



# 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 91<sup>st</sup> Street, De Soto, Kansas)      January 10, 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  
Calley Malloy  
Ashley Spaulding

**Absent:** Stephanie Makalous

**Others Present:** Alvie Cater, Assistant Superintendent of Administration & Communications  
Steve Deghand, Assistant Superintendent of Facilities & Operations  
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  
Jennifer Smith, Principal, Monticello Trails Middle School  
Julie Stucky, Director of Finance

President Heikes welcomed new school board members Brandi Jonasson and Calley Malloy.

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.

*Mrs. Ashley Spaulding moved to adopt the Agenda.*

*Mr. Rick Amos seconded.*

*Carried 6/0.*

**GOOD NEWS.**

**Student Recognition.** The Board recognized the Mill Valley High School Silver Stars Dance Team for winning their second straight state title in the Class 5A-4A division. For the competition the dance team performed a 3-minute routine consisting of the school's fight song, a sideline dance and a performance routine. The team will compete in two regional competitions at Olathe East and Lee's Summit North High School, and will travel to Orlando, FL to defend their National title in jazz. Coaches Nicole Porter, Katie Jackson and Sarah Amos, along with team members Anna Brazil, Ella Lorfing, Hailey Mahoney, Hadley Skinner, Trinity Baker, Alli Gervais, Keira Bret, Macy Bidnick, Halle Wampler and Ashley Ayers received Certificates of Achievement.

**Staff Member Recognition.** Prairie Ridge Elementary School staff members Sarah Lenon, Nurse, and Denise Reinoehl, School Improvement Specialist; along with Monticello Trails Middle School staff members Callie Guth, 6<sup>th</sup> Grade Social Studies Teacher, and Shawnda Toland, Secretary, were recognized for outstanding service in their district roles.

January is School Board Member Recognition Month. To show USD 232 board members appreciation for their dedication to the students, staff and patrons, a message of gratitude was shared and each member was presented with letters of thanks from 3<sup>rd</sup> and 4<sup>th</sup> grade students at Belmont Elementary.

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

Emily Valdez, teacher at Starside Elementary and President of the De Soto Teacher's Association, said that given the high risk of COVID exposure for USD 232 staff right now, coupled with limited adoption of mitigation procedures, the De Soto Teachers' Association respectfully requests that the Board extend up to ten days of paid COVID leave for all certified and classified staff in the event that a staff member must quarantine or isolate due to COVID. She said state law no longer permits online learning as a viable option, social distancing is no longer practiced in district schools, and masks are optional at the high school level, leading staff members to bear the burden of this increased risk of exposure as they show up each day to ensure schools stay open. She reminded the Board that in the spring of 2021 they supported staff by voting to extend Federal Family Coronavirus Relief Act (FFCRA) protection through the end of the school year, even though the federal mandate had lapsed. She said this year staff members who are required to miss school to isolate or quarantine must use their own leave. In conclusion, she said while it is not possible for the Board to alleviate all the additional stress and emotional toll the last two years have inflicted on staff members, nor is it possible to fully protect all staff while keeping schools open, approving this request is a decisive action the Board can take to support its employees in their time of need.

Jesse Breen, Shawnee, cited the board's decision last month to not take action on the mask mandate due to the county order. He asked board members to do their own research on mask use. He said

students are breathing in fibers from the masks. He referenced ChildrensHealthDefense.org for facts on mask use. He cited a doctor saying cloth masks aren't going to provide a lot of protection on CBS.com. He said kids have a 99.9% chance of survivability and said optional masking needs to be in place for all grade levels.

### CONSENT AGENDA.

President Heikes asked if there were any changes for the Consent Agenda. Bill Fletcher asked to remove check number 57294 for approval separately.

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

*Mr. Rick Amos seconded.*

*Carried 6/0.*

The following Consent Agenda items were approved:

1. Minutes of the December 6<sup>th</sup> regular meeting.
2. Payment of bills and issuance of checks numbered 57205 – 57258, 57260 – 57293, 57295 – 57330 and 57336 - 57430.
3. Transfer of funds as follows:
  - a. \$1,094,996.09 from General (Fund 06) to Special Education (Fund 30).
  - b. \$4,845.78 from Local Option Budget (Fund 08) to State Pre-K (Fund 11).
  - c. \$664,217.93 from General (Fund 06) to At-Risk (Fund 13).
  - d. \$40,166.30 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).
  - e. \$155.27 from Local Option Budget (Fund 08) to State Safety Fund/Drivers Education (Fund 18)
  - f. \$5,028.28 from Local Option Budget (Fund 08) to Parents as Teachers (Fund 28).
  - g. \$260,620.05 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).
4. Personnel recommendations as follows:

#### Resignations – Classified

Jacquelyn Bogdan, Center Based Paraprofessional, ME  
Kimberly Dawson, Center Based Paraprofessional, HE  
Dan Dervin, Rule 10 Boys/Girls Head Swimming Coach, MVHS  
Robin Roberts, Paraprofessional, MVHS  
Dena Wilkerson, District Receptionist, AO

#### Retirements – Classified

Deborah Graham, Lead Secretary, RE  
Jeffrey Valoff, Custodian, MTMS

#### Employment – Classified

Heidi Delich, Student Nutrition Assistant, MVHS  
Elia Diaz, Substitute Custodian, Districtwide  
Karen Haake, Paraprofessional, LTMS

Rachel Huber, Long-term Substitute, SE  
Sandra Jahn, Long-term Substitute Journalism Teacher, DHS  
Samuel McLeod, Long-term Substitute Manufacturing Teacher, CTEC  
Julia Ogle, Center Based Paraprofessional, HE  
Aryanna Ouellette, Center Based Paraprofessional, BE  
Connor Scott, Paraprofessional Substitute, Districtwide  
Harold Washington, English Language Learner (ELL) Aide, MCMS

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

Emily Rodriguez, World Languages Teacher, MCMS (*Effective 12/17/2021*)  
Justin Shonamon, 7<sup>th</sup> Grade Science Teacher, LTMS  
Kelli Quintero, 2<sup>nd</sup> Grade Teacher, ME

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

Dave Anderson, Counselor, MTMS  
Tina Carrera, Early Childhood Special Education Teacher, CT  
Betsy Meeks, Biology Teacher, MVHS  
Suzie Sherman, English as a Second Language (ESL) Teacher, SE

Employment – Certified

Sierra Muellner, Special Education Resource Teacher, BE  
Blake Webber, Elementary Teacher, TBD

5. Acceptance of the following donations:

- \$2,100.00 from the Mize PTO to Mize Elementary School.
- \$3,000.00 from Matthew and Deborah Neis to the Mill Valley High School Baseball program.
- \$500.00 from Five Star Acquisitions LLC to the Mill Valley High School Baseball program.

6. The following extended day trip:

- Mill Valley High School Jazz Band, Grades 9-12, perform with the ESU Jazz Ensemble, Emporia State University, Emporia, KS, February 17, 2022.

Bill Fletcher declared a conflict of interest and left the meeting at 6:23 p.m.

*Mrs. Ashley Spaulding moved to approve payment to Kansas Land Management, LLC in the amount of \$11,884.90 with check number 57294.*

*Mrs. Danielle Heikes seconded.*

*Carried 5/0.*

Bill Fletcher returned to the meeting at 6:23 p.m.

ACTION ITEMS.

**BOE Organizational Items.** Superintendent Harwood said that in 2016 revisions were made to Kansas Statutes 72-1133 and 72-1138. He explained that statute 72-1133 previously indicated that election of

the Board President and Vice President would be done at the first organizational meeting in July; however, the revision moved this task to the first meeting of the board on or after the second Monday in January of each year, or at a later meeting during that calendar year if so determined by the board at the first meeting after the second Monday in January. Superintendent Harwood recommended the Board pass a Resolution to elect its officers in July (the start of the school district's fiscal year).

*Mr. Rick Amos moved to adopt a Resolution to Establish Election of School Board Officers in July 2022.*

*Mrs. Brandi Jonasson seconded.*

*Carried 6/0.*

Superintendent Harwood said statute 72-1138 requires board members to adopt their meeting schedule in the calendar year. He presented the Board with a suggested schedule. He also reviewed district committees board members sit on and said Mrs. Jonasson and Mrs. Malloy have been assigned to committees that former board members John Gagnat and Rachele Zade sat on.

*Mrs. Danielle Heikes moved to approve the Board of Education's February 2022 – January 2023 Regular Meeting Schedule and appoint board members to district committees as discussed.*

*Mrs. Calley Malloy seconded.*

*Carried 6/0.*

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

- Johnson County COVID-19 Case Rates - Case data was taken from the Kansas Department of Health and Environment's (KDHE) COVID-19 dashboard on January 6, 2022. The number of cases has risen from 355.1 to 865.7 since mid December.
- Johnson County COVID-19 Percent Positive Rates - Percent Positive data was taken from the KDHE COVID-19 dashboard on January 6, 2022. It shows the percent of tested individuals that have tested positive since May 30<sup>th</sup>. The percentage has risen from 10.32% to 21.71% since mid December.
- Hospital Capacity – Adult ICU bed availability data was taken from the Mid-America Regional Council (MARC) Kansas City Region Area COVID-19 Data Hub on January 10, 2022.
- Student Attendance – The Average Daily Attendance (ADA) for the months of October through January in the 2020-21 and 2021-22 school years. Historically USD 232's annual ADA has been between 96% - 97%. For this school year the ADA was 96.1 the week of October 24<sup>th</sup>, 93.9 the week of October 31<sup>st</sup>, 95.2 the week of November 7<sup>th</sup>, 94.9 the week of November 14<sup>th</sup>, 92.1 the week of November 21<sup>st</sup>, 93.7 the week of November 28<sup>th</sup>, 94.0 the week of December 5<sup>th</sup>, 94.7 the week of December 12<sup>th</sup> and 91.4 the week of January 2<sup>nd</sup>. Superintendent Harwood noted the week of November 21<sup>st</sup> was a short week with Thanksgiving break and school was out for winter break the weeks of December 19<sup>th</sup> and 26<sup>th</sup>.

- USD 232 Exclusions – Weekly information provided on the USD 232 COVID-19 Dashboard. Superintendent Harwood shared the number of Exclusions for recommended Isolation and Exclusions for recommended Quarantine for staff and students for the weeks of November 20<sup>th</sup> through January 5<sup>th</sup>.
- USD 232 Exclusions by Level - Weekly information provided on the USD 232 COVID-19 Dashboard. Superintendent Harwood shared the cumulative exclusions for students and staff broken down by elementary (807 total), middle school (311 total) and high school (403 total).
- USD 232 Exclusions by Building – The number of student exclusions for recommended isolation and quarantine for the past four weeks broken down by school building. The district total over the four week period is 679. Superintendent Harwood said last week both high schools were over the threshold of 4% so in accordance with board policy masks are mandatory for at least two weeks.
- Johnson County COVID-19 Vaccination Rates - Data was taken from the Johnson County Department of Health & Environment's (JCDHE) COVID-19 Dashboard on January 10, 2022. It shows vaccine progress for all eligible population broken down by zip code. Zip code 66018 is at 64.9%, zip code 66227 is at 86.4%, zip code 66226 is at 65.0%, and zip code 66218 is at 71.5%.
- Johnson County COVID-19 12-17 year old Vaccination Rates – Data was taken from the JCDHE COVID-19 Dashboard on January 10, 2022. It shows vaccine progress for 12-17 year olds broken down by zip code. Zip code 66018 is at 59.0%, zip code 66227 is at 86.7%, zip code 66226 is at 60.0%, and zip code 66218 is at 95.0%.
- Johnson County COVID-19 5-11 year old Vaccination Rates – Data was taken from the JCDHE COVID-19 Dashboard on January 10, 2022. It shows vaccine progress for 5-11 year olds broken down by zip code. Superintendent Harwood said as expected, the percentage of 5-11 year olds considered fully vaccinated is very low at this time. Zip code 66018 is at 14.3%, zip code 66227 is at 23.1%, zip code 66226 is at 25.3%, and zip code 66218 is at 20.4%.
- Staff Absences and Substitute Fill Rates – A graph showing daily teacher absences and substitute teacher fill rates from the 1<sup>st</sup> quarter in 2019 to January 10, 2022 was shared. It was noted that teacher absences have risen from the 25 – 42 range between the first quarter of 2019 to January 5, 2022 and then have ranged from 54 to 64 up to today, January 10<sup>th</sup>. The substitute teacher fill rate was 96.8% or greater in the 1<sup>st</sup> quarter of 2019 through 1<sup>st</sup> quarter of 2020. In the 2<sup>nd</sup> quarter of 2020 it was at 94.3%, 1<sup>st</sup> quarter of 2021 it was at 90.4%, 2<sup>nd</sup> quarter of 2021 it was at 92.4%. It has steadily decreased since then, down to 66.7% today, January 10<sup>th</sup>. Superintendent Harwood explained that the low substitute teacher fill rate is not sustainable and could force the district to look at closing schools or other means of managing a teacher shortage if it continues.
- Changes to Isolation and Quarantine – On January 4, 2022, the Johnson County Department of Health and Environment released updated guidance for recommended isolation and quarantine. The recommended isolation period for infected individuals was shortened to five (5) days if they are asymptomatic or their symptoms are resolving (without fever for 24 hours),

followed by five days of wearing a mask when around others. The recommended quarantine period for susceptible individuals was shortened to five (5) days, followed by strict mask use for an additional five days. Students and staff who participate in the Test-to-Stay program may continue to attend school during the five-day recommended quarantine. Testing will occur during the first five days and strict mask use is required for all ten days. Testing on day five following an exposure is strongly encouraged. Due to high case volumes, intensive contact tracing within schools is no longer feasible. Priority will be given to exclusion of infected individuals.

- Board of County Commissioners – On August 5, 2021, the Johnson County Board of County Commissioners (BOCC) acting in their role as Johnson County Board of Health, issued Order No 001-21. This order requires masks or other face covering be worn in schools for students up to an including 6<sup>th</sup> grade through May 31, 2022. On December 6, 2021, the USD 232 Board of Education modified its mitigation protocols to require masks in preschool, elementary and middle school buildings in compliance with the Johnson County health order. On January 6, 2022, the BOCC did not take action to change Health Order 001-21, but indicated that they would be revisiting the order at future meetings.

Superintendent Harwood introduced the school board's legal counsel, Mr. Mike Norris from Norris Keplinger Hicks & Welder, LLC to present information on Home Rule Authority of School Districts. Mr. Norris shared the following slides: Johnson County Board of Health Order No. 001-21, Kansas Constitution Article 6: Education, School District Home Rule Statutes K.S.A. 72-1138(e)(1) and K.S.A. 72-1138(e)(2), Johnson County's view of the Public Health Order (dated October 29, 2021), Kansas State Department of Education (KSDE) Guidance, Department of Education Permanent Administrative Regulations (91-31-31 Definitions & 91-31-40 Sanctions), Guidance from the Kansas Attorney General, and Attorney General Opinion No. 2020-8.

President Heikes asked if the statement issued by county commissioners was a legal statement or a statement made by one commissioner. Mr. Norris said he reached out to an assistant county counselor to see if this was a rumor or fact. He contacted the Chief Counsel to the county commission who said this was her statement.

Bill Fletcher asked how the county chooses the grade levels to apply the mask mandate to and why they just apply the mandate to schools. Mr. Norris said under the public health order they cite their statutory authority to hand down these orders.

Mr. Norris pointed out that violating the county health order could affect school district accreditation.

Bill Fletcher asked what is gained by having students in masks during the school day when they aren't masked during activities. Superintendent Harwood said the biggest difference is that students in a classroom are in close contact for long periods of time. He also said schools without a mask requirement are 10 times more likely to have an outbreak than schools who do have a requirement.

Rick Amos asked how student absenteeism above 10% affects schools. Superintendent Harwood said in a normal situation the county would talk about closing a school if absenteeism is above 10%, but

with infection rates so high now he said they could possibly let absenteeism go higher before closing a school.

**City of De Soto to Consider Redevelopment District – TIF.** Alvie Cater, Assistant Superintendent of Administration & Communications, informed the Board that no action was needed at this time relating to the proposed redevelopment district under consideration by the City of De Soto. He said that the city's public hearing, which was held on January 6<sup>th</sup>, will not close until January 20<sup>th</sup>. The reason for the extended time is because the city and the developer need to update the legal description for the property in question. Mr. Cater explained that because the hearing will not close until later in the month, the Board of Education has until February 19<sup>th</sup> to take any action, should it choose to do so. He said the developer is interested in an agreement with the Board of Education to address any future development with residential components. The administration will provide additional information relating to this matter to the Board as it becomes available.

President Heikes asked Superintendent Harwood to explain what the current staff leave policy is. Superintendent Harwood said that under the Professional Negotiated Agreement (PNA) staff receive eight days of discretionary leave and four days of personal leave each year. Accrued Leave (leave carried over from previous years) can be used as sick leave. He said with more recent absences due to COVID the administration can look at leave options and bring a recommendation back to the board in February for consideration.

#### DISCUSSION ITEMS.

**Social/Emotional Learning & MTSS Update.** Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation, gave an update on Social-Emotional Wellness for staff and students. She shared BrightBytes staff and student survey responses to questions relating to social-emotional learning, engagement, safety and environment.

Lee Hanson, Director of Special Education, shared information on the Kansans Can Star Recognition the district received for Social-Emotional Growth. She also talked about the Multi-Tier System of Supports (MTSS) in Reading, Math & Behavior and shared detail on the three Tiers, Framework Components, the MTSS Handbook/Elementary Behavior Menu, Social-Emotional and Behavior Resource Menus for Elementary School, and MTSS Behavior Focus.

Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs, shared information on MTSS with ELL, Math and Social-Emotional resources for Elementary/Middle School/High School, Multi-Point Instructional Data, Intervention Systemic Analysis and Conclusions (Achievement & Future Considerations).

**ESSER III Planning.** Brian Schwanz, Executive Director of Secondary Education, shared with the Board where the district is with regard to ESSER III planning. He gave the board a timeline for ESSER III noting that in January the administration will begin to gather stakeholder input from staff/students/parents using established groups such as the District Site Council, District Improvement Team, Student Advisory



Committee, Staff Advisory Committee and Student Services Parent Advisory Group. In February a plan will be developed. And in March the goal is to submit the plan to the the State Board of Education for approval. Mr. Schwanz said the focus will be on three areas: Students, Staff and Community. For students focus will be on academics and social-emotional. For staff focus will be on retention stipends, continuation of District Instruction Specialist and School Improvement Specialist positions, professional learning and self-care resources. For Community focus will be on looking at multiple platforms of communication and community supports.

President Heikes asked how much money was expected with ESSER III. Superintendent Harwood said it is about \$4 million that needs to be spent by the end of 2023.

Ashley Spaulding asked if surveys would be given to all parents, staff and students. Superintendent Harwood said initially all parents would receive the survey.

ALERT. The following report was included in the packet for this board meeting with notice that it will require future action by the Board of Education: 1. Recommended Policy Updates.

President Heikes declared a five-minute break at 7:57 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 8:02 p.m.

#### EXECUTIVE SESSION.

##### **Non-Elected Personnel.**

*Mrs. Danielle Heikes moved to go into executive session at 8:03 p.m. for a period of ten minutes with Frank Harwood and Brian Schwanz to discuss an individual employee's performance pursuant to the non-elected personnel exception under KOMA and return to open session at 8:13 p.m. at this location.*

*Mrs. Rick Amos seconded.*

*Carried 6/0.*

The Board returned to open session and President Heikes called the meeting back to order at 8:14 p.m.

##### **Negotiations.**

*Mrs. Danielle Heikes moved to go into executive session at 8:14 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Brian Schwanz and Julie Stucky to discuss the Notification of Negotiations letter pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 8:34 p.m. at this location.*

*Mr. Rick Amos seconded.*

*Carried 6/0.*

The Board returned to open session and President Heikes called the meeting back to order at 8:34 p.m.

*President Heikes adjourned the meeting at 8:34 p.m.*

*2/7/22*

**Date Approved**

*Wendy S. Denham*

**Clerk, Board of Education**

*David Heikes*

**President, Board of Education**