



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)

September 14, 2020

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 (*Attended via Zoom*)
John Gagnat
Danielle Heikes
Stephanie Makalous
Ashley Spaulding
Rachele Zade

Others Present: Jolyn Baldner, Director of Student Nutrition
Alvie Cater, Assistant Superintendent of Administrative & Educational Services
Steve Deghand, Director of Facilities
Wendy Denham, Board Clerk
Carrie Handy, Director of Human Resources/Elementary
Lee Hanson, Director of Special Services
Tara Harmon-Moore, Coordinator of Nursing
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title
Brandon Riffel, Director of Technology
Sam Ruff, Principal, De Soto High School
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 52478 from Consent Agenda item "D. Approve payment of bills and transfer of funds" for approval separately. He also asked to add discussion on fully opening elementary schools.

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 August 3rd regular meeting and August 24th special meeting.
2. Payment of bills and issuance of checks numbered 52361 – 52389, 52392 – 52424, 52429 - 52477 and 52479 – 52729.
3. Personnel recommendations as follows:

Resignations – Classified

Carol Brenaman, Student Nutrition Assistant, MTMS
Megan Brunner, Paraprofessional, MVHS
Tracy Connell, Student Nutrition Assistant, MVHS
Jennifer Costa, Center Based Paraprofessional, ME
Eryn Coverdale, Paraprofessional, RE
Brenda Davis, Evening Custodian, SE
Elizabeth Goodman, Gifted Paraprofessional, MVHS
Belinda Hartman, Paraprofessional, MVHS
Amanda Heideman, Reading Aide, RE
Michelle Johnson, Paraprofessional, MVHS
Sharon June, Student Nutrition Assistant, MCMS
Tammy Kennedy, Math Aide, HE
Kaitlyn Kile, Student Nutrition Assistant, MVHS
Janice Kresin, Student Nutrition Assistant, RE
Kristina Lee, 0.5 FTE School Nurse, MCMS
Kathi Mayfield, Lunchroom Aide, SE
Gina McCollum, Student Nutrition Assistant, MTMS
Melanie McGirr, Center Based Paraprofessional, DHS
Heather Meireis, Center Based Paraprofessional, HE
Doris Lisa Nimoh, Paraprofessional, HE
Kylie Pierce, Lunchroom Aide, RE
Katharine Robson, Center Based Paraprofessional, HE
Jill Swarts, Early Childhood Paraprofessional, BE
Madison Twidwell, Center Based Paraprofessional, ME
Dara Wilson, Center Based Paraprofessional, ME

Employment – Classified

Alec Bergeron, Rule 10 Assistant Football Coach, MTMS
Leslie Bonilla, ELL Aide, SE
Erin Conrad, Paraprofessional, DHS
Kathy Drum, Center Based Paraprofessional, ME
Shiney Edwards, Paraprofessional, BE

McKenna Foster, Early Childhood Paraprofessional, BE
Jillian Harris, Reading Aide, RE
Reid Kelly, Rule 10 Assistant Football Coach, DHS
Sarah Mangold, Early Childhood Paraprofessional, BE
Melanie McGirr, Center Based Paraprofessional, DHS
Lauren Schath, Paraprofessional, ME
Alexandra Snyder, Behavior Paraprofessional, LTMS
Tracey Straub, Center Based Paraprofessional, DHS
Nora Sturdy, Reading Aide, PRE
Stephanie Tucker, Center Based Paraprofessional, BE
Mikayla Ussery, Paraprofessional, BE
Scott York, Evening Custodian, HE

Resignations – Certified (At the conclusion of the 2019-20 school year.)

Nancy Brandt, Art Teacher, MCMS
Hannah Lincoln, 3rd Grade Teacher, SE
Amy Powers, 1st Grade Teacher, PRE
Cheryl Price, School Psychologist, PRE
Sohail Jouya, Speech/Communications Teacher, MVHS

Retirement – Certified

Cheryl Garretson, 1st Grade Teacher, CCE

Employment – Certified (Effective for the 2020-21 school year.)

Aram Boyajian, 8th Grade Social Studies, MCMS
Grace Bumgarner, 1st Grade Teacher, CCE
Crystal Kautz, 3rd Grade Teacher, SE

4. Acceptance of the following donations:
 - \$1,000.00 from an anonymous donor to Belmont Elementary School.
 - \$1,428.29 from Inter-State Studio and Publishing Co. to Prairie Ridge Elementary School.
 - \$4,000.00 from Walter Zitlow to the De Soto High School football program.
5. Declaration of two (2) old library carousel units at Mill Valley High School as surplus.
6. Start-up of the Project Lit Book Club and Young Republicans student club at Mill Valley High School.

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

Mrs. Rachele Zade moved to approve payment to Kansas Land Management, LLC in the amount of \$15,469.80 with check number 52478.

Mr. John Gaignat seconded.

Carried 6/0.

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

GOOD NEWS.

Belmont Elementary School staff members Tabitha Wagoner and Tina Rainbolt, teachers in the Early Childhood program, and Shelly McCann, Secretary, were recognized for outstanding service in their district roles and presented with Certificates of Appreciation.

ACTION ITEMS.

Professional Negotiated Agreement, 2020-21. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, said the district negotiations team is pleased to inform the Board that a tentative agreement has been reached with the De Soto Teachers' Association (DTA) in regards to the Professional Negotiated Agreement (PNA) for the 2020-21 school year. He talked about the strong partnership between USD 232 and the DTA. He then highlighted key components of the district compensation schedule noting that it adds \$500 on the base, allows for horizontal and vertical movement on the salary schedule, and has an average salary increase of approximately 2.44%. The total teacher compensation package represents an increase of 3.5%. Jeff Wieland, Lead Negotiator of the DTA, shared Mr. Cater's sentiment on the partnership between the DTA and USD 232. He said that 98% of teacher responses to their survey were to ratify the agreement. Mr. Cater said it is the Negotiations Team's recommendation that the Board accept the PNA as presented.

Mr. John Gagnat moved to approve the 2020-2021 Professional Negotiated Agreement between USD 232 and the De Soto Teacher's Association as presented.

Mr. Rick Amos seconded.

Carried 7/0.

Compensation Packages for Employees not covered by the PNA. Brian Schwanz, Director of Human Resources/Secondary, and Carrie Handy, Director of Human Resources/Elementary, presented compensation recommendations for hourly and salary (classified) staff not covered by the PNA. Mr. Schwanz said it has been the district's practice to follow what is done with the Professional Negotiated Agreement for these staff members and recommended the board approve the proposed compensation package. With an average salary increase of 2.44%, the total compensation package increase for classified staff is approximately 4.1%.

Mrs. Stephanie Makalous moved to approve staff compensation packages for the 2020-2021 school year as presented.

Mrs. Ashley Spaulding seconded.

Carried 7/0.

MOU with the De Soto Teacher's Association. Superintendent Harwood noted that on August 24th the Board changed the learning environment from Remote to Hybrid which prompted two certified staff members to resign or retire due to Covid concerns. He said it was the desire of the DTA to have the district offer these teachers the same benefit they would have received had they resigned prior to the spring deadline of May 1, 2020. He said the administration recommends approval of the MOU.

Mrs. Ashley Spaulding moved to approve the Memorandum of Understanding between USD 232 and the De Soto Teachers' Association for retirements and resignations occurring between August 24, 2020, and August 29, 2020.

Mr. John Gaignat seconded.

Carried 7/0.

2020 Copier Contract. Brandon Riffel, Director of Technology, said that four years ago the district entered into a contract with Toshiba for a multifunction copier lease that included a wide range of hardware and services to support printing, copying, faxing and scanning throughout the district. This contract is set to expire at the end of the 2020-21 academic year. Mr. Riffel said the district has been offered an early contract extension proposal that will result in a cost savings of nearly \$45,000 over the period of the agreement. He said it would include new improved equipment (71 copiers) and scanning and document management services for seventy boxes of historical documents the district has in storage.

Mr. Rick Amos moved to approve a five-year agreement with Toshiba, Inc. for copier hardware and services with an annual fee of \$129,170.00.

Mrs. Danielle Heikes seconded.

Carried 7/0.

COVID Advisory Committee. Superintendent Harwood explained that this topic is to discuss function of the advisory committee and not about making changes to the the current learning environment. He said with little attendance to track due to a delay in the start of school, their isn't enough data to review for a change at this time.

Superintendent Harwood said the Advisory Committee will consist of thirteen voting members: Five patrons (representing various buildings across the district); five USD 232 employees (1 elementary teacher, 1 secondary teacher, 1 Human Resources representative, 1 member from the distrit mental health team and 1 member of the district health services staff); and, three experts with limited or no ties to the district (1 mental health expert, 1 public health expert and 1 physician). Superintendent Harwood and three Board members will serve as non-voting members of the committee. He said the committee members will be finalized this week and will meet late next week to review the data to determine what color of the Kansas Schools Gating Criteria USD 232 should be in. He said today the Board will finalize the committee's role as they will have a learning environment recommendation for the board by the week of September 28th; with plans to start with a new learning environment on October 7th if deemed appropriate. He explained that Wednesdays will the best day of the week to make the change, with the Hybrid mode in place, for ease of transition. He said there is a Dashboard on the district website where the district will report positive cases and the number quarantined by building/grade level/district. To date, he noted that there have been 121 staff members or students that have been quarantined or isolated, with only one time that a person was on site and found to be contagious. Superintendent Harwood said that the Kansas Department of Health & Environment data changes throughout the week; but if you look at it on Thursday or Friday it will stabilize.

At the request of a board member, Superintendent Harwood shared pros and cons of having the Advisory Committee report to him or directly to the Board. President Heikes, Ashley Spaulding and Rick Amos expressed

a desire to have the responsibility of making a decision on the learning plan lie with the Board, noting that it allows for more transparency. The rest of the Board was in agreement. Superintendent Harwood added that if the board chooses to make the learning plan decision it would need to have a special meeting the week of September 28th. He also noted that the board could consider if elementary and secondary schools will continue to utilize the same learning environment.

Ashley Spaulding asked if the district will use absenteeism rates across the county, or just in our buildings. Superintendent Harwood said the committee will use USD 232 data by building and district.

President Heikes asked if Superintendent Harwood expected to use the district data to figure average daily attendance. He said yes.

President Heikes said she will call a special meeting on September 28th to receive a report from the Advisory Committee with the time and location to be determined.

PATRON INPUT. With no requests to speak to the board submitted to the Clerk, President Heikes moved onto the next agenda item.

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. Revisions for the 2020-2021 Related Services Handbook.

President Heikes adjourned the meeting at 6:50 p.m.

October 5, 2020
Date Approved

Wendy S. Denham
Clerk, Board of Education

Janeth Heikes
President, Board of Education