



# 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, KS)**

**October 4, 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:** Rick Amos  
Bill Fletcher  
John Gagnat (*Arrived at 6:53 p.m.*)  
Danielle Heikes  
Stephanie Makalous  
Ashley Spaulding  
Rachele Zade

**Others Present:** Kelley Begley-McCall, Principal, Clear Creek Elementary School  
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 Services  
Dr. Frank Harwood, Superintendent of Schools  
Clark McCracken, Principal, Lexington Trails Middle School  
Rob Moser, Coordinator of Safety & Transportation  
Brandon Riffel, Director of Technology  
Brian Schwanz, Executive Director of Secondary Education  
Julie Stucky, Director of Finance

Alvie Cater led attendees in reciting the Pledge of Allegiance.

*President Heikes moved to appoint Casey Rooman Smith to serve as Acting Clerk during this meeting.*

*Stephanie Makalous seconded.*

*Carried 6/0.*

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. Bill Fletcher asked to remove check #56329 from the Consent Agenda for separate approval.

Ashley Spaulding said she would like to see Mill Valley High School add students to its site council roster.

*Stephanie Makalous moved to approve the Agenda/Consent Agenda as amended.*

*Ashley Spaulding seconded.*

*Carried 6/0.*

The following Consent Agenda items were approved:

1. Minutes of the September 13<sup>th</sup> regular meeting.
2. Payment of bills and issuance of checks numbered 56298, 56299, 56301 – 56328, 56330 – 56429 and 56431 – 56535.
3. Transfer of funds as follows:
  - a. \$555,000.00 from General (Fund 06) to Special Education (Fund 30).
  - b. \$2,000.00 from Local Option Budget (Fund 08) to State Pre-K (Fund 11).
  - c. \$190,000.00 from Local Option Budget (Fund 08) to At-Risk (Fund 13).
  - d. \$23,000.00 from Local Option Budget (Fund 08) to Bi-Lingual (Fund 14).
  - e. \$100,000.00 from Local Option Budget (Fund 08) to Vocational Education (Fund 34).
4. Personnel recommendations as follows:
  - Resignations – Classified  
Karla Jordan, Center Based Paraprofessional, ME  
Bobby Rawson, 7<sup>th</sup> Grade Assistant Basketball Coach, MCMS  
Katie Pratt, Paraprofessional, CTEC
  - Termination – Classified  
Macy Brooks, Student Nutrition Assistant, RE
  - Employment – Classified  
Margarita Carlos, Student Nutrition Assistant, DHS  
Jerri Collins, Lunchroom Aide, ME  
Natalie Hoover, School Nurse/Health Services Clinical Support, DHS/Districtwide  
Carla Law, Paraprofessional, CCE  
Sierra Moses-Orr, Paraprofessional, ME  
Olivia Schroeder, Substitute Custodian, MTMS  
Mara Waltz, Building Aide, MTMS
5. The USD 232 2021-22 Site Council Roster.

6. CSD Retirement Trust to be the new provider for voluntary employee 403(b) and 457(b) retirement programs.
7. Acceptance of a donated Bridgeport Knee Mill (estimated value of \$5,000.00) to the Cedar Trails Exploration Center.
8. The following extended day trips:
  - Mill Valley High School Band, Grades 9-12, participate in the Central States Marching Festival, Bill Snyder Family Stadium, Manhattan, KS, October 23, 2021.
  - Mill Valley High School Wrestling, Grades 9-12, participate in the 2021 Council Bluffs Classic, Mid-America Center, Council Bluffs, IA, December 10-11, 2021.
  - Mill Valley High School Wrestling, Grades 9-12, participate in the 2022 Derby HS Tournament, Derby High School, Derby, KS, January 7-8, 2022.

Bill Fletcher declared a conflict of interest and left the meeting at 6:03 p.m.

*Rick Amos moved to approve payment to Kansas Land Management, LLC in the amount of \$10,702.35 with check number 56329.*

*President Heikes seconded.*

*Carried 5/0.*

Bill Fletcher returned to the meeting at 6:04 p.m.

#### GOOD NEWS.

**Staff Member Recognition.** Clear Creek Elementary staff members Danielle McCulley, Paraprofessional, and Allison Johnson, Reading Specialist, along with Lexington Trails Middle School staff members Jamey Seaba, School Improvement Specialist/7<sup>th</sup> Grade Social Studies Teacher, and Kristie Kraus, Student Nutrition Kitchen Manager, were recognized for outstanding service in their district roles.

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

Kim Praechter, Shawnee, shared that she recently attended the candidate forum and suggested that the Board of Education move past COVID as its primary focus. She proposed one meeting per quarter should be set aside for district matters with no public comment; in order to free up valuable time to focus on the district and students.

Jeff Wieland, Shawnee, spoke in support of an increase in paraprofessional pay to \$14.00/hour saying this increase will be helpful in recruitment and retention. He also said he is hopeful that paraprofessional pay can increase to as much as \$15.00/hour in the future. He encouraged the administration and Board to look at resource needs, such as computers, for the paraprofessionals as

well. In conclusion, he encouraged individuals to vote for representatives at the state level that will support schools.

Isabella Fernandez, Eudora, is a Senior at De Soto High school and shared that COVID has affected her for the last three school years. She said masks should be a choice for students and not having this choice is leading to division.

Sherelle Witt, Eudora, questioned the mask mandate and communications that appear to be in collusion with public health experts and county commissioners. She said if students can gather outside of school without masks, they should be able to in schools. She would like masks to be optional for all students.

Faith Bilyeu, Shawnee, spoke in support of the proposal for an increase in paraprofessional pay. She said she disagrees with the salary caps in place for paraprofessionals and would like the Board to consider removing these. She also explained the value and responsibility of paraprofessionals and encouraged incentives for existing paraprofessionals.

Emily Valdez, Olathe, spoke about values and understanding between the employees, administration and the Board. She said conversations and debate at board meetings are not moving education forward and expressed concern about the education for students and frustration of teachers because of it. She said she appreciates the Board and district administration for all the work they have done.

Alisa Ayres, Kansas City, MO, said that masks are working in the classroom this year and is pleased that the mitigation protocols are flexible enough to allow the return to school. She asked that the Board keep the mask policy to help keep everyone safe.

Dan Johnson, De Soto, spoke in support of optional masking and said he believes masks currently being used do not filter out the virus. He provided a handout to all board members reflecting data to compare school districts that did/did not use masks. He said data used to determine mask wearing is being misrepresented. He also agreed that paraprofessionals deserve a raise.

Jeanne Purkey, Lenexa, expressed concern about the lack of transparency in the district and with the COVID-19 Advisory Committee. She also shared concern about ESSER Fund requirements and felt like most of the money is not being spent correctly. She said that ESSER funds should not be used for social and emotional programs, but should instead be used for reading, writing and math.

Meredith Hetchler, Shawnee, stated that goals need to be in place to unmask. She said parents should have the right to choose if their children wear a mask. She suggested increasing use of air filtration in classrooms and reducing testing.

Emily Carpenter, Lenexa, spoke about two concerns in reference to Johnson County Epidemiologist, Elizabeth Holzschuh, who presented at a board meeting earlier this year. She said her first concern is that guest speakers need to be well-vetted and qualified. Her second concern is with transparency and integrity of the board and the superintendent when asked questions.

Jesse Breen, Shawnee, said her unease about mask concerns are not being heard by the Board. She said she is opposed to students wearing masks and suggested real information is being censored.

Mari Byrne, Shawnee, spoke in support of paraprofessionals in the district whom she considers to be frontline workers. She encouraged district administration to ask the paraprofessionals what it is they want in an effort to support them and open the lines of communication.

Shannon Jensen, Shawnee, shared that she has three students that live in the district, two of which now go to private school. She believes parents need to make medical decisions for their children, not the Board.

Alison Phillips, Shawnee, said that her three students have questions about the current masking protocols. She said she does not agree with the current mask mandate.

Dustin Harris, Shawnee, apologized for his outburst at last month's board meeting. He expressed concern about humanity and indicated it is time to do the "right thing" through love.

Tracy Buckendorf, Shawnee, shared concern with the current exclusion policy. She said exclusion recommendations are not being done in a timely manner.

Kristy Millman, Olathe, stated that procedure in exclusion recommendations is flawed and an education plan is not in place for students who are excluded.

Kelley Emmons, Shawnee, shared a Bible scripture that supports mask wearing. He encouraged the Board to listen to the public health experts and keep universal masking.

Dana Peterson, Shawnee, said her family moved to USD 232 for the special education programs and she is concerned about the paraprofessional staffing issues impacting student learning. She said she fears that teachers are suffering burnout due to staffing issues.

#### ACTION ITEMS.

**Communicable Disease Mitigation Protocols.** Superintendent Harwood provided the Board with the following updates:

- Email Exchange with Elizabeth Holzchuh
  - Superintendent Harwood shared an email between himself and Elizabeth Holzschuh dated July 12, 2021, that was part of an open records request sent to the Johnson County Department of Health & Environment (JCDHE). In the email Ms. Holzschuh referenced becoming part of the agenda for a meeting of the Johnson County superintendents that was held on July 15<sup>th</sup>. Superintendent Harwood indicated that meetings and emails are common between school district superintendents and JCDHE.
- De Soto High School Football Team
  - The team had a total of ten confirmed positive cases of COVID-19.

- An outbreak is when there are four or more positive cases within a defined group.
- The last case was diagnosed twelve days after the last known exposure.
- Football is considered a “High Risk” activity for exposure due to the physical closeness of participants.
- Exclusions – Individuals who are considered contagious with a communicable disease will be excluded from school. Individuals who are exposed to COVID-19 and are recommended for quarantine by JCDHE will be excluded from school.
  - A flow chart was shared to help explain the process the county follows when determining whether an individual is a close contact.
- Test to Stay – The Kansas Department of Health & Environment (KDHE) has approved a grant for this testing strategy. Plans are being made for the logistics of testing and reporting. The hiring process for necessary staff is underway.
- Learning while Excluded – As with any absence, school staff will work with excluded students to help them stay up with the learning. In the event of a full class exclusion, remote learning may be utilized.
- Vaccinations – School staff are eligible to receive a booster dose of the Pfizer vaccine but it is not required to be considered fully vaccinated. Vaccinations for those 5-11 years old are under review by the Food & Drug Administration (FDA).
- Student Attendance – The Average Daily Attendance (ADA) for the month of September in 2020 and 2021 was shared. Historically, USD 232’s annual ADA has been between 96% - 97%. For this school year the ADA was 94.7% for the week of September 5<sup>th</sup>, 95.2% for the week of September 12<sup>th</sup> and 94.9% for the week of September 19<sup>th</sup>.
- Johnson County COVID-19 Case Rates – Data was taken from the KDHE COVID-19 Dashboard on October 1<sup>st</sup>. It shows the number of cases per 100,000 residents by week since May 30<sup>th</sup>. After peaking on August 8<sup>th</sup>, the number of cases has started to decline.
- Johnson County COVID-19 Percent Positive Case Rates – Data was taken from the KDHE COVID-19 Dashboard on October 1<sup>st</sup>. It shows the percent of individuals who have tested positive since May 30<sup>th</sup>. After peaking on August 8<sup>th</sup>, the percentage has started to decline.
- Hospital Capacity – Adult ICU bed availability data that was taken from the Mid-America Regional Council (MARC) Kansas City Region Area COVID-19 Data Hub on October 1<sup>st</sup>.
- Johnson County COVID-19 Vaccinations – Data was taken from the JCDHE COVID-19 Dashboard on October 3<sup>rd</sup>. It shows vaccine progress for all eligible populations broken down by zip code. Zip code 66018 is at 67.9%, zip code 66227 is at 92.9%, zip code 66226 is at 65.6% and zip code 66218 is at 75.5%. Vaccination rates increased by 2-5 percentage points since the last board meeting.
- Johnson County COVID-19 Vaccinations for 12-17 Year Olds – Data was taken from the JCDHE COVID-19 Dashboard on October 3<sup>rd</sup>. It shows vaccine progress for 12-17 year olds broken down by zip code. Zip code 66018 is at 47.6%, zip code 66227 is at 74.3%, zip code 66226 is at

48.6% and zip code 66218 is at 89.4%. Vaccination rates for this group increased by 2-4 percentage points since the last board meeting.

- USD 232 Exclusions – Weekly information provided on the USD 232 COVID-19 Dashboard. Superintendent Harwood shared the number of exclusions for recommended isolation and the exclusions for recommended quarantine for students and staff for the weeks of August 23<sup>rd</sup>, August 30<sup>th</sup>, September 6<sup>th</sup>, September 13<sup>th</sup> and September 20<sup>th</sup>.
- USD 232 Exclusions by Level – Weekly information provided on the USD 232 COVID-19 Dashboard. Superintendent Harwood shared the cumulative number of exclusions for students and staff broken down by elementary (193), middle school (63) and high school (118).
- USD 232 Exclusions by Building – Weekly information provided on the USD 232 COVID-19 Dashboard. The number of student and staff exclusions for recommended isolation and quarantine for the month of September broken down by school building.
- Mask Policy Comparisons – Superintendent Harwood shared information about masking in 149 Kansas school districts who responded to a Kansas State Department of Education (KSDE) survey, which is less than half of all school districts in Kansas:
  - 39 districts have a mask requirement for all students.
  - 10 districts have a mask requirement for most, but not all students.
  - 76 districts encourage mask use, but do not require students to wear them.
  - 24 districts have no current mask policy.
  - Of the Johnson County school districts, Blue Valley, De Soto, Gardner, Olathe and Shawnee Mission have mask requirements for all students.
  - Spring Hill's mask requirement is for all students in grades Pre-K – 8.
- Criteria-Driven Mask Requirements from four School Districts:
  - Derby – Masks are required when quarantines and isolations exceed 6% for one week.
  - Maize – Masks are required when quarantines and isolations exceed 6% for two weeks.
  - Raymore-Peculiar – Masks are required when active quarantines and isolations exceed 4%.
  - Eudora – Masks are required when isolations exceed 2% for two weeks.
- The most recent dashboard data for each of the aforementioned districts was provided.

Superintendent Harwood asked if board members had any questions.

President Heikes referenced a paragraph on Page 10 of the September board meeting minutes wherein she said that she had invited Elizabeth Holzschuh from the Health Department to a board meeting. She said Ms. Holzschuh was invited to help answer questions about exclusion and isolation policy. President Heikes said she did not know about the email exchange between Superintendent Harwood and Elizabeth Holzschuh dated July 12, 2021, that was part of an open records request to JCDHE.

Ashley Spaulding asked about location of some of the De Soto High School football team COVID-19 exposures. Superintendent Harwood indicated that some isolations did occur from outdoor exposure, but there were other locations that students were also exposed.

Rachele Zade asked how the health department determined the exposure, specifically for the De Soto High School football team. Superintendent Harwood stated that certain position groups were originally recommended and eventually several players were recommended for quarantine.

President Heikes asked how many students on the De Soto High School football team were originally excluded. Superintendent Harwood stated that sixteen were originally recommended for exclusion; the number moved to forty-five when it was determined multiple students were positive. President Heikes then asked if the district has other school related isolations separate from DHS. Superintendent Harwood said yes.

President Heikes asked for clarification on the district's role in the flow chart that was shared. Superintendent Harwood said that the district helps gather information since staff have better access to some information like class rosters. JCDHE determines the exposure and makes recommendations.

Rachele Zade commented that she is concerned about questions not being asked and the flow chart being used correctly. She said the chart is too complicated and shared concern that mistakes are being made. Mrs. Zade suggested there has to be a better way to deal with quarantines and isolations.

Bill Fletcher asked if all districts are using the same process. Superintendent Harwood indicated that they were if they follow the JCDHE recommendation for quarantine. He said Spring Hill is the exception. He also acknowledged complexity of the chart and said he will work to simplify it.

Ashley Spaulding asked for more information on the Test to Stay option and how it is working with other districts. Alvie Cater, Assistant Superintendent of Administration & Communications, provided more information. He said this program came out in July 2021 and some districts applied for the grant right away. USD 232 applied in early September following the board meeting in August; the district was approved and identified the approximate number of tests that could be administered in a year which includes \$350,000 maximum for the entire year to be used for staffing only. He said each quarter, the district requests a reimbursement from KDHE and no funds have been received yet. Mr. Cater said all test kits would come from the state, so this would not be an expense for the district.

Stephanie Makalous asked how the Test to Stay program will work. Alvie Cater said the district would ask for written consent from parents to participate in this voluntary program. If an individual tests negative, they can attend that day and must continue to test each day for all days required. Logistics for the Test to Stay program are being developed and could include a curbside option.

President Heikes stated that rapid tests have a high false positive and asked if students will have access to the PCR test. Alvie Cater confirmed students could do this and get the results within 24 hours.

Ashley Spaulding confirmed that students would be required to wear a mask then asked about the timeline to implement the Test to Stay program. Alvie Cater said it would depend on staffing which would also impact how the district conducts testing. Mrs. Spaulding then asked how this program would work at the Cedar Trails Exploration Center if it's done by building, since that facility involves students from both high schools. Superintendent Harwood said these students could be tracked



separately or Cedar Trails could follow the more restrictive requirement to keep safe. He also confirmed that Early Childhood and Career & Technical Education students are not in contact with one another.

Stephanie Makalous expressed concern about filling the positions needed to implement the Test to Stay program. Superintendent Harwood indicated that the district is looking at all options (besides nurses) to see who could possibly help.

Ashley Spaulding asked if the Test to Stay program will impact school nurses. Superintendent Harwood said the drive through option could be less time consuming for all related staff. He said if testing is conducted in the schools, there would be a special team moving from school-to-school to do this so the nurses could focus on their regular duties and still assist with PCR testing.

Rick Amos asked if the district could use a staffing agency. Superintendent Harwood said that this is an option, but is more expensive and would not be guaranteed. Mr. Amos then asked if students can test on their own until the Test to Stay program is in place. Superintendent Harwood said yes, a PCR test can be done anywhere on the 6<sup>th</sup> day after exposure. He added that if students and their families complete the rapid test on a daily basis on their own it may be cost prohibitive and difficult to track.

Stephanie Makalous asked how Johnson County vaccination rates compare to other county vaccination rates. Superintendent Harwood stated this would be hard to say since the data isn't presented in the same manner in other counties. He did share that vaccination rates are lower for students in the 12-17 year age range in Sedgwick County.

Rick Amos asked how the district could better support students' educational needs when they are excluded from school. Superintendent Harwood said the Test to Stay program would help with this. He said while not every situation is the same, the administration will also speak with principals about what is working well and how improvements can be made.

Stephanie Makalous asked if the grant from KDHE could pay for a staff member to reach out to the students currently in isolation. Superintendent Harwood was not sure that the staff hired to conduct the Test to Stay program can do this, but said there may be an option using ESSER funds.

Ashely Spaulding thanked the administration for work on the Test to Stay program. She said she was encouraged by the rates coming down and vaccination rates being high, but is concerned about going mask optional at every grade level. She suggested having the Test to Stay program in place before starting at the high school level with optional masking.

Rachele Zade asked when the administration would have the Test to Stay program in place. Superintendent Harwood said that it is dependent on staffing, but everything could be in place to start it in the next two weeks.

*John Gagnat left the meeting at 8:55 p.m.*

Bill Fletcher said that quarantine procedures should be explained to parents before the board makes masking optional.

Ashley Spaulding stated that mental health is really challenging and students in isolation are getting frustrated due to homework and lack of socialization.

Rachele Zade would like communication regarding exclusions to be simplified.

Bill Fletcher asked how many contacts (quarantines) have turned into positive cases (isolations). Superintendent Harwood said he will get an answer to this question and share it at a later date.

*John Gagnat returned to the meeting at 9:00 p.m.*

Ashley Spaulding said she would like to revisit exclusions for outdoor activities, such as football.

President Heikes asked if action was needed to remove the outdoor exclusion. Superintendent Harwood said that the board would need to say that outdoor activities would not be included in the current exclusion recommendations from JCDHE.

*Stephanie Makalous moved to make barrier face masks optional starting the day after Test to Stay is in place serving grades 9-12 if the weekly percentage of recommended quarantines and isolations is below 4% of a building's student enrollment. If the percentage of recommended quarantines and isolations is greater than 4%, barrier face masks will be required as they are in other USD 232 buildings for at least two weeks and the percentage of recommended quarantines and isolations is less than 2% for two consecutive weeks.*

*Ashley Spaulding asked to add the removal of outdoor exclusions to this motion.*

*With lack of a second the motion died.*

President Heikes recommended tabling Communicable Disease Mitigation Protocol discussion until the Test to Stay program is in place and suggested holding a special meeting to focus on the details of the program and current protocols in place.

*President Heikes declared a five-minute break at 9:12 p.m.*

*The Board returned to open session and President Heikes called the meeting back to order at 9:17 p.m.*

*John Gagnat returned to open session at 9:19 p.m.*

*Ashley Spaulding moved to remove outdoor exposures from the recommended quarantine guidelines if the only exposure is outdoors.*

*Stephanie Makalous seconded.*

*Carried 7/0.*

**Paraprofessional and Student Nutrition Compensation.** Carrie Handy, Executive Director of Elementary Education, shared with the Board that the administration is continually reviewing pay of neighboring districts. She thanked the Board for approving the hiring incentive going out to all staff next month. Mrs. Handy shared that the district held its first open interview event recently and had only five individuals attend. She said the district is also planning to participate in the De Soto job fair later in the week. Mrs. Handy said employers are struggling to fill positions in this area and around the country. She added that there are approximately 300 open paraprofessional positions in the Johnson County area, USD 232 currently has 22 open paraprofessional positions and 12 open positions in student nutrition. She said it is clear that the district needs to address the pay rate and said that approximately 20% of the current workforce are paraprofessionals and aides. Mrs. Handy said all full-time staff members receive the same benefits as teachers. She also described position details for both resource and center-based paraprofessionals. Mrs. Handy said Early Childhood Lead Teachers (who are classified staff) are also being included in this pay increase recommendation.

Brian Schwanz, Executive Director of Secondary Education, shared research conducted on paraprofessional and student nutrition pay in the Johnson County area. He said Kansas City Kansas and Olathe school districts increased their pay for the two positions in the last few weeks. Mr. Schwanz said the Human Resources Department has continually met with similar-sized districts about payscales. He presented a recommendation to increase paraprofessional, aide and Early Childhood Lead Teacher pay by \$1.00/hour (paraprofessional and aide base pay to \$14.00/hour), raising center-based paraprofessional differential by \$.75/hour to \$1.00/hour. He said total additional salary and employer expenditures would be about \$312,868.00. Mr. Schwanz also recommended increasing student nutrition pay by \$1.00/hour (student nutrition assistant base pay to \$13.50/hour); this total additional salary and employee expenditure would be about \$85,348.00. He suggested the recommended effective date for corresponding increases to salary ranges be October 1, 2021.

Rachele Zade asked if other districts could potentially raise their pay, if they haven't already. Carrie Handy said other districts could still increase rates and added that other district have instituted hiring incentives.

Stephanie Makalous asked if the proposed raise includes the increase already received earlier this year. Brian Schwanz indicated that it is a separate recommended increase. Mrs. Makalous then asked if center-based paraprofessionals have a different certification. Carrie Handy said they do not, but do work with students with more significant needs.

John Gagnat asked what the increase would be for long-term employees. Carrie Handy indicated that this raise will affect all paraprofessionals, no matter how long they have been employed by the district.

Ashley Spaulding said this pay increase is a step in the right direction and asked if there are other things the district can do from a resource standpoint. Carrie Handy shared that discussions are happening to help with computer availability.

Carrie Handy pointed out that referral bonuses are still available.

President Heikes asked about the possibility of making the recommended raises retroactive to the beginning of the school year and what the funding source would be for these increases. Julie Stucky, Director of Finance, indicated that the paraprofessional raises can be paid for with available ESSER dollars. She said student nutrition pay raises would come from the existing budget in student nutrition which is seeing a higher reimbursement rate for student lunches and breakfasts. She added that there are also funds available from open positions that have not been filled yet.

Stephanie Makalous asked about the possibility of another bonus with unused dollars. Brian Schwanz indicated that the paraprofessionals do qualify for the retention incentive. Julie Stucky cautioned in doing too much at once and not being able to do anything additional in the future. She added that there are other positions that may need to be considered for increases. Mrs. Stucky indicated that making the raise retroactive to the beginning of the school year is possible, but said the retro pay could be issued over a period of time.

Ashley Spaulding asked if there was a limit on how many times the Board could increase pay. Brian Schwanz stated there is nothing that would prevent the Board from reviewing and making changes.

*Danielle Heikes moved to approve raising the paraprofessional, aide and Early Childhood Lead Teacher pay by \$1.00/hour (paraprofessional and aide base pay to \$14.00/hour), raising center-based paraprofessional differential by \$.75/hour to \$1.00/hour and raise student nutrition pay by \$1.00/hour (student nutrition assistant base pay to \$13.50/hour) with corresponding increases to salary ranges beginning with the individuals work agreement.*

*Ashley Spaulding seconded.*

*Carried 7/0.*

#### DISCUSSION ITEMS.

**Elementary and Secondary School Emergency Relief (ESSER).** Superintendent Harwood shared that the ESSER funds information is available under the COVID-19 information page on the district's website. He explained that the district is required to acknowledge Centers for Disease Control (CDC) COVID Mitigation Guidelines and to describe its own mitigation strategies. He added that there is no requirement to have a mask mandate in order to receive the federal grants.

**2021-22 Enrollment Update.** Superintendent Harwood reviewed the preliminary September 20<sup>th</sup> (official count day for funding purposes) enrollment numbers across all programs and buildings. He said that total district enrollment increased by 278 students, or 3.9%. He also pointed out that this year's budget was based on the 2019 student count.

Ashley Spaulding asked how the district's enrollment compared across the county and state. Superintendent Harwood said that USD 232 had better recovery than most districts in Johnson County; the rest of the districts in the state vary greatly.

**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. Proposed Course Additions.

**FYI REPORT.** The following informational report was included in the board packet for this meeting: 1. 2022 Capital Outlay.

*President Heikes adjourned the meeting at 10:14 p.m.*

10/11/2021  
Date Approved

Wendy S. Denham  
Clerk, Board of Education

David Heikes  
President, Board of Education