



Unified School District 232

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

USD 232 BOARD OF EDUCATION

OFFICIAL MINUTES -- REGULAR MEETING

Administrative Offices (35200 West 91st Street, De Soto, KS) March 22, 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 Gaignat
Danielle Heikes
Stephanie Makalous (participated via Zoom)
Ashley Spaulding
Rachele Zade

Others Present: Alvie Cater, Assistant Superintendent of Administrative & Educational Services
Steve Deghand, Director of Facilities
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent
Carrie Handy, Director of Human Resources/Elementary
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
Brandon Riffel, Director of Technology
Brian Schwanz, Director of Human Resources/Secondary

Alvie Cater led attendees in reciting the Pledge of Allegiance. He then briefly explained how the meeting will progress from one agenda item to the next.

President Heikes asked if there were any changes to the Agenda or Consent Agenda. Bill Fletcher asked to remove check number 54281 from Consent Agenda item "C. Approve payment of bills and transfer of funds (if appropriate)" for approval separately. Superintendent Harwood requested to add an Executive Session for Non-Elected Personnel.

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

Mrs. Rachele Zade seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the March 1st regular meeting and March 9th special meeting.
2. Payment of bills and issuance of checks numbered 54243 – 54280, 54282 – 54321 and 54325 – 54501.
3. Personnel recommendations as follows:
 - Resignations – Certified *(at the conclusion of the 2020-2021 school year)*
 - Elizabeth Carpino, 8th Grade Science Teacher, MCMS
 - Kelly Downard, 6th Grade Math Teacher, MTMS
 - Emily Shepard, English Teacher, DHS
 - Employment – Certified *(effective for the 2021-22 school year)*
 - Kelly Gontesky, Elementary Education, Location TBD
 - Mildred Laughlin, Biotech Teacher, CTEC
 - Leanna McClintock, Elementary Education, Location TBD
 - Jenna Merriman, Special Education Teacher, BE
 - Lisa Meyer, 8th Grade Science Teacher, MTMS
 - Maria Pileski, Music Teacher, SE
 - Kelsey Rao, 0.5 FTE School Psychologist, Location TBD
 - Resignations – Classified
 - Lynn Bath, Secretary MVHS *(effective 05/28/21)*
 - Melanie Chambers, Student Nutrition Assistant, MCMS
 - Melody Erickson, Center Based Paraprofessional, DHS
 - Judith Intfen, Counseling Secretary, MVHS *(effective 04/16/21)*
 - Jo Lynn Kissinger, Student Nutrition Assistant, CCE *(effective 05/28/21)*
 - Ellen McClintock, Paraprofessional, DHS
 - Employment – Classified
 - Nicole Hufford, Center Based Paraprofessional, BE
 - Christy Miller, Student Nutrition Assistant, DHS
 - Cassie Rockers, Rule 10 Head Volleyball Coach, DHS
 - Termination – Classified
 - Samantha Mauricio, Custodian, SE
4. Acceptance of the following bids:
 - Country Carpet in the amount of \$200,000.00 for carpet replacement at Mill Creek Middle School.
 - Advanced Asphalt and Concrete in the amount of \$460,000.00 for district-wide asphalt repairs to be made during the summer months.
 - Advanced Asphalt and Concrete in the amount of \$158,875.00 for district-wide concrete repairs to be made during the summer months.

5. Declared list of elementary technology equipment as surplus.

Bill Fletcher declared a conflict of interest and left the meeting at 6:01 p.m.

Mr. Rick Amos moved to approve payment to Kansas Land Management, LLC in the amount of \$1,760.30 with check number 54281.

Mrs. Rachele Zade seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6:02 p.m.

GOOD NEWS.

Staff Recognition. Starside Elementary staff member Tara Brown, School Nurse, along with The Bridge staff members Ashley Kostus and Amanda Wondra-Appl, Special Education Teachers, were recognized for outstanding service in their district roles.

ACTION ITEMS.

Coming Back Together. Superintendent Harwood presented the Board with the following information:

Current KSCG Data. USD 232 data for the week beginning January 31st through March 7th was shared (Absenteeism, Percent Positivity, Two Week Cumulative County Incidence Rate, One Week County Incidence Rate Trend and Regional Hospitals). Dr. Harwood pointed out that community numbers continue to be very low. Factoring in the Quarantine and Isolation Modifier the district remains in the Green Category.

Vaccinations. Dr. Harwood said that all staff first-dose COVID vaccinations have finished. Of the district's 1,148 staff members, including bus drivers and substitutes, 878 (76%) have received the vaccination through the school clinics. This does not include staff members who were vaccinated elsewhere; once they are factored into the total it is expected to be closer to 85-90% vaccinated. Second- dose clinics should be finished by April 3rd.

Staff COVID Perception Survey Results. The survey was administered March 15-19. All USD 232 staff were invited via email to participate. Survey topics included Anxiety, PPE, Mitigating Protocols and Relationships (Personal, Colleagues, District Leadership, District and Community). 697 (61%) of staff members participated. Dr. Harwood pointed out that the level of anxiety in staff has dropped significantly, due mostly to access to the COVID vaccine. 4% of staff indicated a lack of adequate access to PPE equipment (masks, desk shields, hand sanitizer and face shields). Dr. Harwood said the district has a surplus of masks, hand sanitizer and face shields and may just need to do a better job of informing staff of its availability. 75% of staff members said the district is following mitigating protocols adequately. Personal Relationships – the majority of respondents said they met the challenges of the pandemic as expected; however, 32 respondents said the experience has made them question why they

went into education. Colleague Relationships – 336 respondents said they knew they had great colleagues and navigating challenges related to COVID-19 proved it again. District Leadership Relationships – While 34 respondents indicated they felt the district leadership did a very poor job, 234 indicated they felt they did the best they could in a difficult situation. District Relationships – 23 respondents said they have lost faith in USD 232; however, 361 indicated the district is doing well, but there is still room for improvement. Community Relationships – Dr. Harwood said this was the most concerning result with 296 respondents indicating the pandemic created a division in the district.

Danielle Heikes asked about next steps following survey results. Dr. Harwood said he will start having discussions with building leadership and the De Soto Teachers Association (DTA) about results and how the district can make improvements.

Ashley Spaulding asked if the survey results would be shared. Dr. Harwood said the presentation can be shared on the district website.

Superintendent Harwood said the Centers for Disease Control and Prevention (CDC) now states that when students are properly masked they can be safely socially distanced at 3 feet. He said the Johnson County Health Department (JCDH) is changing the way they make recommendations for exclusion due to exposure for secondary students. They are replacing the low risk exposure with a medium risk category at the secondary level. A medium risk exposure is defined as more than 10 minutes within 3 feet of a COVID -19 positive person while all parties are appropriately masked. The medium risk exposure does not call for a recommendation for exclusion, but students considered at medium risk could be asked to get a test for COVID-19 within 6 days of exposure. COVID testing would not be required and parental consent would have to be provided for any COVID testing. The district is looking at making tests available at school. General exposure letters will continue to be sent to everyone in the building when there is a positive case present and there are no changes proposed for elementary students.

Stephanie Makalous asked what the turn-around time is for testing. Dr. Harwood said typically within 12 hrs.

With regard to Prom, Superintendent Harwood said the district believes that prom can happen safely. He said the high schools will need to look at capacity of the venue chosen for prom and number of people wanting to come, and will need to be prepared for contact tracing so that one person with a positive diagnosis after prom doesn't mean that everyone who was in attendance gets excluded. He said the high school prom committees are looking into provisions like attending in waves, increase in venue size, and whether or not to allow outside dates.

Ashley Spaulding asked if any discussions have been held with regard to Field Day. Dr. Harwood said discussions are taking place.

Graduation is set for May 22nd. Dr. Harwood said Mill Valley High School is scheduled to graduate at 8:00 a.m. in their new stadium and De Soto High School is scheduled to graduate at 11:00 a.m. at the Olathe

School District's College Boulevard Athletic Center. He said that as long as May 22nd is nice weather there should be no problems. However, if inclement weather moves in alternate plans will need to be made. Dr. Harwood said that Seniors at both high schools were given a survey about how to handle graduation in the event of inclement weather. He said Seniors at De Soto High School said the most important thing to them is to have graduation on May 22nd at 11:00 a.m. Seniors at Mill Valley High School said the most important thing to them is to have the ceremony outside so they want to use Sunday, May 23rd, as an alternate date. Dr. Harwood asked the board if they were okay with the school administration making decisions on alternate arrangements. Board members were in agreement with leaving the decisions to the school administration.

Academic Recovery is to be funded through three federal stimulus programs called Elementary and Secondary School Emergency Relief (ESSR) that will run through September of 2024. Dr. Harwood shared some of the extended learning opportunities planned including Extended School Year (ESY) for Special Education students that wouldn't typically have a summer activity, but are behind with their goals, and Summer School Credit Recovery for high school students. He explained that the district could use ESSR funds to reduce credit recovery cost to parents (currently \$225 per credit) to no more than \$50 per credit. He spoke about other summer learning that is focused on skill development which will be done late in the summer and extended day opportunities that will start next year. Dr. Harwood said the only group of students the district will focus on for the remainder of this school year are Seniors needing credit recovery. He said the district will look at new staff positions to identify students with learning needs and support students and staff in academic recovery. Dr. Harwood pointed out that there is one obstacle, uncertain funding. He said the Legislature is exploring using federal funds as part of statutory school funding. He said the district may not know until May or June how much funding will be available.

With regard to indoor spectators, Dr. Harwood said that at the March 9th special board meeting when the Board raised the number of spectators allowed at the state play-off game the question came up about other indoor events. He said rather than sticking with two spectators per participant, it is his recommendation that the administration be allowed to determine the number of spectators allowed based on the activity, venue and number of participants. He asked if the Board wanted this to apply to just USD 232 events, or to rentals as well.

Rick Amos said he is in support of this for USD 232 events, but is neutral on outside rentals.

Dr. Harwood said the district isn't currently renting on school days, only weekends. He said If the non-district sponsored event was something that would impact student groups the district would be more likely to limit spectators.

Ashley Spaulding agreed with Mr. Amos.

Mrs. Danielle Heikes moved to approve changes to the Coming Back Together Plan as discussed.

Mr. Rick Amos seconded.

Carried 7/0.

2020-21 School Year Calendar. Superintendent Harwood said in January the State Board of Education had declared that staff collaboration days can be counted the same as a student contact day as part of the 1116 hours required and at the time he recommended not changing the calendar because he wanted to see how inclement weather played out. He said three inclement weather days have been used to date. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, said right now the district has one day available with three options: The Board can take no action, or it could consider cancelling school on April 16th or May 3rd. Due to students being out of school on April 30th for a teacher in-service day, the administration recommended May 3rd in order to give students a four-day weekend. Dr. Harwood said the Board could also choose to wait until April 5th to make a decision.

Ashley Spaulding asked if teachers were asked about use of the extra day. Dr. Harwood said questions have been asked with a variety of opinions returned.

Stephanie Makalous asked if the district even needed to give students another day off. Dr. Harwood said that having a day off in the long 4th quarter can be beneficial for learning. She said she would be more in favor of having the break in May.

Alvie Cater said for a mid-year change the Calendar Committee has typically not been reconvened.

Danielle Heikes said she was in favor of the May 3rd date.

John Gaignat asked if there was any way to get teachers out before Memorial Day. Dr. Harwood said the recommendation is not to shorten the school year.

Ashley Spaulding stated she would be in favor of May 3rd.

Dr. Harwood said the district could still have one more inclement weather day and close on May 3rd.

Stephanie Makalous said she would be in favor of going ahead and cancelling school on May 3rd.

Mrs. Danielle Heikes moved to approve a change to the 2020-21 School Year Calendar as discussed (May 3rd will be a no school day).

Mrs. Ashley Spaulding seconded.

Carried 7/0.

DISCUSSION ITEM.

Bond Project Updates. Steve Deghand, Director of Facilities, said the district will be able to complete projects identified in the initial bond proposal under budget. He shared a list of other projects, and

drawings of each one, the district can also do with bond funds including renovation at The Bridge facility, renovations of both high school's existing fieldhouses, high school batting cages and future land acquisition. Brandon Riffel, Director of Technology, reviewed a list of safety and technology projects and the status of each that have been done with bond funds. Superintendent Harwood noted that the district was not planning on using bond funds for computer purchases, but rather Capital Outlay. He then shared a chart showing bond proceeds (principal and premiums) in Phase 1 – June 2019, Phase 2 – June 2020 and Phase 3 – May 2021 which total \$90,448,734. With estimated total expenses at \$89,583,012.00 remaining bond funds will be \$865,772.00.

PATRON INPUT. President Heikes opened the floor for patron input. With no requests to speak submitted President Heikes moved onto the next agenda item.

President Heikes declared a five-minute break at 7:43 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 7:48 p.m.

EXECUTIVE SESSION.

Non-Elected Personnel.

Mrs. Danielle Heikes moved to go into executive session at 7:48 p.m. for a period of fifteen minutes with Frank Harwood, Brian Schwanz, Carrie Handy and Steve Deghand to discuss an individual employee's performance pursuant to the non-elected personnel exception under KOMA and return to open session at 8:03 p.m. at this location.

Mr. John Gaignat seconded.

Carried 7/0.

The Board returned to open session and President Heikes called the meeting back to order at 8:05 p.m.

President Heikes adjourned the meeting at 8:05 p.m.

April 5, 2021
Date Approved

Wendy S. Benham
Clerk, Board of Education

Danielle Heikes
President, Board of Education