



# 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)

March 4, 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 Gaignat  
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  
Carrie Handy, Director of Human Resources/Elementary  
Lee Hanson, Director of Special Services  
Tara Harmon-Moore, Nurse Coordinator  
Frank Harwood, Superintendent of Schools  
Jan Hicks, School Improvement Specialist, Starside Elementary School  
Michelle Hite, Director of School Improvement  
Joe Kelly, Director of Curriculum & Instruction  
Ken Larsen, Assistant Superintendent of Business & Operations  
Kris Meyer, Principal, Starside Elementary School  
Jolyn Mortenson, Director of Student Nutrition  
Brandon Riffel, Director of Technology  
Sam Ruff, Principal, De Soto High School  
Ceresa Schaffer, Secondary Curriculum Coordinator  
Brian Schwanz, Director of Human Resources/Secondary  
Cindy Swartz, Technology Integration Coordinator  
Jerald VanRheen, Assistant Principal/Athletic Director, Mill Valley High School

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. He noted that Student Recognition will be added to the agenda under item "III. GOOD NEWS".

President Zade asked if there were any additional changes to the Agenda or Consent Agenda.

Mitch Powers asked to remove Consent Agenda item "F. Approve Notice of Nondiscrimination policy update" for discussion.

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

*Mr. John Gaignat seconded.*

*Carried 6/0.*

The following Consent Agenda items were approved:

1. Minutes of the February 4<sup>th</sup> regular meeting.
2. Payment of bills and issuance of checks numbered 46935 – 46982, 47061 - 47176 and 47187 – 47304.
3. Transfer of funds as follows:
  - a. \$780,000.00 from General (Fund 06) to Special Education (Fund 30)
  - b. \$4,500.00 from LOB (Fund 08) to State Pre-K (Fund 11)
  - c. \$187,000.00 from LOB (Fund 08) to At Risk K-12 (Fund 13)
  - d. \$37,400.00 from LOB (Fund 08) to Bi-Lingual (Fund 14)
  - e. \$13,000.00 from LOB (Fund 08) to Parents as Teachers (Fund 28)
  - f. \$202,000.00 from LOB (Fund 08) to Vocational Education (Fund 34)
4. Personnel recommendations as follows:

Resignations – Classified

Abby Baden, Paraprofessional, HE  
Maureen Befort, Lunchroom Aide, RE  
Anna Campbell, Center Based Paraprofessional, LTMS  
Brooke Lanting, Paraprofessional, MTMS  
Kelcie Underwood, Rule 10 Head Cheer Coach, DHS

Retirement – Classified

Rick Baldwin, Plumber, District Service Center  
Bertha Rosales, Student Nutrition Assistant, DHS

Employment – Classified

Zachary Atchison, Rule 10 Assistant Baseball Coach, DHS  
Sara Brown, Substitute Custodian, District Wide  
Julie Daicoff, Paraprofessional, MVHS  
Kimberly Gadwood, Rule 10 Assistant Track Coach, DHS  
Michelle Johnson, Paraprofessional, MVHS  
Danielle Orel, Rule 10 Assistant Girls Soccer Coach, MVHS  
Joshua Smith, Substitute Custodian, District Wide

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

Marissa Bundy, 1<sup>st</sup> Grade Teacher, RE  
Jill Hanson, Kindergarten Teacher, CCE (Effective 4/6/19.)  
Bryn Kruse, 2<sup>nd</sup> Grade Teacher, BE  
Kathleen Millard, At-Risk Math Specialist, SE

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

Sherry Dumolien, Special Services Coordinator, AO

Employment – Certified (Effective for the 2019-20 school year.)

Autumn Burks, School Psychologist, Districtwide

Nicholas Foster, Business Teacher, MVHS

Trenton Hoefler, 7<sup>th</sup> Grade Math Teacher, MCMS

Neil McLeod, Chemistry/Physics Teacher, MVHS

Ryan Thies, Engineering Technology Teacher, MCMS

Employment – Certified Administration (Effective for the 2019-20 school year.)

Clark McCracken, Principal, Lexington Trails Middle School

5. Acceptance of the following bids:

- Treadwell in the amount of \$564,658.00 for resinous flooring at De Soto High School, Lexington Trails Middle School and Monticello Trails Middle School.
- Advanced Asphalt in the amount of \$250,803.00 for district-wide asphalt repairs and creation of a walking trail at Mize Elementary School to be done during the summer months.
- Theno Construction in the amount of \$86,089.73 for district-wide concrete repairs to be done during the summer months.
- Audio Acoustics in the amount of \$35,855.00 for upgrade of the theatre sound system at Lexington Trails Middle School.
- Grandview Top Company in the amount of \$35,598.00 for replacement of countertops in De Soto High School.

6. Purchase of Number Worlds math resources from McGraw Hill for grades K-5 in the amount of \$44,308.06.

7. Implementation of the 2019 Summer Food Service Program.

8. Declaration of one (1) Panasonic Digital Video Cassette Camera, three (3) Westcott Rapid Box Octa Kits and three-hundred eighty-five (385) Quizdom Units and Accessories as surplus.

9. Declaration of ninety-eight (98) items of De Soto High School Track & Field clothing (sweats and sweatshirts) as surplus.

10. Establishment of the following student activity clubs at Mill Valley High School: Society of Women Engineers (SWE) and National Speech and Debate Association (NSDA).

11. Acceptance of the following donations:

- \$500.00 from the Kansas City Chiefs/Hunt Family Foundation to the De Soto High School Football team.
- Forty-eight (48) new Yoga Mats from Marsha McFarland to the Lexington Trails Middle School Physical Education program.
- \$1,438.00 from Art to Remember to Prairie Ridge Elementary School.

GOOD NEWS.

**Staff Member Recognition.** Starside Elementary School staff members Tana Beyers, Reading Specialist, and paraprofessionals Brenda Barger, Sherry Brenton, Beverly Herrington, Jennifer Strouse, and Prathiba Wheeler were recognized for outstanding service in their district roles and presented with Certificates of Appreciation.

**Student Recognition.** The Board recognized Mill Valley High School sophomore Ethan Kremer who competed at the state wrestling tournament this past weekend and won the Kansas State Championship in the Class 6A, 220 lb. weight division; along with his coach Travis Keal. Ethan was presented with a Certificate of Achievement.

#### ACTION ITEMS.

**Notice of Nondiscrimination policy update.** Mitch Powers noted that he wasn't at the last board meeting when this update was discussed. He explained that he looks at everything for unintended consequences and worst case scenarios and makes decisions based on facts, not emotions. Mr. Powers expressed concern with a lack of definition on what is considered discrimination. He stressed that he doesn't believe anybody should be discriminated against, but without clear definition he thought the district should follow the recommendations of the Kansas Association of School Boards (KASB).

Superintendent Harwood said that as requested by the board in the last meeting the administration contacted an attorney with KASB concerning the student requested policy change. He said KASB recommends against adding the two classes (sexual orientation and gender identity) because, "...there are currently no legal protections or requirements for those classes. Any protections added would go above and beyond the requirements of law." Alvie Cater added that while it would be acceptable for the Board to make the change, it would mean that the board incurs the potential for additional liability. He said the current notice of nondiscrimination meets all federal and state requirements.

Kevin Makalous asked if the district's liability insurance would kick in if the district were to be sued for discrimination. Superintendent Harwood noted that it would.

Bill Fletcher asked what the administration's recommendation was. Superintendent Harwood said a change in the policy would not change what is practiced; therefore, the administration would be in favor of adopting the change.

Mitch Powers asked if the protections would apply to access in areas such as restrooms or locker rooms. Superintendent Harwood explained that the change to the nondiscrimination policy applies to programs, activities or employment, not access to specific facilities. The second part of the policy requires the district to provide equal access to facilities for outside groups such as the Boy Scouts.

*Mr. Kevin Makalous moved to approve the Notice of Non-Discrimination Policy Update.*

*Mrs. Rachele Zade seconded.*

*Carried 5/1 (Mitch Powers dissented.)*

**Elementary Closure/Inclement Weather; Make-Up Day for Students.** Alvie Cater, Assistant Superintendent of Administration & Educational Services, informed the board that as of February 27<sup>th</sup> the district has used seven days to close school due to inclement weather. He explained that USD 232 plans each school year calendar with four (4) emergency closure/inclement weather days. At this point in the school year, he said the district has exceeded the days set aside for this purpose by three full days. Mr. Cater told the board that in order to ensure our schools maintain student attendance requirements established by the State of Kansas, it is recommended student contact time is made up. He presented a proposal to add two days of student contact time back into the school calendar.

*Mrs. Angela Handy moved to modify the 2018-19 school year calendar as follows: 1. Schedule Friday, April 19, as a regular school day, 2. Schedule Thursday, May 16, as the last day for high school Seniors; and, 3. Schedule Friday, May 24, as the last day for students in grades K-11.*

*Mr. Kevin Makalous seconded.*

*Carried 6/0.*

Superintendent Harwood noted that the administration was going to start looking into putting plans in place to accommodate late starts in lieu of having to use a full day for inclement weather.

**Elementary Playground Renovations.** Steve Deghand, Director of Facilities, shared a PowerPoint presentation with the following slides: 1. The Approach of ABCreative (the company chosen by the Board to design and install new playgrounds at the elementary schools), 2. The 7 Elements of Play; and, 3. pictures of design plans for the new playgrounds. He then asked the Board to approve the playground renovation projects at the three oldest elementary schools in the district (Clear Creek, Mize and Starside).

*Mr. Kevin Makalous moved to approve playground renovation projects at Clear Creek, Mize and Starside elementary schools in the amount of \$1,292,415.00 as submitted by ABCreative through a government contract.*

*Mrs. Rachele Zade seconded.*

*Carried 6/0.*

**2019 Classroom Audio-Visual Update.** Brandon Riffel, Director of Technology, noted that all three vendors who bid on updating of classroom audio-visual systems (hardware consisting of new classroom overhead speakers, digital projectors, large pull-down screens, and HDMI cabling installation) were reputable and have done work in the district before. He also said that this update will cover 90% of the district's classrooms. Board members were told that this purchase would be made from 2018 bond funds and asked to accept the low bid from Kansas City Audio Visual.

*Mr. Mitch Powers moved to accept a bid from Kansas City Audio Visual in an amount not to exceed \$828,675.50 for audio visual hardware and installation in 475 classrooms.*

*Mr. John Gagnat seconded.*

*Carried 6/0.*

**2019 Mass Notification System Installation.** Brandon Riffel explained that two proposals were presented for approval: 1. Purchase of five-hundred fifty (550) Advanced Network Devices/Hardware like the one on display in the board room; and, 2. Installation services for the equipment. Board members were told that this purchase would be made from 2018 bond funds and related to improvement of safety and security systems. They were then asked to approve the low bids.

*Mrs. Angela Handy moved to accept a bid from CDWG in the amount of \$545,800.00 for Advanced Network Devices/Hardware and a bid from Core Communications in the amount of \$130,350.00 for installation of the mass notification systems at all of the schools.*

*Mr. Mitch Power seconded.*

*Carried 6/0.*

**2019 Security Camera Replacement.** Brandon Riffel noted that the camera manufacturer, Axis, was helpful in design on this project. He explained that the current security camera system is nearly ten years old and in need of updating to interface with other security and building systems; in addition, more cameras would be added to address identified security gaps at all schools. Mr. Riffel said three competitive bids were received for purchase and installation of Axis cameras and accessories and asked the board to accept the low bid. This project will also be paid with 2018 bond funds.

*Mrs. Angela Handy moved to accept a bid from Core Communications in an amount not to exceed \$474,575.00 for hardware and installation services on 623 security cameras.*

*Mrs. Rachele Zade seconded.*

*Carried 6/0.*

**DISCUSSION ITEM.**

**Mill Valley High School Projects.** Superintendent Harwood informed the board that the Mill Valley projects weren't submitted for approval this evening because there were two things that the district did not receive bids on, masonry and theatrical equipment and lighting. He said because no one bid on these, the district was able to solicit bids from desired companies which resulted in two bids for each. All of the Mill Valley projects to be paid for with 2018 bond funds will be presented to the board for approval at the March 18<sup>th</sup> special meeting.

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

**FYI REPORT.** The following informational report was included in the packet for this board meeting: 1. District Goals – 2018-19 Update.

**EXECUTIVE SESSION.**

*Mrs. Rachele Zade moved to go into executive session at 7:05 p.m. for a period of fifteen minutes with Frank Harwood, Alvie Cater, Brian Schwanz 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 7:20 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 7:21 p.m.

*President Zade adjourned the meeting at 7:21 p.m.*

April 1, 2019  
Date Approved

Wendy S Denham  
Clerk, Board of Education  
Rachele Zade  
President, Board of Education