



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)

August 3, 2020

YouTube channel: <https://bitly.com/usd232youtube>

The budget hearing 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 (*participated via Zoom*)
Bill Fletcher (*participated via Zoom*)
John Gaignat
Danielle Heikes
Stephanie Makalous
Ashley Spaulding
Rachele Zade

Others Present: Alvie Cater, Assistant Superintendent of Administrative & Educational Services
Wendy Denham, Board Clerk
Carrie Handy, Director of Human Resources/Elementary
Lee Hanson, Director of Special Services
Tara Harmon-Moore, Health Services Coordinator
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of School Improvement
Dr. Gail Holder, Principal, Mill Valley High School
Dr. Joe Kelly, Director of Curriculum
Ken Larsen, Assistant Superintendent of Business & Operations
Clark McCracken, Principal, Lexington Trails Middle School
Kris Meyer, Principal, Starside Elementary School
Jolyn Mortenson, Director of Student Nutrition
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 turned the budget hearing over to Ken Larsen, Assistant Superintendent of Business & Operations.

Mr. Larsen noted that the appropriate budget information and legal notice was published in the district's official newspaper, The Legal Record, on July 21, 2020. He referred to his report in the board packet that explains that the board will adopt a resolution expressing the property taxation policy of USD 232 with respect to financing the annual budget for 2020-2021. President Heikes asked if anyone in the audience wanted to speak in regards to the proposed 2020-21 USD 232 budget. No comments were made.

President Heikes stated that the 2020-21 Budget will appear on the Consent Agenda for board approval during the regular meeting and adjourned the budget hearing at 6:03 p.m.

President Heikes called the regular meeting to order at 6:03 p.m. and asked if there were any changes to the Consent Agenda/Agenda.

Superintendent Harwood asked to add an Executive Session for Negotiations to the agenda.

Bill Fletcher asked to remove check number 52294 from Consent Agenda item "F. Approve payment of bills and transfer of funds" for approval separately.

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

Mrs. Ashley Spaulding seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the July 13th special meeting, July 13th regular meeting and July 27th special meeting.
2. The USD 232 Budget/Resolution expressing the property taxation policy of USD 232 with respect to financing the annual budget for 2020-2021.
3. Payment of bills and issuance of checks numbered 52209 – 52237, 52246 – 52293 and 52295 – 52360.

4. Personnel recommendations as follows:

Resignations – Classified

Carol Burnett, Paraprofessional, ME

Asyence Hooper, Student Nutrition Assistant, LTMS

Melissa Jackson, Reading Aide, PRE

Meredith Neill, Behavior Assistant/Paraprofessional, RE

Kelley Newton, Center Based Paraprofessional, DHS

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

Emily Berg, Center Based Paraprofessional, DHS

David McGhee, Evening Custodian, ME

Melanie McGirr, Center Based Paraprofessional, DHS

Natalia Moreno, Evening Custodian, CCE
Jessica Robinson, Center Based Paraprofessional, DHS
Martha Sanchez, Evening Custodian, DHS

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

Brian Dinkel, 8th Grade Social Studies Teacher, LTMS

Carlie Gill, 0.5 FTE 2nd Grade Teacher, HE
Jena Hartman, Special Education Teacher, MTMS

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

Kristi Hill, Special Education Teacher, MTMS
Jessica Kelley, Special Education Teacher, HE

Employment – Administration (Effective for the 2020-2021 school year.)

Kayla Wiedeman, School Improvement Specialist, CCE

5. A Public Improvement Maintenance Agreement between Unified School District 232 and the City of Lenexa.
6. Acceptance of the following donations:
 - \$350.00 from the Cedar Creek Pet Hospital to the De Soto High School Band program.
 - \$500.00 from Fidelity Charitable to the De Soto High School Band program.

Bill Fletcher declared a conflict of interest and left the meeting at 6:05 p.m.

Mrs. Rachele Zade moved to approve payment to Kansas Land Management, LLC in the amount of \$10,702.35 with check number 52294.

Mr. John Gagnat seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6: 05 p.m.

ACTION ITEMS.

Revised 2020-21 School Year Calendar. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, noted that two calendar options were included in the board packet and tonight a third calendar option would be presented. He noted that the calendars were developed with feedback received from teachers through the Calendar Committee. The State of Kansas requires by statute a minimum of 1,116 student contact hours during a school year and Mr. Cater said all three options meet that requirement. He shared details and key differences in the calendars, noting that calendar option 3 provides for ten (10) teacher professional development/workdays before the first day of school (the most out of the three options), allows students four days off at Spring Break and puts their last day before Memorial Day, and it adds one additional teacher contract day for a total of 185 which is still below the number of contract days the district is not to exceed per the negotiated agreement.

When a board member asked why the district wouldn't add minutes to the school day, Mr. Cater explained that by not adding minutes now this could be an option later in the school year should it become necessary to makeup instructional time lost due to inclement weather or other unforeseen circumstances. Superintendent Harwood added that adding minutes to the instructional day doesn't benefit students from an instructional standpoint.

Stephanie Makalous asked why option 3 was developed. Mr. Cater said that through teacher feedback it was determined they wanted more time at the beginning of the year to prepare for whatever learning environment comes their way. He noted that teachers will have the same amount of work time as they always have, but a lot more professional development time.

Mrs. Stephanie Makalous moved to approve the 2020-2021 School Year Calendar with revision option 3.

Mrs. Danielle Heikes seconded.

Carried 7/0.

Coming Back Together: USD 232 Learning Guidelines for 2020-21. Superintendent Harwood shared family survey data on learning environments. He reviewed changes the Board made to the Coming Back Together document on July 13th: 1. Mask use as mandated by state and county order; and, 2. The Optional Remote Learning Program term. With regard to waivers and liability, Superintendent Harwood said that in consultation with the Kansas Association of School Boards Legal Department and the USD 232 attorney, Mr. Mike Norris, it was determined that waivers would not be needed. He reviewed changes made to the Coming Back Together document since July 13th: 1. When required by state or local order, school staff will take students' temperatures as they enter the building, 2. Quarantine guidelines may be amended based on recommendations from the Kansas Department of Health & Environment or Johnson County Department of Health & Environment; and, 3. In the event that an activity is canceled or cut short, sponsors and coaches will be expected to provide opportunities and participation as appropriate.

With regard to athletic and co-curricular participation, Superintendent Harwood cited current language in the Coming Back Together document that says students who are not enrolled in classes on-site are not eligible to participate in or attend activities or athletics on-site. He gave the board possible language that says students enrolled in the Optional Remote Learning Model may participate in-person in activities and athletics that take place outside the normal school day and remotely in activities that take place during the school day. In addition, participation in co-curricular activities is dependent upon enrollment in the related class. Board members were in agreement with allowing students enrolled in the Optional Remote Learning Model to participate in activities and athletics as presented by Superintendent Harwood.

Superintendent Harwood presented the board with detail on the On-Site and Optional Remote learning models. He noted that parents may want to choose the Optional Remote model to offer students consistency. Board members were shown an example of the Optional Remote schedule and course offerings. Superintendent Harwood explained that in the On-Site model three learning environments may be utilized during the school year in response to state or county health officials based on the activity of COVID-19 within the community (On-site, Hybrid or Remote). He went into more detail on the Hybrid Learning Environment, which is the way the district would start the school year with COVID statistics where

they are currently standing. He said the purpose of the Hybrid Learning Environment is to reduce the number of students attending school in-person. Students will be divided into two groups: Group A – students with last names starting with A – K, and Group B – students with last names starting with L - Z. He explained that for a five-day week, the first group of students will attend school on Monday and Tuesday and the second group will attend on Thursday and Friday; on Wednesdays neither group would attend school in-person to allow for thorough building cleaning and sanitization. On days students don't receive in-person instruction, they will attend online learning.

Carrie Handy, Director of Human Resources/Elementary, Michelle Hite, Director of School Improvement, and Kris Meyer, Starside Elementary Principal, walked the board through samples of Hybrid and Remote daily schedules for elementary school students. Brian Schwanz, Director of Human Resources/Secondary, and Clark McCracken, Lexington Trails Middle School Principal, walked the board through samples of the middle school On-site and Hybrid learning model schedules. Dr. Joe Kelly, Director of Curriculum, Sam Ruff, De Soto High School Principal, and Dr. Gail Holder, Mill Valley High School Principal, walked the board through sample daily schedules for high school students with the Hybrid Learning Model, Remote Learning Model and Optional Remote Learning Model. Superintendent Harwood noted that from a COVID risk mitigation standpoint the Hybrid model is safer, but it is much more complex. He added that classroom teachers will take attendance for remote students and the district will work with families who aren't engaging the way expected, beginning with the teacher and principal reaching out to them to figure out the cause and come up with a solution.

President Heikes declared a five-minute break at 7:54 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 7:59 p.m.

Superintendent Harwood introduced Gating Criteria developed by the Johnson County Health Department which the district will use to determine whether to re-open fully in-person, with the Hybrid Learning model or fully Remote. He said based on input from principals it is the recommendation that both elementary and secondary schools follow the same Gating Criteria. He explained that every four weeks, the district will use the criteria to re-evaluate which model the district will use. He said that the decision for the learning model to use with school opening will be made on Tuesday, August 18th. Board members were in support of using the Gating Criteria for school attendance.

Superintendent Harwood noted that reasons for going remote could be dictated by Gating Criteria, a building COVID outbreak, or quarantine of staff.

Superintendent Harwood reviewed the Gating Criteria as it relates to extra-curricular activities. This criterion would restrict participation in sports and activities deemed high-risk when there is moderate spread of COVID-19 in the community and restrict all sports or activities when there is high spread of COVID-19. He asked the board to consider whether they would follow the rules of the Kansas State High School Activities Association (KSHSAA) who has said they will not change the schedule for fall activities and plan to start on August 17th, rules of each high school's league (Eastern Kansas League or Sunflower League)

which could decide to delay the beginning of the season, or follow the Johnson County Health Department's Gating Criteria.

After lengthy discussions, Superintendent Harwood suggested the Board do a separate motion for Activities/Athletics participation.

Superintendent Harwood reviewed the Covid-19 Staff Leave Protocol. He covered School Related Employee Quarantine and Isolation, Non-School Employee Related Quarantine and Isolation, Other COVID-19 Related Employee Absences and Choice-Driven Quarantine and Isolation.

Mrs. Ashley Spaulding moved to approve the Coming Back Together: USD 232 Learning Guidelines for 2020-21 as discussed, understanding that additional changes may need to be made. The Superintendent in consultation with the Board President is authorized to make changes as needed. Changes will be communicated to the Board of Education and when possible delayed to allow for consideration of the Board of Education.

Mr. Rick Amos seconded.

Carried 6/1 . Danielle Heikes dissented.

Ashley Spaulding asked if the district had a way to limit spectators at activities to mitigate risk. Superintendent Harwood said the district could do that as well as require mask use and social distancing.

Mrs. Danielle Heikes moved to accept the Johnson County Health Department Gating Criteria public health recommendations for safe school opening as is for extra-curricular activities.

Mrs. Stephanie Makalous seconded.

Roll Call Vote:

John Gagnat – No

Ashley Spaulding – No

Stephanie Makalous – Yes

Rachelle Zade – No

Danielle Heikes – Yes

Rick Amos – No

Bill Fletcher – No

Motion Failed 2/5.

Superintendent Harwood said he will work with high school administrators to come up with guidelines for spectators and then if the Board wants to do something to act on those they could call a special meeting.

2020-2021 District Goals. Superintendent Harwood said nothing has changed from last month's discussion on the goals. He said the goals are basically an extension from last year with the addition of strategies in the event of school closing and improving racial and ethnic equity and inclusion throughout the district.

Mrs. Ashley Spaulding moved to approve the 2020-2021 District Goals as discussed.

Mr. John Gagnat seconded.

Carried 7/0 .

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

EXECUTIVE SESSION.

Negotiations.

Mrs. Danielle Heikes moved to go into executive session at 9:18 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Ken Larsen, Brian Schwanz, Carrie Handy, Sam Ruff and Kris Meyer to discuss Negotiations pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 9:38 p.m. at this location.

Mr. John Gagnat seconded.

Carried 7/0.

The Board returned to open session and President Heikes called the meeting back to order at 9:38 p.m.

President Heikes adjourned the meeting at 9:38 p.m.

Sep 4, 14, 2020

Date Approved

Wendy S. Senham

Clerk, Board of Education

Carol Heikes

President, Board of Education