



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)

February 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
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
Megan Turpin, Principal, Riverview Elementary School
Andrea West, Principal, Cedar Trails Exploration Center

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/Consent Agenda.

Bill Fletcher asked to remove check number 57651 from the Consent Agenda for approval separately.

Brandi Jonasson asked that the Communicable Disease Mitigation Protocols agenda item be moved from an FYI report to an Action item.

Mrs. Ashley Spaulding moved to adopt the Agenda.

Mr. Rick Amos seconded.

Carried 7/0.

GOOD NEWS.

Student Recognition. The Board recognized the Mill Valley High School Football Team for winning their third consecutive Kansas Class 5A State Championship. It was also noted that the National Football Foundation (NFF) & College Hall of Fame announced 62 teams from 13 states chosen as the top academic winners in their states as part of the inaugural NFF National High School Academic Excellence Award. The Mill Valley High School Football program was chosen for the top academic excellence award for all of Kansas Class 5A with a cumulative team grade point average of 3.349. Coach Joel Applebee was also recognized for being selected as the NFHS Section 5 Coach of the Year (Section 5 encompasses six midwest states). Coach Applebee and 2021 team Leadership Council members Hayden Jay, Cody Moore, Aidan Shaffer, Jason Smith and Jay Ybarra were present to receive a Certificate of Achievement.

Staff Member Recognition. Facilities Department staff member Dave Price, Administrative Office, The Bridge and Service Center custodian; along with Riverview Elementary School staff members Debbie Graham, Lead Secretary, and Mary Riley, Lead Custodian, were recognized for outstanding service in their district roles.

PATRON INPUT. President Heikes opened the floor for patron input. The following individuals spoke:

Charlotte O'Hara, Overland Park, spoke to the board about the City of De Soto/Sunflower TIF proposal. She asked the board to be extremely careful and said if they feel this diversion of money is going to hurt the school district the Board has the right to consider a veto.

Sherelle Witt, Eudora, spoke to the board about the City of De Soto/Sunflower TIF proposal. She noted it is for progress and development, but said that it should be done in the right way. She said the Army is ultimately responsible for clean-up of the property and cited a Kansas Department of Health & Environment (KDHE) document stating the clean-up is supposed to be done by 2028. She said 80% of this TIF is set to go toward remediation and asked why that is if the Army is supposed to be responsible for it. She suggested it would be good to see the plan for development prior to TIF approval.

Taylor Burson, Shawnee, teacher at Horizon Elementary School, asked the board to consider making dependent care eligible for the COVID sick leave proposal or to give 10 days of sick leave to staff rather than the 5 days proposed with the MOU. She spoke about having to submit 8 days of sick leave to take care of her kids sick with COVID and an additional 2 days after she was diagnosed with COVID while her children were still in recovery.

Dustin Harris, Shawnee, suggested the board should increase days of sick leave for staff. He said everything the Nazis did was legal and said everyone that played a role in that horrific event said they were just following orders. Mr. Harris said following orders and being politically correct is a recipe for disaster. He asked the Board to take the masks off. Changing subjects, he said in reading the pre-development agreement through the City of De Soto, it seems to him that the TIF deal is bad for taxpayers. He said the history of USD 232 is that the board always votes in favor of Dr. Harwood's recommendations. He suggested the Board veto the TIF and go against Dr. Harwood's recommendation, then ask the developer to come back with a better deal.

Jerry Donlan, Eudora, said he and his wife have lived off of Evening Star Road since 1986. He asked how much of the Sunflower plant got cleaned up and how much remains to be cleaned up. He said he drove by there tonight and sees cattle grazing in the pastures and there have been guided deer and turkey hunts in the area in recent years. Mr. Donlan said he has a big problem with giving the developer money to clean up the property. He suggested the government should finish cleaning up the site.

Cory Wurtz, Shawnee, teacher at Mill Valley High School, asked that the Board take into account COVID leave for dependent care. He talked about missing 8 days of work to take care of his son who was out of daycare due to a COVID diagnosis, then both his son and himself when they contracted COVID.

CONSENT AGENDA.

Mrs. Ashley Spaulding moved to approve the Consent Agenda as amended.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the January 10th regular meeting.
2. Payment of bills and issuance of checks numbered 57434 – 57529, 57535 – 57650 and 57652 – 57694.
3. Transfer of funds as follows:
 - a. \$1,108,733.59 from General (Fund 06) to Special Education (Fund 30).
 - b. \$6,287.43 from Local Option Budget (Fund 08) to State Pre-K (Fund 11).
 - c. \$214,840.29 from Local Option Budget (Fund 08) to At-Risk (Fund 13).
 - d. \$42,805.51 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).
 - e. \$52.71 from Local Option Budget (Fund 08) to State Safety Fund/Drivers Education (Fund 18)
 - f. \$15,026.92 from Local Option Budget (Fund 08) to Parents as Teachers (Fund 28).
 - g. \$170,232.45 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).

4. Personnel recommendations as follows:

Resignations – Classified

Monica Allen, Paraprofessional, BE

Connie Euler, Secretary, LTMS

Linda Logan, Secretary, MVHS

Ashley Witherspoon, Paraprofessional, MTMS

Employment – Classified

Denise Clapp, Student Nutrition Assistant, MTMS

Ashley Copeland, Rule 10 Assistant Softball Coach, MVHS
Rhonda Eckelman, Administrative Assistant Front Desk, AO
Taegan Evans, Center Based Paraprofessional, The Bridge
Veronica Hamer, Secretary, LTMS
Anthony Kempf, Rule 10 Assistant Baseball Coach, DHS
Nathaniel May, Custodian, HE
Tennille Miller, Paraprofessional, MVHS
Madison Mitchell, Center Based Paraprofessional, The Bridge
Meredith Neill, Human Resources Administrative Assistant, AO
Melissa Nelly-Cramer, Math Aide, RE
Danielle Orel, Rule 10 Assistant Girls Soccer Coach, MVHS
Jim Riedesel, Rule 10 Assistant Track & Field Coach, DHS

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

Jennifer Brazil, Kindergarten Teacher, HE
Lindsay Hothan, Counselor, DHS (*Effective 3/11/22*)
Madison King, Kindergarten Teacher, SE

Employment – Certified

Samuel Preston, Life Science/Biology Teacher, MVHS
Nicole Wallace, 6th Grade Math Teacher, MTMS

5. Approval of the following revised Board policies: DJE – Purchasing, GAAD – Child Abuse, JBCB – Foster Care Students and JCDB – Dress Code.
6. Acceptance of the following bids:
 - Country Carpet in the amount of \$115,680.00 for gymnasium floor replacement (with TaraFlex Sports flooring) at Mize and Riverview elementary schools.
 - McConnell and Associates in the amount of \$97,865.00 for track resurfacing at Mill Creek Middle School.
 - BCI Mechanical in the amount of \$1,424,680.00 for HVAC upgrades at Clear Creek and Starside elementary schools.
 - Treadwell in the amount of \$155,850.00 for resinous flooring at Belmont and Horizon elementary schools and Lexington Trails and Mill Creek middle schools.
7. Acceptance of the following donations:
 - \$500.00 from Dan and Kathryn Mills to the De Soto High School Band program.
 - \$500.00 from Mark and Brandi Hammel to the De Soto High School Girls Tennis program.
 - \$350.00 from Myles and Candace McGee to the De Soto High School Girls Tennis program.
8. The following extended day trip:
 - Mill Valley High School Journalism, Grades 10-12, attend the National High School Journalism Convention, Westin Bonaventure, Los Angeles, CA, April 6-9, 2022.

Bill Fletcher declared a conflict of interest and left the meeting at 6:33 p.m.

Mrs. Danielle Heikes moved to approve payment to Kansas Land Management, LLC in the amount of \$1,714.13 with check number 57651.

Mrs. Brandi Jonasson seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6:34 p.m.

ACTION ITEMS:

COVID Leave MOU with DTA. Carrie Handy, Executive Director of Elementary Education, said the Board charged the administration in January to come up with a proposal for second semester COVID leave due to the surge in cases that occurred after winter break. She said up to this point the Board has provided for staff to use accrued leave, but the MOU presented would allow for five (5) days of uncharged leave. She asked if board members had any questions.

Bill Fletcher asked if this was just for teachers, or all employees. Mrs. Handy said anything that applies to certified staff will also apply to classified staff.

President Heikes asked for statistics on how many sick days have been used. Mrs. Handy said from January 5th through February 7th, 130 staff members have been absent specifically for COVID-19, and if each of those staff members were to request five days of leave it would be a total of 650 days at this point. President Heikes asked what the overall cost would be. Mrs. Handy said one way to quantify leave is through the sell-back option. Staff can sell back remaining current-year leave they have at the end of the year for approximately \$124/day. If you take the 650 days and multiply it by 124 it would come to \$80,600.00.

Superintendent Harwood said teachers have 12 days of leave per year, eight (8) discretionary days and four (4) personal days that can be used for any purpose. He said staff can accrue up to 130 days of leave and any current-year leave that is not used will carry over to the next year as accrued leave. He said staff cannot use accrued leave unless it is related to illness.

Bill Fletcher asked if staff who use COVID leave would still be able to sell back unused sick leave. Mrs. Handy said part of the proposed agreement prohibits the five days of COVID leave, if utilized, from being eligible for sell back. Superintendent Harwood said any leave given back to staff would accrue and there is a graduated scale for unused leave depending on when staff members leave employment.

Brandi Jonasson said in the MOU it states that individuals with extenuating circumstances may request additional uncharged leave. She asked Mrs. Handy if that was relating to dependents. Mrs. Handy said detail would need to be provided by employees in the application and those are considered on a case-by-case basis. Superintendent Harwood said as written in the MOU this leave would not apply to dependent care, only for staff member absences due to a personal positive case.

Mrs. Handy noted that when staff members request sick leave they don't always indicate the reason for the leave, such as if it were for the staff member's illness or to take care of a sick child.

President Heikes asked if Mrs. Handy knew if anyone would have to be docked pay for taking care of a sick dependent up to this point. Mrs. Handy said she does not know at this time.

Rick Amos said he was not comfortable with not covering staff if they are home with a child sick with COVID.

Brandi Jonasson said she agreed with Mr. Amos, noting that it feels like staff are getting punished for taking care of their child.

Superintendent Harwood said the proposed MOU was an agreement with the teachers' association specifically for isolations of the staff member only. He said if the board wishes to consider dependent care the administration could look into the implications for adding dependent care separately.

Stephanie Makalous asked if the district could cap the number of leave days, noting that a teacher and their dependents could be out for months with COVID. Superintendent Harwood said there shouldn't be any reason a staff member would be quarantined because they would either be vaccinated or participate in the test to stay program. He said if talking about dependent care, a cap could be considered.

Brandi Jonasson asked if there was any way to encourage staff to indicate that their leave request is to take care of a child sick due to COVID. Mrs. Handy said it could be encouraged, but some staff may not be comfortable providing this information.

President Heikes said she is not in favor of docking pay, but said the district provides a pretty rich leave policy with the ability to accrue up to 130 days. She said she is thinking about ten days leave versus five days. She asked if the Families First Coronavirus Response Act (FFCRA) provided for reimbursement to the district. Superintendent Harwood said the FFCRA reimbursement was through tax credits which did not apply to the school district.

President Heikes asked if the administration could come up with the cost to the district if leave was granted under rules for FFCRA.

Superintendent Harwood said the administration could try to get information from staff about how many days would be applied for due to dependent care. He said FFCRA took into account quarantines for dependents as well.

President Heikes asked what other districts are doing with regard to COVID leave. Mrs. Handy said the Olathe School District added four days' leave to all staff with no approval form required, another district in the area allowed up to ten days' leave with staff exhausting all other leave first.

Bill Fletcher asked if the district had one staff member misuse the FFCRA leave last year. Mrs. Handy said she is not aware of any abuse. She said sometimes at this point in the year some staff will have exhausted their leave, while some staff are protective of their time.

Calley Malloy asked if the MOU was retroactive. Mrs. Handy said it would be retroactive back to January 5th.

Ashley Spaulding asked if a dependent care MOU could be retroactive as well. Mrs. Handy said it could. Superintendent Harwood said the district does not have records of time off for dependent care now, so staff would have to apply for it. He explained that it would be easy for staff to give verification of their own positive COVID case, but for dependent care the proof can be more convoluted. Mrs. Handy said in order to consider another agreement, the administration would need to know if the Board would like to set a cap on the number of days.

Ashley Spaulding asked for a total of dependent care leave taken by staff members due to COVID to care for children and elderly parents. Superintendent Harwood said the administration will look into creating a draft MOU for dependent care and bring it back to the Board for consideration in March.

Rick Amos said he would also like to move forward with getting more information on dependent care leave already taken.

Mrs. Danielle Heikes moved to approve a Memorandum of Understanding relating to additional leave for COVID-19 isolations between USD 232 and the De Soto Teacher's Association and covering all staff.

Mrs. Brandi Jonasson seconded.

Bill Fletcher asked to include language in the motion for all staff. Superintendent Harwood said it is the intention that the same rule will apply to all staff. He said the MOU is only with the DTA because of negotiation requirements.

Mrs. Heikes and Mrs. Jonasson agreed to add this language to the motion.

Carried 7/0.

Early Childhood Schedule Change and Peer Fees Adjustment. Andrea West, Principal of Cedar Trails Exploration Center, talked to the board about the Early Childhood program which includes children, birth to 5 years of age, who reside in USD 232 boundaries. She shared the benefits children receive with early intervention services, kindergarten readiness with federal and state initiatives, current goals/focus, and information on USD 232 Early Childhood programs (Parents as Teachers, Special Education Services, Preschool and Community Support). Mrs. West said there is a need for increased grant-funded spots and Special Education spots in the Early Childhood program and presented the Board with a requested schedule change which will have both the 3-4 year old and 4-5 year old preschool programs attending four days a week for three hours per day (currently the 3-4 year old preschool program is 3 days per week and the 4-5 year old preschool program is 5 days per week). Mrs. West explained that this will allow for more flexibility in sections, access to both 4 year old and 3 year old grant funding and equitable access to instruction for all students. With the adjustment in schedule she proposed a fee adjustment to \$800 per semester for all peer preschool students (currently the peer fee schedule is \$900 per semester for 4-5 year olds and \$720 per semester for 3-4 year olds).

Calley Malloy asked if the schedule change could create issues for parents with childcare. Mrs. West said with the program being part time, parents already have childcare in place and she has not heard of any issues since presenting the proposed changes.

Danielle Heikes asked Mrs. West to explain the use of the fifth day for community support. Mrs. West talked about using the day to support community preschool and childcare, hold community developmental screenings, conduct itinerant evaluations, and hold IEP meetings.

Bill Fletcher asked if students are turned down for participation in the program. Mrs. West said sometimes spots in the fee-based program are full and students are placed on a waiting list. She said students with special needs are never turned away. Superintendent Harwood spoke about additional space that is currently available on the Early Childhood side of Cedar Trails.

Mr. Rick Amos moved to approve the Early Childhood schedule change and peer fees adjustment as presented.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

President Heikes declared a five minute break at 7:23 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 7:28 p.m.

De Soto/Sunflower Redevelopment District – TIF. Alvie Cater, Assistant Superintendent of Administration & Communications, said the Mayor and City Administrator came to a previous board of education meeting to visit with the Board about the proposed TIF district. He said the De Soto City Council took action after the public hearing on January 20th to approve the formation of the TIF district and now the Board has until February 18th to exercise its authority to veto the TIF, should it choose to do so. Mr. Cater stated Kansas Statute gives authority to counties or school districts to veto TIFs during the establishment process if there would be an adverse impact to the county or school district. This is known as an interjurisdictional veto. Regarding the current TIF proposal in De Soto, he said there was concern from an adverse impact standpoint that there would be possible projects in the future within the redevelopment district that could increase student enrollment without providing the tax base support for school capacity that may be needed. He said the Board directed the administration to work with the developer and attorneys to come up with an agreement that would protect the rights of the school district should there be adverse impact. He said the proposed agreement between the developer and the district would give the Board of Education, and future boards, the opportunity to protect the interests of the school district should there be residential development components as part of any project that is presented.

Rick Amos asked about the stance of the Board of County Commissioners (BOCC) regarding the proposed TIF incentive. Superintendent Harwood said last week the BOCC met and there was a motion to Veto the TIF that failed 2-5 and then there was a motion to support the formation of the TIF district, which passed 5-2. He said the school board is not being asked to take a stance on the TIF district, nor do they need to do this. Mr. Amos asked what the De Soto City Council did. Superintendent Harwood said the De Soto City Council approved the formation of the TIF district and the annex of property, which is its role in the process. He said they are looking at it from an economic development standpoint.

Danielle Heikes asked if the district had returned the proposal twice for modification. Mr. Cater said that is correct, and in working with the legal counsel all requests of the district were met.

Bill Fletcher asked if the district requested any land. Superintendent Harwood said USD 232 is due 30 acres somewhere within the 9,000 acre tract per the 2004 agreement; and that will not change. With the proposed agreement with the developer, if there is a residential development component, the school district has to agree to the solutions that mitigate potential harm to the district. He said that could be in the form of land; if the school district has to build a school the developer could donate land for it. He said if there is any residential component that would cause the district to build schools they would have to get district approval before they submit the development plans to the city. Superintendent Harwood said this applies to any residential plan throughout the entirety of the TIF District. He said the school district would only be involved if there is a plan for residential development. The agreement says the developer cannot submit a plan that includes residential development unless the school district approves it.

Bill Fletcher said a big manufacturing plant the state is talking about bringing in could have an adverse effect on the community. Mr. Fletcher said the only TIF that the Board has approved that he knows of is Harp's Grocery Store; but ones for apartment complexes were turned down. He said he hates to give somebody a blank check.

Brandi Jonasson asked who was negotiating the terms for the TIF. Superintendent Harwood said the school district and county have no place in negotiation for the formation of a TIF district. This is between the city and the developer. He said school district negotiations are outside of the TIF agreement; between Sunflower Redevelopment LLC and the district. He said the proposed agreement gives the district a seat at the table if residential development were to take place. He said it is true that with a TIF or Industrial Revenue Bond (IRB) a city is trying to bring in business and pointed out that this board has taken a position of opposing TIFs for residential projects. The school district has no negotiation authority regarding the formation of the TIF. Superintendent Harwood said if the redevelopment plan does not receive City approval, the school district would not be involved in new discussions about the formation of the TIF district.

Bill Fletcher said this project could have an adverse effect on neighborhoods on the north side of this TIF district. He said he worries about a lot of people being displaced.

President Heikes said that when the TIF proposal was first presented she had concerns about the lack of project plans, but from what she has seen the developer has met the district's requests. She asked if any district requests were not met. Superintendent Harwood said there was nothing the district asked for that the developer said they wouldn't do.

Rick Amos said this is something the city council and BOCC has dealt with and the school board's job is to protect the interests of the school district.

Ashley Spaulding said she agreed with Mr. Amos.

Rick Amos said it is not the school board's responsibility to talk about economic development.

Bill Fletcher asked if this will affect the district's mill levy. Superintendent Harwood said the district's total mill levy is about 61-62 mills, 20 of which is required by the state and is not abated. He said with current

valuation, the district will continue to collect all taxes currently collected, the abatement is on increased value. The state would collect increased value on the 20 mills, and for capital outlay the district would collect increased value. Other levies like Bond and Interest, LOB, Special Assessments and Cost of Living would continue to collect proceeds from current value and wouldn't get the increased value until the end of the TIF which could be up to 20 years. Superintendent Harwood said it doesn't negatively affect any of the school district's mill levies, but it could positively impact a couple of mill levies right away and the rest of the mill levies after the TIF expires. He said when project plans get approval is when the TIF clock starts.

Superintendent Harwood said he did not recommend the board take a position on the TIF project, but just approve the contract so that the school district is protected assuming it moves forward.

Mrs. Stephanie Makalous moved to approve the Residential TIF Project Plan Agreement between Sunflower Redevelopment, LLC and USD 232.

Mrs. Danielle Heikes seconded.

Carried 6/1. (Bill Fletcher dissented)

Communicable Disease Mitigation protocols. Superintendent Harwood asked if the board had any questions relating to the information shared in the board packet. Brandi Jonasson asked if Superintendent Harwood could review the exit plan. President Heikes read the motion made by the board in December:

Mrs. Stephanie Makalous moved to continue the requirement for barrier face masks in Preschool, Elementary and Middle School buildings in compliance with the Johnson County health order. When the county mask order expires, barrier face masks will be optional as long as recommendations for quarantine and isolation for COVID-19 are below 4%. If recommended quarantine and isolations exceed 4%, barrier face masks will be required following guidelines previously adopted for high schools.

She said De Soto High School is mask optional at this time and Mill Valley is very close to being optional. Superintendent Harwood explained the rationale behind the 4% threshold. He said the board has already taken action for when masks will become optional for elementary and middle schools. He then explained that De Soto High School has been below 2% for two weeks and Mill Valley High School has been below 2% for one week. He said the Olathe School District took action last week to make masks optional at all levels on February 18th, the day after the county commission meets to review the Public Health Order. He said if the county commission does not revoke the health order, Olathe may have to hold a special meeting that night to talk about legal ramifications. Superintendent Harwood said if current trends in USD 232 hold he expects all buildings to be below 2% for the next two weeks. He said 9 of 14 buildings were below 2% last week and the others just above it.

Danielle Heikes said if the BOCC revoked the mask mandate for K – 6th grades on February 17th, her understanding is that all USD 232 buildings would be below the 4% threshold. Superintendent Harwood said they have not been below 2% for two consecutive weeks, but if you apply the same standard as the motion was written they would need to be below 2% for the two previous weeks in order to have masks optional. He said he believed they would be.

Bill Fletcher asked about the Olathe School District not counting quarantines. Superintendent Harwood said Olathe stopped counting quarantines and isolations towards their threshold. He said quarantines have changed because contact tracing has been suspended by the county health department.

Calley Malloy asked how the district would get accurate data to figure the 4% if the district moves to optional masks on February 22nd and contract tracing is not happening. Superintendent Harwood said that has been a concern. The district has had a good number of families and staff that self-report. He said the district could look to see if attendance is a better measure in the future.

Ashley Spaulding said the schools are taken care of by actions of the board up to this point. She said she is optimistic about where we are at with COVID cases. She said she does think the district needs that exit ramp. She noted that she sent a letter to the BOCC to ask that they revoke the public health order. She said she is not in favor of going against the county order. She recommended that the Board submit a letter to the BOCC asking that they rescind the health order requiring masks for grades K-6.

President Heikes said she supports writing a letter on behalf of the USD 232 Board asking that the BOCC rescind the health order.

Calley Malloy said she would support individual board members writing their own letter, but didn't agree with a letter going out on behalf of the whole board.

Brandi Jonasson said if it is not a unanimous vote she wouldn't feel good about sending a letter on behalf of the group.

Stephanie Makalous said she felt individual board members could send letters to the BOCC if desired.

DISCUSSION ITEM.

Diversity and Engagement. Alvie Cater provided an update on the Board goal related to Diversity and Engagement. He said the district has been talking about this for the last three years and cited Board goal, Strategy #7: Improve diversity and engagement, including racial and ethnic, throughout the district (Relationships). He said the district supports a learning environment that is welcoming to all students and addresses the learning needs of each individual child. He acknowledged that the district needs to identify better ways to engage with all families and students. He talked about the importance of school connectedness and shared the school district's vision statement: Our vision in USD 232 is to maximize each student's potential, through inspiration and discovery, challenging all students to become self-sufficient and positive contributors to society. Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs, shared school district state assessment data over a five-year period for math and english language arts for students in grades 3, 4, 5, 6, 7, 8 and 10. The data was broken down by race and ethnicity subgroups and the percent of students enrolled in weighted courses at the high school level, broken down by the same subgroups. Dr. Kelley highlighted the achievement gaps among subgroups. Mr. Cater then shared the Kansas State Department of Education's Foster Care Report Card and the Graduation Rate (2021 School Year) broken down by race and ethnicity subgroups. In conclusion, Mr. Cater emphasized that no decisions have been made with regard to diversity and engagement. He said the administration wants to

be intentional and transparent by gathering input from stakeholders. The Board of Education will have opportunity to review any plans, provide input, and either accept or reject the plan.

FYI Report. The following informational reports were included in the packet for this board meeting: 1. District Goals Update and 2. Communicable Disease Mitigation Protocols.

President Heikes adjourned the meeting at 8:40 p.m.

2/7/2022

Date Approved

Wendy S. Denham
Clerk, Board of Education

Ann Heikes
President, Board of Education