, our current teacher contracts are not to exceed a total of 187 work days. As such, we plan calendars within those two primary parameters.

#### **Calendar Option 1**

- Exceeds 1,116 student contact hours.
- Accounts for two inclement weather days. (If the district uses two days, the state will forgive an additional two days.)
- Provides for eight (8) teacher Professional Development (training)/Workdays *before* the first day of school. (Normally this is only five days).
- Moves Parent-Teacher conferences to the end of October.
- Winter break begins Dec. 23
- Teachers return Jan. 4 for additional Professional Development/training.
- Moves a teacher workday to Jan. 19
- February Parent-Teacher conferences shift to Feb. 24, 25.
- Spring Break is reduced to two (2) days and is later in March.
- Maintains a Professional Development day in April (may be used to help plan for 21-22 school year).

- High School Graduation is May 22.
- Students' last day would be on May 28.
- Last official day for teachers is June 1.

### **Calendar Option 2**

Same as Option 1 ... but here are the key differences.

- Provides for a full Spring Break, March 29 – April 2.
- Students' last day would be June 3.
- Teachers' last day would be June 4.
- High School Graduation on this option is identified as June 5. That date could be moved to May 28 (Memorial Day weekend).

We are continuing to review these calendar options, as well receive feedback from teachers through the calendar committee. More information will be presented to the Board at its regularly scheduled meeting on August 3. If you have any questions prior to that meeting, please let us know.

###

**FIRST SEMESTER**
**1st Quarter**  
 Sept 8 → Nov 5

**2nd Quarter**  
 Nov 9 → Jan 15

# Unified School District 232 2020-21 Option 1

**SECOND SEMESTER**
**3rd Quarter**  
 Jan 20 → March 24  
**4th Quarter**  
 March 30 → May 28

<div>July 2020</div> <table><tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr><tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr><tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr><tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr><tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr></table>							S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		<div>August</div> <table><tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr><tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr><tr><td>2</td><td>3</td><td>4</td><td>(5)</td><td>6</td><td>7</td><td>8</td></tr><tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr><tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr><tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr><tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr></table>							S	M	T	W	T	F	S							1	2	3	4	(5)	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<div>September</div> <table><tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr><tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr><tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr><tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr><tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr><tr><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td></tr></table>							S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			
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See next page for calendar narrative


























































Emergency closure days are included in the calendar. The Board reserves the right to change the calendar to respond to unforeseen circumstances. Board approved \_\_\_\_\_.

**FIRST SEMESTER**
**1st Quarter**  
 Sept 8 → Nov 5

**2nd Quarter**  
 Nov 9 → Jan 15

# Unified School District 232 2020-21 Option 2

**SECOND SEMESTER**
**3rd Quarter**  
 Jan 20 → March 25  
**4th Quarter**  
 April 5 → June 3

July 2020							August							September						
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See next page for calendar narrative

Emergency closure days are included in the calendar. The Board reserves the right to change the calendar to respond to unforeseen circumstances. Board approved \_\_\_\_\_.



### **Vision**

**Maximize each student's potential, through inspiration and discovery, challenging all students to become self-sufficient and positive contributors to society.**

### **Mission**

**USD 232 will prepare all students for their future through excellent, innovative learning opportunities with caring, dedicated and passionate staff in a safe and secure environment.**

## **District Goals for 2017-2022**

### **Achievement**

**Improve student achievement for all students while reducing the achievement disparities of various disaggregated groups.**

### **Buildings & Budgets**

**Maximize district resources and provide high quality facilities to enhance educational programs.**

### **Community Engagement**

**Work proactively with the community to improve educational programs.**

**Specific strategies and action steps have been developed for each of the three goals.**

**USD 232 Board of Education  
Proposed District Action Steps for 2020-2021**

## Achievement

<b>Improve achievement for all students while reducing the achievement disparities of various disaggregated groups.</b>
Objective A1: USD 232's Five Year Effectiveness Rate for Post-Secondary Success will exceed 72% by 2022 reporting year.
Objective A2: Sixty percent or more of all USD 232 students will perform in the College and Career Ready category on the Kansas State Assessments or the ACT by the 2022 assessment period.

<b>Strategy #1 Fully Implement the Multi-Tiered System of Supports by the 2022-23 school year (Relationships)</b>					
FS	Rose	Action steps	Timeline	Staff	Progress
1	1,4,7	Identified Reading Specialists will receive LETRS certification to provide direct professional development, for all teacher K-5 and ELA teacher 6-12 on phonics instruction for student literacy development as required by KSDE.	2020-2021 School Year	Hite	
1	1,4,7	Use various assessments to monitor student performance in reading and math as well as social-emotional well-being K-12, this is especially important considering the school closures due to COVID-19.	2020-2021 School Year	Hite	
1	1,4,7	Assess current academic levels for all students and develop plans to make up for learning loss due to COVID-19 related school facility closures.	2020-2021 School Year	Hite, Hanson, Kelly	
1	1,4,6,7	Full implementation of the MTSS Handbook will be honored with fidelity at all buildings	2020-2021 School Year	Hite, Hanson, Kelly	
1	1,4,7	Identify behavior Tier resources for grades 9-12	2020-2021 School Year	Hite, Hanson	
1	1,4,7	Complete MTSS Social/Emotional and Behavior Tier 2 and 3 Protocols for all grade levels	First Semester of 2020 School Year	Hite, Hanson	
1	1,7	Collaborate with building leadership teams to determine any needed changes to MTSS protocols in the 2021-2022 MTSS Handbook	2020-2021 School Year	Hite, Hanson, Kelly	

**USD 232 Board of Education  
Proposed District Action Steps for 2020-2021**

<b>Strategy #2 Fully implement Individual Plans of Study and revised CTE Pathways by the 2022-23 school year (Relevance)</b>					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4,8	6,7	Finalize plans for the implementation of career pathways, including courses to be offered at Cedar Trails Exploration Center.	December 2020	Kelly	
6,8	4,6,7	Incorporate established student IPS into CTE Pathway participation, course selection and other learning opportunities.	2020-2021 School Year	Kelly	
8	6,7	Develop contacts and protocols for increased Work Based Learning opportunities for secondary students.	2020-2021 School Year	Kelly	
8	6,7	Expand career exploration opportunities for elementary students.	2020-2021 School Year	Kelly	
2,4,8	6,7	Continue to work with stakeholder groups to update career pathways and provide more Real World Learning opportunities.	2020-2021 School Year	Kelly	

<b>Strategy #3 Fully implement One Device per Learner program and improve technology integration by the 2022-23 school year (Relevance)</b>					
FS	Rose	Action steps	Timeline	Staff	Progress
8	7	Present iPad Initiatives Policies & Procedures to the Board of Education for approval	July 2020	Cater	
8	7	Provide continued Apple and Canvas training for all staff and specific training for elementary staff incorporating the One-Device per Learner initiative.	August 2020 with follow-up though out the year.	Kelly	
8	7	Monitor One Device per Learner initiative and recommend changes as needed	August 2020 – July 2023	Kelly, Riffel	

**USD 232 Board of Education  
Proposed District Action Steps for 2020-2021**

## **B**uildings & Budgets

<b>Maximize district resources and provide high quality facilities to enhance educational programs.</b>
Objective B1: Completion of 2018 Bond Project by 2023.
Objective B2: Implementation of Multi-Year General Fund Budget Process through 2023.

<b>Strategy #4 2018 Bond projects fully implemented by August of 2022.</b>			
<b>Action steps</b>	<b>Timeline</b>	<b>Staff</b>	<b>Progress</b>
Cedar Trails Exploration Center	March 2020-August 2021	Deghand	
Mill Valley Stadium and Soccer Projects DHS Parking and Access Road	March 2020-September 2020	Deghand	
DHS Stadium and Soccer Projects	March 2020-February 2021	Deghand	
Board approval of Phase 3 Construction Contracts	February, 2020	Deghand	
Board approval for the Phase 3 Bond Sale	April & June, 2021	Larsen	
2018 Bond Summary and Additional Planning	Spring 2020	Deghand	
Provide information to keep the community up to date on the progress of the 2018 Bond	2020-2021 School Year	Cater	

<b>Strategy #5 Budgets plans based on the Kansas Legislatures school funding plan through the 2022-23 school year.</b>			
<b>Action steps</b>	<b>Timeline</b>	<b>Staff</b>	<b>Progress</b>
Plan for Staffing and Budget needs for Cedar Trails Exploration Center	February 2021	Handy, Schwanz, Larsen	
Use projected enrollment to estimate future General Fund Resources	November 2020	Larsen	
Monitor state revenues shortfalls related to COVID-19 and plan for impacts to the USD 232 budget.	2020-2021 School Year	Larsen	
Present recommendations to the board as appropriate	TBD		



**USD 232 Board of Education  
Proposed District Action Steps for 2020-2021**

## Community Engagement

<b>Work proactively with the community to improve educational programs.</b>					
Objective C1: Increase family and community engagement with schools.					
Objective C2: Increase community awareness of USD 232.					

<b>Strategy #6 Increase parent and community engagement. (Relationships)</b>					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4		Provide parent and community sessions about the implementation the Elementary One Device per Learner initiative.	August-November 2020	Kelly, Riffel	
2,4		Continue to develop and Expand the Student Well-Being Series.	Throughout 2019-20	Cater	
2,4		Expand the involvement of the newly formed USD 232 Education Foundation	2020-2021 School Year	Cater	

<b>Strategy #7 Improve racial and ethnic equity and inclusion throughout the district. (Relationships)</b>					
FS	Rose	Action steps	Timeline	Staff	Progress
2,4		Analyze existing data to identify racial and ethnic achievement and opportunity gaps	November 2020	Hite	
2,4		Identify professional learning opportunities for staff to increase their knowledge and understanding of racial inequities and biases in schools.	November 2020	Cater, Kelly	
2, 4		Create a Parent Advisory Committee to provide input about the state of the district's equity and inclusion initiatives. Propose and initiate equity and inclusion programming as appropriate.	September 2020	Cater	