



Unified School District 232

De Soto – Shawnee – Lenexa – Olathe

www.usd232.org

USD 232 BOARD OF EDUCATION

OFFICIAL MINUTES -- REGULAR MEETING

Administrative Office (35200 West 91st Street, De Soto, Kansas) July 11, 2022

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

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

Board Members Present: Rick Amos (*participated via Zoom*)
Bill Fletcher
Danielle Heikes
Brandi Jonasson
Stephanie Makalous
Calley Malloy
Ashley Spaulding

Others Present: Alvie Cater, Assistant Superintendent of Administration & Communications
Steve Deghand, Assistant Superintendent of Facilities & Operations
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent
Carrie Handy, Executive Director of Elementary Education
Lee Hanson, Director of Special Education
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Rob Moser, Coordinator of Safety & Transportation
Brandon Riffel, Director of Technology
Brian Schwanz, Executive Director of Secondary Education
Julie Stucky, Director of Finance

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

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

Mrs. Stephanie Makalous moved to adopt the Agenda.

Mrs. Brandi Jonasson seconded.

Carried 7/0.

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

Danielle Heikes nominated Ashley Spaulding for President.

With no other nominations made, President Heikes ceased nominations.

Mrs. Danielle Heikes moved to appoint Ashley Spaulding to serve as President of the USD 232 Board of Education during the 2022-23 school year, or until a successor is elected by the Board.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

Ashley Spaulding took over as President of the Board and asked for nominations to the position of Board Vice President.

Stephanie Makalous nominated Rick Amos for Vice President.

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

Mrs. Stephanie Makalous moved to appoint Rick Amos to serve as Vice President of the USD 232 Board of Education for the 2022-23 school year, or until a successor is elected by the Board.

Mrs. Danielle Heikes seconded.

Carried 7/0.

PATRON INPUT. President Spaulding opened the floor for patron input. There were no patron requests to address the Board.

President Spaulding thanked Danielle Heikes for her service to the district as Board President and leading the district through the past several challenging years with COVID.

The Board recognized Superintendent Harwood for being named the 2021-22 Shawnee Rotarian of the Year.

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

Declaring a conflict of interest, Bill Fletcher asked to remove check number 58777 from Consent Agenda item "B. Approve bills and transfer of funds" for approval separately.

Mrs. Stephanie Makalous moved to approve the Consent Agenda as amended.

Mrs. Calley Malloy seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the June 6th regular meeting.
2. Payment of bills and issuance of checks numbered 58756 – 58776, 58778 – 58829, 58831 – 58907, 58909 – 58972 and 58980 - 59055.
3. Transfer of funds as follows:
 - a. \$665,000.00 from General (Fund 06) to At-Risk (Fund 13)
 - b. \$40,000.00 from General (Fund 06) to Virtual Education (Fund 15).
 - c. \$1,066,181.19 from General (Fund 06) to Special Education (Fund 30).
 - d. \$23,502.32 from Local Option Budget (Fund 08) to State Pre-K (Fund 11).
 - e. \$152,264.15 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).
 - f. \$40,000.00 from Local Option Budget (Fund 08) to Professional Development (Fund 26).
 - g. \$10,000.00 from Local Option Budget (Fund 08) to Parents as Teachers (Fund 28).
 - h. \$2,432,875.28 from Local Option Budget (Fund 08) to Special Education (Fund 30).
 - i. \$605,820.47 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).
 - j. \$500,000.00 from Local Option Budget (Fund 08) to Textbook (Fund 55).

4. Personnel recommendations as follows:

Resignations – Classified

Amanda Branstetter, Speech Paraprofessional, ME
Veronica Gutierrez, Custodian, CTEC
Riley Pfeifer, Substitute Paraprofessional, Districtwide
Nicholas Taylor, Custodial Supervisor, Districtwide

Employment – Classified

Jake Blake, Rule 10 Assistant 8th Grade Basketball Coach, LTMS
Kathleen Corbin, Secretary, HE
Kelley Grammer, School Nurse, BE
Christine Green, Early Childhood Paraprofessional, CTEC
Sarah Hemberger, Building Aide, HE
Jessy Johnson, Early Childhood Lead Teacher, CTEC
Julie Kenagy, Building Aide, ME
Samantha McWhorter, Substitute Paraprofessional, CTEC
Heather Meireis, Center Based Paraprofessional, ME
Kendra Montes Mayorga, Student Nutrition Assistant, DHS
Lauren Niss, Early Childhood Paraprofessional, CTEC
Kayla Peterson, Paraprofessional, ME
Amber Scherrer, Building Aide, PRE

Brian Sullivan, Lead Custodian, MVHS
Ann Dee Tucker, Paraprofessional, SE
Maria Turvey, Building Aide, PRE

Resignations – Certified

Ashley Bennett, Media Specialist, MVHS (*effective at the conclusion of the 2021-22 school year*)
Evan Dahlgren, Vocal Music Teacher, LTMS (*effective at the conclusion of the 2021-22 school year*)
Anna Lara, Social Worker, CTEC (*effective 6/21/2022*)

Long-Term Substitute – End of Contract

Sandra Jahn, DHS

Employment – Certified

Amy Barber, Occupational Therapist, Districtwide
Adrianna Christopher, Family & Consumer Science Teacher, DHS
Dustin Ester, 7th Grade Science Teacher, MTMS
Catherine Miller-DesBois, Spanish Teacher, DHS
Shawn Rafferty, Speech/Debate/Communications Teacher, MVHS
Jessica Seidler, Vocal Music Teacher, LTMS
Javier Vieyra, Social Studies Teacher, DHS

5. Revisions to the following board policies: DB – Budget Planning, DC – Annual Operating Budget, EBA – Insurance Program, ED – Student Transportation Management, IDAE – Student Privacy Policy, IDAA – Special Programs, JBC – Enrollment, JBE – Truancy, JGCD – Health Screenings, JGG – Transportation, KBA – District or School Websites.
6. The 2022-2023 Classified Employee Handbook as revised.
7. Start-up of Girls Wrestling in USD 232 beginning with the 2022-2023 school year.
8. The 2022-2023 Lease Agreement between USD 232 and the Johnson County Parks & Recreation District (JCPRD) for before and after school childcare.
9. The Unpaid Meal Charging Policy.

Bill Fletcher declared a conflict of interest and left the meeting at 6:10 p.m.

Mrs. Danielle Heikes moved to approve payment to Kansas Land Management, LLC in the amount of \$16,080.00 with check number 58777.

Mrs. Ashley Spaulding seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6:11 p.m.

ACTION ITEMS.

2022-2023 Organizational Items. Board members received a draft copy of 2022-2023 Organizational Items in the June and July board packets. Superintendent Harwood reviewed items with the Board. He

pointed out that aside from changes made due to new staff, the only change from the previous year is an increase in the substitute teacher pay scale with a new daily rate of \$150 and long-term substitute daily flat rate of \$185 beginning with the 15th consecutive day in the same classroom.

Mrs. Danielle Heikes moved to approve the Board of Education 2022-23 Organizational Items as discussed.

Mr. Rick Amos seconded.

Carried 7/0.

A copy of the 2022-2023 Organizational Packet is attached to these minutes.

Compensation Package for Employees not covered by the PNA. Brian Schwanz, Executive Director of Secondary Education, and Carrie Handy, Executive Director of Elementary Education, presented compensation recommendations for employee groups not covered by the Professional Negotiated Agreement (PNA). He noted that negotiations with the De Soto Teachers Association have not been finalized.

Mr. Schwanz said most classified employees (hourly and salaried) will see an increase in the base salary by an average of 3.42%; building secretaries and cafeteria managers will receive a \$1.00 per hour increase. He noted that due to the size of raises and inflation, the administration proposes suspending salary caps for the 2022-23 increases. This will result in an increase salary cost of \$368,620.00.

Mr. Schwanz said related and health services employees will see an increase of 3.42% based on salary schedules. This will result in an increase salary cost of \$90,405.00.

Mr. Schwanz said the administration would receive an increase in the base salary of 3.42%. It was also recommended that due to the size of raises and inflation, salary caps for administrators' 2022-23 increases be suspended. This will result in an increase salary cost of \$156,730.00.

The district will also continue to offer single coverage health and dental insurance for employees not covered by the PNA.

Mr. Schwanz said the administration also proposes a retention incentive of \$1,200.00, to be distributed in \$600.00 increments at the end of the first and third quarters. Superintendent Harwood noted that the retention incentive would be paid for with ESSER funds. He also said before the district can move forward with this retention incentive it will require approval by the State Board of Education as an allowable expense.

Stephanie Makalous asked how compensation compares with last year and what other districts are doing. Mr. Schwanz said the district is working to be comparative to other districts. He pointed out that this is the reason for the \$1.00 per hour increase proposed for building secretaries and cafeteria managers, to bring their salaries in-line with other districts. Superintendent Harwood said growing

districts would typically have a higher raise, while districts with declining enrollments could be considerably lower. He said in a Budget Workshop he, Julie Stucky and Steve Deghand recently attended it was shared that raises were as high as 4% and as low as 1%, with many districts in the 2-3% range. Carrie Handy noted that the pay increase for substitute teachers that was approved with organizational items was also done to keep the district competitive.

With no further discussion, President Spaulding asked for a motion to approve the proposed compensation packages.

Mr. Rick Amos moved to approve staff compensation packages for the 2022-2023 school year as presented.

Mrs. Danielle Heikes seconded.

Carried 7/0.

Revenue Neutral Tax Rate and Budgeting Process. Julie Stucky, Director of Finance, reminded the Board that in 2021 the Kansas Legislature passed Senate Bill 13 that requires a Revenue Neutral Rate (RNR) be calculated for all property tax levies. The RNR is the mill levy needed in the upcoming tax year to raise the same tax revenue as the previous tax year. Mrs. Stucky said the RNR is intended to help taxpayers understand how changes in their property valuation and mill levy rates work together to determine the actual property tax to be paid. She said the county notifies her what the district's mill rates raised last year and then they notify her what the tax rate would be to raise the same amount this year. She said because valuations in the district increase the district would collect more with the same mill rates. On June 15, Mrs. Stucky received notice from the county showing what the district's RNR was for Fiscal year 2022 and what the district's RNR would have to be to raise the same amount of taxes as the previous year. She pointed out that there is a problem with the General Fund because state statute requires the district to keep 20 mills in this fund. This causes the district to exceed the RNR because it raises more than last year due to increased assessed valuation.

Mrs. Stucky said that prior to July 20 each year; the district must notify the County Clerk of the projected tax rate if exceeding the RNR. She presented the Board with proposed mill rates for the following funds: General, Local Option, Cost of Living, Capital Outlay, Bond and Interest and Special Assessment. She said tax rates submitted in July set the maximum tax rates allowed for that tax year and shared a form that taxpayers will get in the mail from the County Clerk showing what any taxing entity intends to do with property taxes. Superintendent Harwood said for the RNR calculation the tax levies will only show up as three funds (General, Capital Outlay, Other). He said the reason for this is that each fund has a different valuation. The General Fund has \$40,000 of residential valuation exempted from taxes and Capital Outlay is exempted from Industrial Revenue Bonds and Tax Increment Financing.

Danielle Heikes asked if other government entities are doing the same with the Revenue Neutral Tax Rate. Mrs. Stucky said they are. Mrs. Heikes asked what the purpose of the RNR is. Superintendent Harwood noted that it is fairly complex how mill levies and valuations go together to compute the tax

bill. He said every taxpayer should be able to see on the form what the rate was last year, if taxing entities are going to collect the same amount of money, what the rate is this year, the proposed rate, and how much they will pay because of new tax rates and change in valuation. He said that any entity in the county that levies a property tax will be on the form taxpayers receive.

Mrs. Stucky said the proposed mill rates are estimated a bit high and the Board should see lower rates when she presents the budget in August. She shared the following timeline with the board:

- August 1, 2022 – USD 232 Board of Education approves the 2022-23 budget for publication and the intent to exceed the RNR, if applicable.
- September 13, 2022 – The Board holds public hearings for the RNR and the 2022-23 budget.
- September 13, 2022 – The Board considers the district needs assessment as required by HB 2567.
- September 13, 2022 – The Board approves a resolution to exceed the RNR (which must be done with a roll call vote), a resolution to adopt the LOB percentage and approves the 2022-23 budget.

Superintendent Harwood said tonight the Board just needs to approve the intention to exceed the Revenue Neutral Tax Rate, and will not be approving any levies at this time.

Mrs. Brandi Jonasson moved to approve exceeding the Revenue Neutral Tax Rate.

Mrs. Danielle Heikes seconded.

Carried 7/0.

DISCUSSION ITEMS.

Request to add an Orchestra Program. Mill Valley High School Junior Sara Anderson presented the Board with information on orchestra programs in public schools. She talked about some of the benefits of having orchestra programs and shared her experiences and information collected in visiting with directors of orchestra programs in area school districts. She asked the board to consider adding a program in USD 232.

Stephanie Makalous asked if other school districts started orchestra as a class or club. Ms. Anderson said it would be beneficial to start a program like orchestra at a younger age versus having it as a club at the high school level. Mrs. Makalous asked what kind of certification was required of an orchestra teacher. Superintendent Harwood said it would require a staff member licensed to teach general or instrumental music, but said it could be difficult to find someone who is licensed and also has orchestra experience.

Danielle Heikes asked how many band teachers the district has on staff. Superintendent Harwood said there is one full-time elementary band teacher and two other secondary band teachers who work in the other elementary schools.

Brandi Jonasson said instruments were sent around to elementary schools to see if students were interested in them and asked if that is done with strings instruments. Superintendent Harwood said there are summer programs (band camps) that give students an opportunity to try different instruments. He said if the district had a strings program students would have an opportunity to try them.

Danielle Heikes asked Superintendent Harwood to get more information on start-up costs for orchestra programs and ask other districts if they saw a decrease in band students with start-up of orchestra programs.

District Goals. Superintendent Harwood informed board members about progress that was made during the 2021-22 school year on seven strategies identified under district goals for Achievement, Buildings & Budgets and Community Engagement. He presented proposed goals for the 2022-2023 school year and said this will begin the next five-year cycle of the Kansas Education Accreditation System (KESA). He reminded board members that the Outside Visiting Team that recommended the district's full accreditation to the Kansas State Board of Education also recommended that the district continue the current goal setting process with a focus on Achievement, Buildings & Budgets and Community Engagement.

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

President Spaulding declared a five-minute break at 7:17 p.m.

The Board returned to open session and President Spaulding called the meeting back to order at 7:22 p.m.

EXECUTIVE SESSION.

Negotiations.

Mrs. Ashley Spaulding moved to go into executive session at 7:22 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Brian Schwanz, Carrie Handy and Julie Stucky to discuss collective bargaining Negotiations pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 7:42 p.m. at this location.

Mrs. Danielle Heikes seconded.

Carried 7/0.

The Board returned to open session and President Spaulding called the meeting back to order at 7:42 p.m.

President Spaulding adjourned the meeting at 7:42 p.m.

August 1, 2022
Date Approved

Wendy S. Denham
Clerk, Board of Education

Spaulding
President, Board of Education