



Unified School District 232

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

USD 232 BOARD OF EDUCATION

OFFICIAL MINUTES --REGULAR MEETING

Cedar Trails Exploration Center (8201 Mize Blvd, Lenexa, KS)

November 1, 2021

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: Bill Fletcher
John Gaignat
Danielle Heikes
Stephanie Makalous
Ashley Spaulding
Rachele Zade

Absent: Rick Amos

Others Present: Alvie Cater, Assistant Superintendent of Administration & Communications
Steve Crutchfield, Principal, Horizon Elementary School
Steve Deghand, Assistant Superintendent of Facilities & Operations
Carrie Handy, Executive Director of Elementary Education
Lee Hanson, Director of Special Services
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Josh Kindler, Principal, Mill Creek Middle School
Denise Legore-Seawood, Assistant Principal/AD, Mill Creek Middle School
Rob Moser, Coordinator of Safety & Transportation
Brandon Riffel, Director of Technology
Sam Ruff, Principal, De Soto High School
Brian Schwanz, Executive Director of Secondary Education
Julie Stucky, Director of Finance

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 #56624 from the Consent Agenda for approval separately.

Mrs. Stephanie Makalous moved to adopt the Agenda.

Mrs. Ashley Spaulding seconded.

Carried 6/0.

GOOD NEWS.

Staff Member Recognition. Horizon Elementary staff members Taylor Burson, 4th Grade Teacher, and Jessica Kelley, Connections B Teacher, along with Mill Creek Middle School staff members Tammy Higgins, Lead Secretary, and Gina Miller, Computers Teacher, were recognized for outstanding service in their district roles.

Student Recognition. Art teachers from each school annually select artwork from among their students to become part of the permanent collection on display at the USD 232 Administrative Office. The following students' designs were presented to the board and each student received a Certificate of Achievement:

1. Belmont Elementary – Kinsey Schleicher
2. Clear Creek Elementary – Meredith Facer
3. Horizon Elementary – Gabe Howard
4. Mize Elementary – Ally Pedley
5. Prairie Ridge Elementary – Bridget Harbord
6. Riverview Elementary – Hollie Chen
7. Starside Elementary – Johnny Legatt
8. Lexington Trails Middle School – Ava Taylor
9. Mill Creek Middle School – Evalyn Dill
10. Monticello Trails Middle School – Madelyn Mulryan
11. De Soto High School – Madeline Jonscher
12. Mill Valley High School – Karissa Rhoads

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

Kena Gabel, Shawnee, a teacher at Belmont Elementary School, thanked the board members for their service to the district. She challenged the board members, those running for school board, as well as staff and parents to continue service to the district. She reminded everyone in attendance and watching online to keep focus on the children.

Christy Hale, Lenexa, a teacher at Horizon Elementary School, thanked the board members for their service. She said the teachers' number one priority has always been their students. She spoke of the many roles teachers play in the lives of students. She said the teachers are the heartbeat of the district and the ones asked to carry out the rules. She asked the board to never forget that the students are their "why" and that teachers are strong.

Marc Kleinschmidt, Shawnee, noted that the district's continuing commitment to the CAPS program is something that should be highlighted. He asked the Board to commit to not make any additional changes to the masking policy until February 2022 in order to allow time for elementary and middle

school students to get fully vaccinated if they would like to. He also asked for clarification on the truck purchase listed on the Consent Agenda (item F).

Alisa Ayres, Kansas City, MO, a teacher at Starside Elementary School, said that during the last several board meetings the term “gay agenda” has been mentioned during patron input. She said diversity, equity and inclusion (DEI) should not be confused with Critical Race Theory and DEI is not anything to be feared. She offered the purpose of DEI. In conclusion, she said the district needs to show all staff and students that they support DEI.

CONSENT AGENDA.

Ashley Spaulding asked for more information about the truck purchase listed in Consent Agenda item F. Steve Deghand, Assistant Superintendent of Facilities & Operations, said this is to replace an existing truck that is in poor condition and was approved previously by the Board of Education, but the supplier notified the district that it cannot fulfill the order. Superintendent Harwood said the truck is needed for snow removal and general maintenance. Bill Fletcher noted that the truck is more expensive due to add-ons needed for the tasks mentioned which add about \$4,000.00 to the price.

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

President Danielle Heikes seconded.

Carried 6/0.

The following Consent Agenda items were approved:

1. Minutes of the October 4th regular meeting and October 18th special meeting.
2. Payment of bills and issuance of checks numbered 56537 – 56623, 56625 – 56640, 56644 – 56733 and 56740 – 56857.
3. Transfer of funds as follows:
 - a. \$728,000.00 from General (Fund 06) to Special Education (Fund 30).
 - b. \$5,500.00 from Local Option Budget (Fund 08) to State Pre-K (Fund 11).
 - c. \$217,000.00 from Local Option Budget (Fund 08) to At-Risk (Fund 13).
 - d. \$42,000.00 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).
 - e. \$3,140.00 from Local Option Budget (Fund 08) to State Safety Fund/Drivers Education (Fund 18)
 - f. \$130,000.00 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).

4. Personnel recommendations as follows:

Resignations – Classified

Jennifer Ayers, Assistive Technology Assistant, LTMS (*effective 11/18/21*)

Janelle Baldwin, Center Based Paraprofessional, BE

Margarita Carlos, Student Nutrition Assistant, DHS

Liz Gude, Center Based Paraprofessional, The Bridge

Tara Hovey, Paraprofessional, HE

Shelby Hudson, Paraprofessional, DHS

Carla Law, Paraprofessional, CCE

Heather Meireis, Center Based Paraprofessional, ME

Amanda Meixelsperger, District Materials Assistant, Districtwide

Rachel Morgan, Center Based Paraprofessional, The Bridge
Avigail Ruiz, At-Risk Aide, CTEC
Elizabeth Stratton, Paraprofessional, LTMS

Retirement – Classified

Scott York, Custodian, HE

Employment – Classified

Whitney Austin, Center Based Paraprofessional, ME
Rachael Caple, Student Nutrition Specialist, MVHS
Jacqueline Collier, Front Desk Administrative Assistant, DSC
Michelle Denney, Lead Secretary, MCMS
Jennifer Drown, Paraprofessional, ME
Christine Goode, Paraprofessional Substitute, Districtwide
Shallon Grammer, Center Based Paraprofessional, BE
Vicky Hogue, Student Nutrition Cashier, RE
Clayton Holmberg, Rule 10 Assistant Boys Basketball Coach, MVHS
Trevor Johnston, Rule 10 Assistant Girls Basketball Coach, DHS
Danelle Lambert, Center Based Paraprofessional, LTMS
Lidia Florez Ramirez, Student Nutrition Assistant, DHS
Annie Rosenberg, Paraprofessional Substitute, BE
Miranda Snyder, Center Based Paraprofessional, BE
Netzaly Valenzuela, Student Nutrition Assistant, DHS

Retirement – Certified (*At conclusion of the 2021-22 school year.*)

Denise Reinoehl, School Improvement Specialist, PRE

5. Amendment to the Sports Medicine & Athletic Training Services Agreement with the University of Kansas Hospital Authority.
6. Purchase of one (1) 2022 Ford F-350 from Shawnee Mission Ford in the amount of \$67,584.00.
7. The following new high school and career & technical education courses to be offered starting in the 2022-2023 school year: Medical Interventions, Production Methods II, Digital Media Design & Production: Broadcast III, Video Productions III, Robotics Capstone, Individual and Collaborative Studies, Class Piano for Beginners, AET110 – Industrial Maintenance, AET122 – Industrial Code, AET120 – Industrial Fluid Power, AET185 – LAN Cabling and Installation, CET105 – Construction Methods, CET125 – Construction Specifications, CET129 – Construction Management, CET225 – Construction Documents, CET160 – Green Building Fundamentals, ELEC120 – Introduction to Electronics, ELEC125 – Digital Electronics I, ELEC134 – DC Circuits, ELEC186 – Comp TIA A+ Essentials, ELEC227 – Digital Electronics II, ELEC234 – AC Circuits, ELTE110 – AC/DC Circuits, ELTE115 – Print Reading, ELTE122 – National Electrical Code I, ELTE125 – Residential Wiring, ELTE175 – Low Voltage Wiring, ELTE200 – Commercial Wiring, ELTE222 – continuation of National Electrical Code I, ELTE223 – Electrical Certification Review, HVAC105 – HVAC Fundamentals, HVAC110 – Electrical Fundamentals, HVAC136 – Heating System Fundamentals, HVAC167 – Sheet Metal Layout and Fabrication, HVAC 164 – EPA 608 Refrigerant Management, HVAC188 – Load Calculation & Duct Design, HVAC202 – Cooling Systems, HVAC251 – HVAC Installation and Start-up Procedures, HVAC278 – Advanced Electrical Systems, PLUM110 – Introduction to Plumbing Systems, PLUM125 Residential Plumbing, PLUM130 – Print Reading and Estimating, PLUM140 –

Backflow Preventers, PLUM210 – DWV and Water Distribution, PLUM240 – Installation, Maintenance and Repair, PLUM250 – Commercial Plumbing, PLUM275 – Plumbing Code Review, PLUM280 – Plumbing Internship.

8. Acceptance of a donation in the amount of \$9,000.00 from De Soto Youth Basketball Tournaments to the De Soto High School boys and girls basketball programs.
9. Start-up of Eco Club for students at Mill Valley High School.
10. The following extended day trips:
 - De Soto High School Diamonds Dance Team, Grades 9-12, participate in the NDA Iowa Regional Competition, Johnston High School, Johnston, IA, January 7-9, 2022.
 - Mill Valley High School Cheer, Grades 9-12, compete at High School Cheer Nationals, Kay Bailey Hutchison Convention Center, Dallas, TX, January 21-24, 2022.
 - Mill Valley High School Jag Leadership Corp, Grades 11-12, participate in the 2022 Leadership Challenge Event, Washburn University, Topeka, KS, March 3-4, 2022.
 - Mill Valley High School DECA, Grades 10-12, participate in DECA State Competition, Kansas State University, Manhattan, KS, March 6-8, 2022.

Bill Fletcher declared a conflict of interest and left the meeting at 6:41 p.m.

President Danielle Heikes moved to approve payment to Kansas Land Management, LLC in the amount of \$15,469.80 with check number 56624.

Mr. John Gagnat seconded.

Carried 5/0.

Bill Fletcher returned to the meeting at 6:42 p.m.

ACTION ITEM.

Substitute Rates. Brian Schwanz, Executive Director of Secondary Education, talked about the substitute teacher fill rate provided by Morgan Hunter (the district's contracted substitute teacher provider) for the first quarter of 2019 which was 98.6% and first quarter of 2021 which was 90.4%. Carrie Handy said there are currently 177 active substitute teachers and of the 177, 41 have not worked a single assignment this school year. For the 136 substitute teachers who are working, Mrs. Handy said only 74 substitutes have worked more than five days since the start of school. She said that Morgan Hunter surveyed the 41 non-working substitute teachers to ask them why they have not accepted any assignments this school year and received 29 responses. She said the top three reasons include: 1. Working in another school district, due to pay or location relative to their home, 2. Has another part-time job that has hindered them working as a substitute this year; and, 3. Personal reasons, including COVID-19. Mrs. Handy presented the Board with a proposal to increase the USD 232 substitute teacher pay rate to \$140.00 per day for short-term substitutes and \$170.00 per day for long-term substitutes.

Bill Fletcher asked if Morgan Hunter took a portion of the teachers' daily rate. Superintendent Harwood said the teacher gets the full amount and Morgan Hunter has a billing rate that is an additional percent on top of that the district pays.

Stephanie Makalous asked why the district couldn't raise the long-term rate to \$175.00 per day. Mr. Schwanz said the district typically tries to be competitive with other districts in Johnson County, but will continue to look at the rates.

President Heikes asked if other districts are re-evaluating their rates. Mr. Schwanz said he knew the Olathe School District was and other districts most likely will.

President Heikes asked if Mr. Schwanz and Mrs. Handy had a comparison on costs for substitutes. Mrs. Handy said in 2019 the district paid \$102,995.00 and if the district were to keep the existing rates it would be paying \$120,601.00 this year. She said with proposed rates it will cost the district \$137,121.00. She also said the main concern is the daily short-term rate as the district has had good luck in filling long-term substitute positions. Mr. Schwanz said the new rate will become effective November 8th.

President Heikes asked where funds were coming from for the increased rates. Superintendent Harwood said the district could use ESSERIII funds. He also noted that many of the district's weightings came in higher than anticipated which would offset some of the expense.

Mrs. Stephanie Makalous moved to increase the daily substitute teacher rate to \$140.00 and the daily long-term substitute teacher rate to \$175.00.

Mrs. Ashley Spaulding seconded.

Carried 6/0.

DISCUSSION ITEMS.

Bond Project Update. Steve Deghand, Assistant Superintendent of Facilities & Operations, shared a Powerpoint presentation with information on 2018 bond projects. The following slides were presented:

- An overview of the 38 bond projects that were included in the \$85,000,000 approved bond election including thirty construction projects, seven technology projects and land acquisition.
- Status of the thirty construction projects. Nineteen are completed, ten are nearing completion and one, the De Soto High School Renovation, has been designed and will begin in May of 2022.
- An overview of Phase I Mill Valley High School Projects which include a new performing arts center, competition gymnasium, new south fieldhouse/concessions, weight room renovation, wrestling room renovation, stadium renovation, soccer turf installation, track renovation, tennis court resurfacing and grounds storage on the east side. These projects came in about \$200,000.00 under budget.
- An overview of Phase II Bond Projects which include a new career and technical education center/early childhood center (Cedar Trails Exploration Center), the addition of restrooms at

the Mill Creek Middle School stadium, elementary playground renovations, a new district warehouse, repurpose of the existing theater at Mill Valley High School, additional parking at De Soto High School, and the addition of an access road from 87th Street in De Soto to the De Soto High School parking lot. These projects came in close to budget.

- An overview of Phase II(a) Bond Projects which include soccer turf installation at De Soto High School, soccer field upgrades at De Soto High School, stadium renovation at De Soto High School, upgrade of the baseball field and add a softball field at Mill Valley High School, upgrade of the softball field and add a baseball field at De Soto High School, baseball/softball field turf installation at both high schools, expansion of the cafeteria at Starside Elementary School and renovation to The Bridge facility. These projects were over estimates, largely due to changes to the batting cages and extra concrete work necessary.
- An overview of Phase III Bond Projects which include the new De Soto High School performing arts center, repurposing of the existing theater at De Soto High School and renovation of the existing fieldhouses at both high schools, with the exception of the metal lockers which were used all season. New metal lockers are anticipated to be installed next week.

Ashley Spaulding said in Phase I the district was about \$250,000.00 under budget, but Mr. Deghand mentioned using Capital Outlay to cover overages in Phase II. She asked why the savings realized in Phase I couldn't be used for overages in Phase II. Mr. Deghand said the district could do this. Superintendent Harwood explained that with more flexibility with Capital Outlay the district could reimburse expenses out of this fund with bond dollars as long as it is within the same school year.

President Heikes asked where the district stands on land acquisition. Mr. Deghand said the administration needs to get with the cities (De Soto, Shawnee, Lenexa, Olathe) and figure out where residential development is planned and what kind of development is expected. Superintendent Harwood said the district will be able to look at changes of growth in neighborhoods. He said the next wave of growth will probably be in the Lenexa area. He said the administration hopes that by spring they will be able to identify potential areas to look at for land.

Tim Mispagel, Art Teacher at De Soto High School, and Emerging Technologies Teacher at Cedar Trails Exploration Center, shared examples of projects his students in Emerging Technologies are working on (Tablet Grids for visually impaired, Customized Wheelchairs, "Making a Difference" Awards and Timers for the tricycles in the early childhood program).

Student Achievement. Michelle Hite, Director of Elementary Education/Accreditation, shared a PowerPoint presentation with student achievement data. The following slides were presented:

- Graduation Rates from 2018 – 2021 in USD 232 compared to the state which showed the district ending 2021 with a graduation rate of 97%.
- Five-Year Effectiveness Rating – Postsecondary progress (High School Graduation Rate, Success Rate, Effective Rate) from 2015 – 2019.
- Kansas Can Star Recognitions the district has received (Commissioner's Award, Gold Star Award for Graduation, Silver Star Awards for Social-Emotional Growth and Post-Secondary Effectiveness and Bronze Star Awards for Academically Prepared for Post-Secondary Success and Individual Plan of Study).

- Finding the Need – Comparing FastBridge data (Reading and Dyslexia, Mathematics and Social-Emotional/Behavior) from the Fall of 2019 to Fall of 2021 and looking for scores with significant at-risk of learning loss. The current second grade has been identified with the most need as far as learning loss, much of what can be contributed to school closure during their kindergarten year.

President Heikes asked what the district is doing for these students to address learning loss. Mrs. Hite said teachers have been asked to put a hard focus on core learning. She also noted that with ESSER II funds supplemental materials have been purchased to assist with learning. Superintendent Harwood said a portion of ESSER III funds will also be used to purchase supplemental materials to support students where needed.

- 2021-2022 FastBridge Data in Reading/Math/Behavior.

Joe Kelly, Director of Secondary Education/Title Programs, shared assessment data with the following slides:

- 2018-2021 Kansas State Assessment data in English Language Arts and Mathematics and a comparison of USD 232's 2021 data to the other five Johnson County school districts and state scores.
- 2020 PreACT Baseline Data (District, National and College Readiness Benchmark) in Reading and Mathematics for 9th and 10th graders and average PreACT Composite Scores for the graduating classes of 2022, 2023 and 2024 in school years 2019, 2020 and 2021.
- Spring ACT Composite Scores from 2018 – 2021 for USD 232, De Soto High School, Mill Valley High School and the state.
- Average ACT Composite Scores from 2017 – 2021 for USD 232, Kansas and nationally.
- AP Student Data (AP Course Enrollment, Number of Exams, Exams Scored 3+, AP Exam Students) in 2019, 2020 and 2021.

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

- The number of COVID-19 cases (exclusions) broken down by building for the weeks of October 4th, 11th, 18th and 23rd.
- Total number of exclusions for isolation and recommended quarantines broken down by student and staff for the weeks of September 27th through October 23rd.
- Cumulative isolations and recommended quarantines for students and staff broken down by level (elementary, middle school, high school). Superintendent Harwood said the majority of students that are getting recommended for quarantine or isolation are at the elementary level.

Alvie Cater, Assistant Superintendent of Administration & Communications, gave the Board an update on the Test-to-Stay program. Mr. Cater noted it started on October 20th. He said through November 1st a total of forty-five students have tested totaling 139 tests administered (thirty elementary school students, one middle school student and fourteen high school students), three families have opted not to participate in the Test-to-Stay program and four students have had positive antigen tests and all

four were confirmed with PCR tests. Mr. Cater said the district is finalizing details with MAWD for testing.

President Heikes said the Board continues to receive emails from patrons regarding masking. She said the vaccine is close to being available for younger students which she sees as a goalpost for when the Board can consider removing masks for elementary and middle school students. She pointed out that the Board will not make any mandates relating to the vaccine.

Bill Fletcher said the Board should look at making the masks optional for elementary and middle school students. He noted that less than 30% of parents would consider getting the vaccine for their students. He said it would be making a mistake to tie masks to the vaccines.

President Heikes said for her it was about eligibility for the younger students to receive the vaccine.

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. 2022 Capital Outlay.

President Heikes adjourned the meeting at 8:17 p.m.

12/6/2021
Date Approved

Mendy S. Senham
Clerk, Board of Education

Patricia Heikes
President, Board of Education