



# 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)

January 14, 2019

The meeting was called to order at 6:00 p.m. by the Board President, Rachele Zade. A quorum of the Board was present. Attendance was as follows:

**Board Members Present:** Bill Fletcher  
John Gagnat (*Arrived at 6:06 p.m.*)  
Angela Handy  
Kevin Makalous  
Mitch Powers  
Rachele Zade

**Absent:** Danielle Heikes

**Others Present:** Alvie Cater, Assistant Superintendent of Administrative & Educational Services  
Steve Deghand, Director of Facilities  
Wendy Denham, Board Clerk  
Sherry Dumolien, Special Service Coordinator  
Kristel Fulcher, Principal, Prairie Ridge Elementary School  
Carrie Handy, Director of Human Resources/Elementary  
Lee Hanson, Director of Special Services  
Frank Harwood, Superintendent of Schools  
Michelle Hite, Director of School Improvement  
Joe Kelly, Director of Curriculum & Instruction  
Ken Larsen, Assistant Superintendent of Business & Operations  
Jolyn Mortenson, Director of Student Nutrition  
Brandon Riffel, Director of Technology  
Ceresa Schaeffer, Secondary Curriculum Coordinator  
Cindy Swartz, Technology Integration Coordinator

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

President Zade asked if there were any changes to the Agenda or Consent Agenda. No changes were made.

*Mrs. Angela Handy moved to adopt the Agenda and approve the Consent Agenda.*

*Mr. Kevin Makalous seconded.*

*Carried 5/0.*

The following Consent Agenda items were approved:

1. Minutes of the December 3<sup>rd</sup> regular meeting.
2. Payment of bills and issuance of checks numbered 46347 – 46425, 46432 – 46506, 46508 – 46594, 46603 – 46642 and 46644 – 46621.
3. Transfer of funds as follows:
  - a. \$715,000.00 from General (Fund 06) to Special Education (Fund 30)
  - b. \$4,300.00 from LOB (Fund 08) to State Pre-K (Fund 11)
  - c. \$195,000.00 from LOB (Fund 08) to At Risk K-12 (Fund 13)
  - d. \$37,000.00 from LOB (Fund 08) to Bi-Lingual (Fund 14)
  - e. \$185,000.00 from LOB (Fund 08) to Vocational Education (Fund 34)
4. Personnel recommendations as follows:

Resignations – Classified

Shirley Beeler, Student Nutrition Assistant, MTMS

Natalie Kelly, Student Nutrition Assistant, MCMS

Jill Rademacher, Paraprofessional, The Bridge

Michael Story, Student Nutrition Assistant, DHS

Employment – Classified

Courtney Hensler, Psych Paraprofessional, District Wide

Jean Huber, Student Nutrition Assistant Substitute, District Wide

Amanda Knight, Paraprofessional, BE

Dayna Murphy, Center Based Paraprofessional, DHS

Debbie Neill, 0.5 FTE Paraprofessional, HE

Lindsay Roush, Paraprofessional, MTMS

Sarah Schulze, Paraprofessional Substitute, BE

Marcy Teasley, Paraprofessional, MCMS

Retirement – Certified Administration (At the conclusion of the 2018-19 school year.)

Steve Ludwig, Principal, LTMS

Retirements – Certified (At the conclusion of the 2018-19 school year.)

Wiley Bidleman, 6<sup>th</sup> Grade Science Teacher, MTMS

Patricia Brock, Business Teacher, MVHS

Mary Mattingly, Chemistry Teacher, MVHS

Shawn McWhirt, Gifted Facilitator, PRE

Resignations – Certified (At the conclusion of the 2018-19 school year, unless otherwise noted.)

Alexia Antunez-Hernandez, 2<sup>nd</sup> Grade Teacher, SE

Helga Brown, Drafting/Architecture, MVHS

Jill Hanson, Kindergarten Teacher, CCE

Marisa Jarboe, 5<sup>th</sup> Grade Teacher, SE

Cheryl Palmer, Special Education Teacher, LTMS (Effective 12/20/18)

Employment – Certified

Shaleen Armstrong, Special Education Teacher, LTMS (*Effective 01/04/19*)

Alexie Bass, Elementary Special Education Teacher, Location TBD (*Effective for the 2019-20 school year.*)

Hannah Lincoln, Elementary Teacher, Location TBD (*Effective for the 2019-20 school year.*)

5. The Independent Auditor Contract with Karlin & Long, LLC for fiscal year 2019 at a rate of \$11,175.00.
6. Purchase of a Kubota 4x4 Diesel Utility Vehicle from Coleman Equipment in the amount of \$25,699.05.
7. Purchase of Proofpoint software licensing in the amount of \$18,998.98.
8. Acceptance of the following donations:
  - \$1,380.00 from various people and businesses in memory of Mr. Larry Brummitt to the De Soto High School Girls Softball program.
  - \$8,291.41 from the Mize PTO to Mize Elementary School.
  - \$250.00 from the Hendrich family to the De Soto High School Boys Basketball program.
  - \$500.00 from the Preps KC Be YOUUnion Game of the Week Award to the De Soto High School Football program.
  - \$1,500.00 from De Soto Youth Athletics to the De Soto High School Boys and Girls Basketball programs.
9. The following extended day trips:
  - Mill Valley High School Boys Basketball, Grades 9-12, participate in a basketball tournament, McPherson High School, McPherson, KS, January 17-19, 2019.
  - De Soto High School Band, Grades 9-12, participate in the Kansas State University Concert Band Clinic, K-State University, Manhattan, KS, January 25-27, 2019.
  - Mill Creek Middle School 8<sup>th</sup> Grade, Worlds of Fun, Kansas City, MO, May 22, 2019.

GOOD NEWS.

**Staff Member Recognition.**

Clear Creek Elementary School Art Teacher, Megan Clark, was named a 2019 finalist for Kansas Teacher of the Year and will be representing USD 232 as a member of the Kansas Teacher of the Year Team. This team consists of eight teachers, including the Teacher of the Year, who will be visiting schools and universities across the state this semester serving as ambassadors for education in Kansas. In recognition of her dedication to the teaching profession and service to our students, Megan was presented with a Certificate of Professional Achievement.

Prairie Ridge Elementary School staff members Melissa Barhorst, Speech Pathologist, and Taylor Newman, Art Teacher; along with The Bridge staff member Jenna Sutter Brown, Special Education Teacher, were recognized for outstanding service in their district roles and presented with Certificates of Appreciation.

John Gagnat arrived at 6:06 p.m.

January is School Board Member Recognition Month. To show USD 232 board members appreciation for their dedication to the staff and students, each member was presented with a letter of thanks from students at Prairie Ridge Elementary, a tile coaster with the district logo printed on it that was made by students in The Bridge program and a Certificate of Appreciation.

#### ACTION ITEMS.

**Classified Employee Handbook.** Carrie Handy, Director of Human Resources/Elementary, highlighted recommended changes for the handbook, particularly the rate of compensation for employees with 250 day contracts who are considered essential (meaning they must report to work on inclement weather days to perform necessary duties). The proposal is for those employees to be compensated for their scheduled hours and paid their regular rate for hours actually worked.

Mrs. Handy explained that in 2017-18 employees with 250 day contracts that were required to work on inclement weather days were compensated for their scheduled hours and one and a half hours for each hour actually worked. Then when the 2018-19 Classified and Health Services Employee Handbook was approved those employees were to be paid time and a half for hours actually worked, but not compensated for their scheduled hours. She said the change is recommended to more fairly compensate employees with 250 day contracts that were required to come into work when other employees with 250 contracts don't have to report.

Citing the extreme weather conditions and sometimes overnight/early hours facilities staff have to work in order to clear snow and ice, Bill Fletcher noted he felt essential staff should get compensated for their scheduled hours and time and a half for hours worked beyond the normal work schedule.

*Bill Fletcher moved to approve the revised 2018-2019 Classified & Health Services Employee Handbook as presented with the following amendment: change pay rate for actual work on inclement weather days to time and a half for work outside of the regular schedule or when other 250-day staff are not required to report to work.*

*Mr. John Gagnat seconded.*

*Carried 6/0.*

**Substitute Teacher Pay Rate.** Carrie Handy noted that the current daily rate for a substitute is \$110.00 and the current daily rate for a long-term substitute is \$125.00. She said the proposal is to increase each rate by \$15.00 in an effort to bring up the fill rate.

*Mrs. Rachele Zade moved to approve increasing the daily substitute rate to \$125.00 and the long-term substitute rate to \$140.00/day effective January 15, 2019.*

*Mrs. Angela Handy seconded.*

*Carried 6/0.*

**2018 Bond Update & Timeline/Mass Communication Devices.** Superintendent Harwood presented the Board with background information on the 2018 bond. He went over the current

status of projects in Phase I (Safety & Security, Educational Technology, Elementary Playgrounds and Construction Projects) and reviewed projects slated to be completed in Phase II and III. He pointed out that the proposed action for purchase of mass communication devices for Starside Elementary is a piece of the Safety & Security projects in Phase I.

*Mr. Kevin Makalous moved to approve purchase and installation of network connected notification systems in an amount not to exceed \$54,324.50 for the use of emergency communication and replacement of legacy bells and clocks at Starside Elementary.*

*Mrs. Angela Handy seconded.*

*Carried 6/0.*

#### DISCUSSION ITEM.

**Student Achievement Data.** Michelle Hite, Director of School Improvement, presented slides with the following student achievement data to the Board:

- Kansas State Assessment data in English Language Arts & Math, Spring 2018
- FastBridge Screener Data in Math and Reading, Winter 2018
- PreACT Assessments for 9<sup>th</sup> and 10<sup>th</sup> graders, Fall 2018
- ACT Scores, 2017-2018 school year
- Advanced Placement Courses and Assessments, Spring 2018
- 5 Year Effectiveness Rating

PATRON INPUT. President Zade moved onto the next agenda item as no requests to speak were submitted.

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. New Board Policy.

#### EXECUTIVE SESSION.

##### **Negotiations.**

*Mrs. Rachele Zade moved to go into executive session at 7:20 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Ken Larsen, and Carrie Handy to discuss the notification of negotiations letter pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 7:40 p.m. at this location.*

*Mrs. Angela Handy seconded.*

*Carried 6/0.*

The Board returned to open session and President Zade called the meeting back to order at 7:40 p.m.

##### **Non-elected Personnel.**

*Mrs. Rachele Zade moved to go into executive session at 7:42 p.m. for a period of fifteen minutes with Frank Harwood, Alvie Cater and Carrie Handy to discuss an individual employee's performance*

*pursuant to the non-elected personnel exception under KOMA and return to open session at 7:57 p.m. at this location.*

*Mr. Mitch Powers seconded.*

*Carried 6/0.*

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

*President Zade adjourned the meeting at 7:59 p.m.*

February 4, 2019  
Date Approved

Wendy S. Denham  
Clerk, Board of Education

Jack M. Zade  
President, Board of Education