



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) March 7, 2022

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

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

Board Members Present: Rick Amos
Bill Fletcher
Danielle Heikes
Brandi Jonasson
Stephanie Makalous
Calley Malloy
Ashley Spaulding

Others Present: Jolyn Baldner, Director of Student Nutrition
Alvie Cater, Assistant Superintendent of Administration & Communications
Steve Deghand, Assistant Superintendent of Facilities & Operations
Carrie Handy, Executive Director of Elementary Education
Lee Hanson, Director of Special Education
Dr. Frank Harwood, Superintendent of Schools
Jan Hicks, Principal, Starside Elementary School
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Josh Kindler, Principal, Mill Creek Middle School
Rob Moser, Coordinator of Safety & Transportation
Brandon Riffel, Director of Technology
Brian Schwanz, Executive Director of Secondary Education

Alvie Cater led attendees in reciting the Pledge of Allegiance.

Mr. Cater then briefly explained how the meeting will 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. Ashley Spaulding seconded.

Carried 7/0.

GOOD NEWS.

Student Recognition. The Board recognized Rachel Joseph, an 8th grade student at Mill Creek Middle School, who is the Champion of the 2022 Johnson County Spelling Bee. It was noted that the competition features about seventy of the county's top spellers. Of that group, eight students made it to the Championship session, with four from USD 232. Rachel will be competing in the State Spelling Bee on March 26th.

Staff Member Recognition. Starside Elementary School staff members Meredith Malone, Special Education Teacher, and Danielle Hessong, Reading Aide, were recognized for outstanding service in their district roles.

PATRON INPUT. President Heikes moved on to the next agenda item as there were no requests to speak.

CONSENT AGENDA. President Heikes asked if there were any changes for the Consent Agenda.

Bill Fletcher asked to remove check numbers 57769, 57832 and 57904 from the Consent Agenda for approval separately.

Superintendent Harwood noted that a correction was made to the February 18, 2022, Special Board Meeting Minutes.

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

Mr. Rick Amos seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the February 7th regular meeting and February 18th special meeting.
2. Payment of bills and issuance of checks numbered 57696 – 57739, 57742 – 57768, 57770 – 57798, 57805 – 57831, 57833 – 57903 and 57905 – 57938.
3. Transfer of funds as follows:
 - a. \$695,426.03 from General (Fund 06) to Special Education (Fund 30).
 - b. \$5,580.64 from Local Option Budget (Fund 08) to State Pre-K (Fund 11).
 - c. \$219,564.73 from Local Option Budget (Fund 08) to At-Risk (Fund 13).
 - d. \$39,558.34 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).

- e. \$14,777.68 from Local Option Budget (Fund 08) to Parents as Teachers (Fund 28).
- f. \$203,815.07 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).

4. Personnel recommendations as follows:

Resignations – Classified

Brenda Cannon, Custodian, DHS
Jacqueline Collier, Facilities Department Administrative Assistant, DSC
Jerri Collins, Lunchroom Aide, ME
Paul Furman, Custodian, Riverview Elementary School
Beau Martin, School Nurse, Belmont Elementary School (*Effective May 25, 2022*)
Kyle Roberts, Center Based Paraprofessional, The Bridge

Employment – Classified

Jordyn Atagi, Rule 10 Assistant Girls Soccer Coach, MVHS
Erin Claycamp, Paraprofessional, CCE
Kylie Corneliusen, Rule 10 Head Volleyball Coach, MVHS
Keyanna Feast, Center Based Paraprofessional, The Bridge
Drake Jobe, Center Based Paraprofessional, The Bridge
Lisa McGivern, Lunchroom Aide, BE
Jamie Scott, Center Based Paraprofessional, ME
Cynthia Stapp, Paraprofessional, BE

Resignation – Coaching

Travis Keal, Head Wrestling Coach, MVHS

Resignation – Certified Administration (*Effective at the conclusion of the 2021-22 school year.*)

Josh Kindler, Principal, Mill Creek Middle School

Resignations – Certified (*Effective at the conclusion of the 2021-22 school year, unless otherwise noted.*)

Hannah Christie, 1st Grade Teacher, BE
Aaron Cox, Social Studies Teacher, MVHS
Cameron Davis, 6th Grade Math Teacher, MTMS
Sarah Duckett, 2nd Grade Teacher, BE
Taylor Grove, 2nd Grade Teacher, CCE
Reese McDowell, 3rd Grade Teacher, BE
Zach McFall, Resource Special Education Teacher, MVHS
Jennifer West, 6th Grade Math Teacher, MCMS

Employment – Certified

Madison Beathard, Early Childhood Special Education Teacher, CTEC
Elizabeth Bechard, Teacher, TBD
Isabel Crain, 6th Grade Math Teacher, MTMS
Courtney Heigele, Special Education Teacher, ME
Kelly Hilden, Counselor, MTMS
Dale Hurt, 6th Grade Pathways Teacher, LTMS
Fabiana Liska, Early Childhood Special Education Teacher, CTEC
Scott Koertner, Chemistry Teacher, DHS

Hailey Schroer, Teacher, TBD
Savannah Steinmetz, Center Based Special Education Teacher, DHS

5. Revisions for the 2021-2022 Classified & Health Services Handbook as proposed.
6. Acceptance of a proposal from CCS Presentation Systems in the amount of \$25,161.89 for an audiovisual equipment upgrade in the board room, training and meeting space, including the option for a pan-tilt-zoom camera package in the amount of \$5,101.93, for a total of \$30,263.82.
7. A five-year agreement with Blackboard for website services and hosting with a one-time fee of \$11,000.00 and annual fee of \$27,908.00 for five years.
8. Purchase of eighty (80) MacBook Air Laptops from Apple, Inc. in the amount of \$101,356.00.
9. Purchase of thirty-four (34) Yamaha YDP1038B Digital Pianos (with stands and benches), two (2) Yamaha LC4 Base Labs and two (2) Yamaha LC4 Expansion Kits from Meyer Music in the amount of \$47,249.62.
10. Acceptance of the following bids:
 - Advanced Asphalt in the amount of \$198,750.00 for district-wide asphalt repairs to be made during the summer months.
 - CnC Custom Masonry in the amount of \$37,650.00 for installation of thru wall flashing at Prairie Ridge Elementary School.
 - Paritrave Innovations, Inc. in the amount of \$209,522.00 for soccer field bleacher expansion at Mill Valley High School.
11. Declaration of the following items as surplus:
 - Two banks of Kay Portable Bleachers
 - One McCall Reach-In Cooler, Model No. 2-2045
12. Acceptance of a donation in the amount of \$570.00 from the Mize PTO to Mize Elementary School.
13. The following extended day trip:
 - Mill Valley High School DECA, Grades 11-12, participate in DECA Nationals, Atlanta Convention Center/Ritz-Carlton Hotel, Atlanta, GA, April 22-25, 2022.

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

Mrs. Ashley Spaulding moved to approve payment to Kansas Land Management, LLC in the amount of \$1,609.30 with check number 57769, \$2,000.00 with check number 57832 and \$1,663.58 with check number 57904.

Mr. Rick Amos seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6:12 p.m.

ACTION ITEM.

COVID Leave. Carrie Handy, Executive Director of Elementary Education, and Brian Schwanz, Executive Director of Secondary Education, shared the following COVID-19 leave information with the Board:

Families First Coronavirus Response Act (FFCRA) – This federal act was effective April 1, 2020, through December 31, 2020. Mrs. Handy shared information on the COVID-related reasons an employee could use FFCRA leave. She said in December 2020 the Board approved to extend FFCRA leave through the remainder of the 2020-2021 school year (May 2021). Superintendent Harwood pointed out that FFCRA leave was required by the federal government and was reimbursed as a tax credit to businesses. Because the school district does not pay taxes, the district did not receive any reimbursement for employee COVID leave.

Memorandum of Understanding (MOU) between USD 232 and De Soto Teachers Association (DTA) for Accrued Leave Usage relating to COVID-19 – Mrs. Handy said that the Board approved this MOU with DTA in September 2021. It is a modification to the request for leave procedures for the 2021-22 school year to allow teachers to access accrued leave without first exhausting current year leave. Requests for leave under this modification may be used for the Professional Employee and in cases where the employee needs to care for their minor children due to COVID-19.

MOU between USD 232 and DTA for up to five (5) days of Uncharged Leave for COVID-19 Isolations through the end of the 2021-22 school year – Mrs Handy said that the Board approved this MOU with DTA in February 2022. It allows Professional Employees who provide proof of their recommended isolation or positive test results due to COVID-19 for absences on or after January 5, 2022, to request up to five (5) days of uncharged leave. Individuals with extenuating circumstances may request additional uncharged leave. The granting of any uncharged leave in excess of five (5) days will be determined by the superintendent or his designee. Any requests to “sell back” leave during the 2021-22 contract year will be reduced by the number of uncharged COVID-19 leave days granted.

Data on Staff Isolations (COVID-19) – Mr. Schwanz said that during the entire first semester there were 40 staff members in isolation and in January there were 130 staff members in isolation.

Costs for Uncharged Leave since January 5, 2022 – Mr. Schwanz shared the following information:

- Total employees who submitted uncharged leave requests: 107 staff members (both certified and classified).
- Total amount of hours requested: 3,065 hours.
- **Certified:** 63 employees
 - Certified hours: 1,782 (222.75 days)
 - Substitute Cost - 222.75 days x \$182.70 (substitute teacher pay rate) = \$40,696.43
 - Highest current amount for retirement payout – 222.75 days x \$144.00 = \$32,076.00
- **Classified:** 44 employees
 - Classified hours: 1,283 – Amount for payout varies by position.

DTA Data on Dependent Care – Mr. Schwanz said the DTA surveyed the bargaining unit (a total of 533 certified staff) and had 37 responses totaling 93 days. He shared a chart from the survey that displayed the type(s) of COVID-19 dependent care (children, spouse, etc.) that caused staff to miss work after January 4, 2022.

Stephanie Makalous asked Mr. Schwanz to walk through an example of what a teacher's pay would look like if they were absent ten days. Mr. Schwanz explained that certified staff members have twelve days of leave at the beginning of the year, eight days of discretionary leave and four days of personal leave. He said per the negotiated agreement, before they can use accrued leave they have to use the eight days of discretionary leave first. With the Board approving earlier access to accrued leave for the current school year, teachers could actually use the ten days from their accrued leave – if they have available leave – and not have to use any of the discretionary leave. He said if they didn't have any accrued leave they would have to use eight of their discretionary days and two of the four personal days. Mrs. Makalous asked if it was accurate to say if a teacher was out for ten days, they would get paid for ten days. Mr. Schwanz said if they have not used their leave prior to the ten-day absence, then they would get paid for the ten days.

President Heikes asked Mr. Schwanz what the benefit was in certified staff members using accrued leave prior to discretionary leave. Mr. Schwanz explained that discretionary leave can be used for any reason (personal, illness) while accrued leave can only be used for an illness.

President Heikes asked Mr. Schwanz to explain the sick leave pool. Mr. Schwanz said it is a voluntary program where staff members can donate one day of leave to the pool by October 15. He said they don't have to donate another day until the pool gets under an established threshold. He said once a staff member runs out of sick leave they can request to use days from the pool. He said typically staff members will request to use leave from the pool if they have a long-term illness and need to cover a gap between when they run out of sick leave and when short-term disability kicks in.

Stephanie Makalous asked what the sick leave pool looks like now. Mrs. Handy said there are two sick leave pools – one for classified (including administration) and one for certified. She said there was just a re-draw on the classified pool where every member was asked if they would like to remain in the pool by donating another day. Mrs. Makalous asked if a teacher was out for more than twelve days if they could request to use days from the sick leave pool. Mrs. Handy said the teacher would need to have drained all discretionary and accrued leave before making a request to draw from the sick leave pool. Mr. Schwanz explained that all requests for use of sick leave pool days go through a committee for approval.

Going back to the most current MOU with DTA, Ashley Spaulding asked how many cases of extenuating circumstances the district has received – requesting leave above and beyond the five days. Mrs. Handy said there were between five and seven individuals, classified and certified, that exceeded their discretionary time and did not have any accrued leave. She said as long as it was for the staff member's own isolation it was approved.

Stephanie Makalous asked if days in the sick leave pool roll over each year. Mrs. Handy said they do. Mrs. Makalous asked if teachers have requested to use sick leave pool days to take care of sick children. Mrs. Handy said that type of request is not outlined in the parameters for sick leave pool usage. Mrs. Makalous said she would like to see sick leave pool used before leave is paid for though another budget line. Superintendent Harwood said the sick leave pool parameters are defined in the Negotiated Agreement. He asked if any staff had requested use of sick leave pool days for COVID leave for themselves or to take care of a sick child. Mrs. Handy said there was one request for one or two days.

No action was taken.

DISCUSSION ITEMS.

Communicable Disease Mitigation protocols. Dr. Frank Harwood, Superintendent, gave the Board current data on COVID-19 in USD 232. The following slides were presented:

- **Mitigation Protocols:**
 - At a special meeting February 18, 2022, the Board of Education voted to make masks optional in all buildings as long as COVID related absences are below 5%. If the weekly student COVID related absences are 5% or higher, masks will be required for the following week.
 - On February 25, 2022, the Centers for Disease Control (CDC) dropped its requirement for barrier face masks on transportation provided by public schools.
 - At this time, the use of barrier face masks is optional in all USD 232 buildings and district provided transportation. Barrier face masks are required for students and staff participating in the shortened COVID-19 isolation protocol.
 - Other mitigation protocols included: exclusions, health screenings, hand hygiene and increased ventilation will continue as appropriate.
 - Voluntary testing will continue to be available through the rest of the school year. Students or staff who are symptomatic for COVID-19 while at school may have a PCR test sample collected before they leave the building. Students or staff who are symptomatic while not at school, or have been exposed to someone with COVID-19, may have a PCR test sample collected at the drive-through site at Cedar Trails Exploration Center between 7:00 – 7:45 a.m. on school days.

Ashley Spaulding asked Superintendent Harwood to talk about the testing and resources the district uses for it. Dr. Harwood said the testing resources are through a grant that the Kansas Department of Health & Environment has from the Centers for Disease Control. He said the district gets reimbursed for all expenses and the grant was budgeted for enough tests to average 60 per day through the end of the school year, with only a few days where there were over 60 tests administered. He said there is

plenty of funding left in the grant to continue to provide this service to parents. He said the grant cannot be used for general expenses.

- **USD 232 Cases by Building** – The number of student exclusions for recommended isolation and quarantine for the past four weeks broken down by school building. Superintendent Harwood said the district was at .04% last week, with three positive cases. He said this is the only data that is relevant to the board established threshold of 5%. It will be done weekly and posted on Friday afternoons through the remainder of the school year.
- **Student Attendance** – The Average Daily Attendance (ADA) for the weeks of August 15th through February in the 2020-21 and 2021-22 school years. Historically USD 232's annual ADA has been between 96% - 97%. Superintendent Harwood said last week it was at 95.5%.

Superintendent Harwood also let the Board know that with regard to teacher absences, the substitute teacher fill rate was back up to 98.6%.

Legislative Update. Superintendent Harwood shared information on the following House Bills (HB) and Senate Bills (SB) that are currently under consideration in the Kansas Legislature that could have an impact on public schools:

Parents' Rights and Transparency

HB 2662 – Parents' Bill of Rights and Academic Transparency Act

- Lists rights given to parents that are mostly provided in current law.
- Requires a wide range of information to be provided through an on-line transparency portal.

SB 496 – Parents' Bill of Rights

- Lists rights given to parents that are mostly provided in current law.

SB 363 – Internet Publication of Learning Materials and Activities

- Requires school districts to publish learning materials and activities for students and staff on district websites.

SB 393 – Internet Publication of Learning Materials and Activities

- Similar to SB 363, but has a financial penalty for non-compliance.

School Choice

HB 2615 – Student Empowerment Act

- Education Savings Account
- Alternative Education Course Credit
- Non-resident Transfer

SB 455 – Allowing Students to Transfer and Attend School in any School District

- School districts must allow out of district transfers within defined capacity limits.

School Finance

SB 362 – Considering School Needs in the Budget Process

- A needs assessment is already required, this could be a more defined process.

HB 2512 – Virtual School Funding

- Increase funding for virtual students under age 19 who have dropped out of school
- SB 499 – Virtual School Funding
- Establishes a second count date and increase funding for virtual students under age 19.
 - Creates financial penalty for sending district if a virtual student transfers in credit deficient.

K-12 Budget

- Funding for FY 2023 has been appropriated.
- No action has been taken on a budget.

HB 2724 – Removing the 20 mil levy from the Revenue Neutral Rate.

Ashely Spaulding asked if there were any restrictions on board members if they chose to contact legislators. Superintendent Harwood said there are no restrictions, but a board member cannot speak on behalf of the entire board.

ALERTS. The following reports were included in the packet for this board meeting with notice that they will require future action by the Board of Education: 1. 2022-2023 Student Nutrition Bid Timeline; and, 2. Audit Firm RFP.

FYI REPORT. The following informational report was included in the packet for this board meeting: 1. Student Nutrition Update.

President Heikes adjourned the meeting at 6:53 p.m.

April 4, 2022
Date Approved

Wendy S. Senham
Clerk, Board of Education

Paul Heikes
President, Board of Education