



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 91st Street, De Soto, KS)

June 3, 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
Danielle Heikes
Kevin Makalous
Mitch Powers
Rachele Zade

Absent: Angela Handy

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
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of School Improvement
Ryan Johnson, Associate Principal/Athletic Director, De Soto High School
Dr. Joe Kelly, Director of Curriculum & Instruction
Ken Larsen, Assistant Superintendent of Business & Operations
Sam Ruff, Principal, De Soto High School
Ceresa Schaffer, Secondary Curriculum Coordinator
Brian Schwanz, Director of Human Resources/Secondary
Jerald VanRheen, Associate 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.

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

Bill Fletcher asked to remove check number 48237 from Consent Agenda item "C. 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.

Mr. Mitch Powers seconded.

Carried 6/0.

The following Consent Agenda items were approved:

1. Minutes of the May 6th regular meeting.
2. Payment of bills and issuance of checks numbered 47973 – 48019, 48025 – 48135, 48207 – 48236 and 48238 - 48269.
3. Transfer of funds as follows:
 - a. \$400,000.00 from General (Fund 06) to Special Education (Fund 30)
 - b. \$5,000.00 from LOB (Fund 08) to State Pre-K (Fund 11)
 - c. \$180,000.00 from LOB (Fund 08) to At Risk K-12 (Fund 13)
 - d. \$40,000.00 from LOB (Fund 08) to Bi-Lingual (Fund 14)
 - e. \$25.00 from LOB (Fund 08) to Student Nutrition Services (Fund 24)
 - f. \$13,500.00 from LOB (Fund 08) to Parents as Teachers (Fund 28)
 - g. \$605,000.00 from LOB (08) to Special Education (Fund 30)
 - h. \$155,000.00 from LOB (08) to Vocational Education (Fund 34)

4. Employment recommendations as follows:

Resignations – Classified

Monida Burris, Reading Aide 0.5 FTE, CCE
Deborah Huggins, Evening Custodian, ME
Amanda Jackson, Evening Custodian, SE
Sheri Johnson, ESOL Aide, RE
Belinda McLeod, Reading Aide 0.5 FTE, CCE
Georgina Oberle, Student Nutrition Assistant, MVHS
Lindsay Roush, Paraprofessional, MTMS

Employment – Classified

Taylor Barth, Extended School Year Paraprofessional, MCMS
Mikki Bryant, Student Nutrition Assistant Substitute, District Wide
Sarahi Carrasco, Substitute Custodian, SE
Amy Carver, Registrar, DHS
Abigail Cater, Extended School Year Paraprofessional, BE
Amanda Heideman, Reading Aide, RE
Patricia Lum, 0.5 FTE Paraprofessional, RE
Alexa Masionis, Building Secretary, MCMS
Meredith Neill, ESOL Aide, RE
JoAnn Nilges, Student Nutrition Assistant, BE
Elizabeth Rupe, Early Childhood Lead Teacher, BE
Kaitlyn Schmidt, Extended School Year Paraprofessional, BE
Bryan Upp, Rule 10 Assistant Soccer Coach, DHS
Sydney Westerman, Rule 10 Color Guard Coach, DHS
Cameron Williams, Rule 10 Boys Assistant Basketball Coach, MVHS

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

Jamie Cornelsen, Early Childhood Special Education Teacher, BE

Blair Dalli, Preschool Teacher, SE
Cathe Frantz, Special Education Resource Teacher, MCMS
Mallorie Hurlbert, Social Worker, HE & SE
Jodee Moore, School Psychologist, MVHS
Jill Norman, Special Education Teacher, MVHS
Brienne Rome, School Psychologist, DHS
Angela Sauerwein, Gifted Facilitator, DHS
Emily Schmidt, Family & Consumer Science Teacher, MVHS
Johnathan Stark, Special Education Teacher, DHS
Elca Wagner, Assistant Band Director, MVHS
Alyson Young, Spanish Teacher, MVHS

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

Jessee Altman, School Psychologist, BE & RE
Kayla Ayer, Special Education Teacher, HE
Tina Costner-Darling, Preschool Teacher, SE
Sean Endecott, Architecture/Drafting Teacher, MVHS
Sahra Go, Special Education Teacher, MCMS
Nancy Griego, 6th Grade Pathways Teacher, MTMS
Sara Hoepner, School Psychologist, MVHS
Loralea Hubert, Early Childhood Special Education Teacher, BE
Katharine Kesler, Speech Language Pathologist, CCE
Dani Leon, 5th Grade Teacher, RE
Cheryl McDonald, Special Education Lead Teacher, The Bridge
Jessie Reimer, Vocal/Choral Music Teacher, MVHS
Malorie Rome, 4th Grade Teacher, ME
Myra Williams, 1st Grade Teacher, RE

5. The 2020-21 School Year Calendar as proposed.
6. The revised 2019-20 School Year Calendar.
7. The 2019-2020 Classified and Health Services Handbook as presented.
8. Award of contract for the supply of a la carte pizza in the secondary lunchrooms during the 2019-20 school year to Papa Murphy's at the pricing levels submitted to the Student Nutrition Department in response to a request for bids.
9. One (1) Arrakis Soundboard at Mill Valley High School, Model No. ARR1004144, declared as surplus.
10. A 3-year "unlimited seat" contract with Edgenuity (online virtual curriculum provider) in the amount of \$20,000.00 per year.
11. Start-up of the Health Occupation Students of America student club at Mill Valley High School with the beginning of the 2019-20 school year.
12. Acceptance of the following donations:
 - \$1,000.00 from the De Soto Quarterback Club to the De Soto High School Cross Country program.
 - \$500.00 from Amy and Irwan Tjan to the De Soto High School Band program.
 - \$800.00 from Denis Adams to the De Soto High School Band program.
 - \$820.00 from Kristin Craves to the De Soto High School Band program.

Bill Fletcher declared a conflict of interest and left the meeting at 6:02 p.m.

Mrs. Rachele Zade moved to approve payment to Kansas Land Management, LLC in the amount of \$18,990.00 with check number 48237.

Mr. John Gagnat seconded.

Carried 5/0.

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

GOOD NEWS.

Student Recognition. Kayla Teasley, a Junior at Mill Valley High School, was recognized as the 2019 Kansas Class 6A Swim Champion in the 100 Yard Breast Stroke.

Harry Ahrenholtz, a Senior at Mill Valley High School, was recognized as the Kansas Class 6A High Jump Champion.

Unable to attend the meeting, but also recognized from Mill Valley were the Kansas Class 6A 4 x 800 Meter Relay Champions: Morgan Koval, Katie Schwarzkopf, Molly Ricker and Delaney Kemp.

Emily Fuhr, a Junior at De Soto High School, was recognized for winning the Kansas Class 5A Girls Track & Field Championships in Discus and Shotput.

Each athlete received a Certificate of Accomplishment.

ACTION ITEMS.

Bond Sale. Ken Larsen, Assistant Superintendent of Business & Operations, introduced the district's bond advisor, Roger Edgar from George K. Baum, and the district's bond attorney, Kevin Wimpey from Gilmore & Bell. The Board is issuing \$35 million in bonds, the first of three sales over the next three years and also refunding \$13,780,000 of existing bonds (Series 2009) to take advantage of low interest rates. Mr. Edgar reviewed bid results, noting nine competitive bids were received with the award going to Morgan Stanley who offered the lowest total interest rate of 2.429 percent. He said the district will realize \$2,998,787 in interest cost savings over the next ten years. Mr. Edgar also pointed out that the district's credit rating was reaffirmed at Aa2. Mr. Wimpey highlighted the Resolution the Board was asked to adopt, noting it is essentially a loan contract between the district and the bond buyer.

Superintendent Harwood said that refunding the Series 2009 bonds does not extend the term; the district will still pay off the bonds on schedule in 2029.

Mr. Mitch Powers moved to approve a Resolution authorizing and directing the issuance, sale and delivery of General Obligation Refunding and Improvement Bonds, Series 2019-A, of Unified School District No. 232, Johnson County, Kansas (De Soto); providing for the levy and collection of an annual tax for the purpose of paying the principal of and interest on said bonds as they become due; making certain covenants and agreements to provide for the payment and security thereof; and authorizing certain other documents and actions connected therewith.

Mr. Kevin Makalous seconded.

Carried 6/0.

Employee Assistance Program. Brian Schwanz, Director of Human Resources/Secondary, and Carrie Handy, Director of Human Resources/Elementary, informed the Board that after learning about advanced and progressive employee assistance program (EAP) options from other HR Directors and vendors at a national Human Resources conference they attended last October they reviewed the district's current EAP which is embedded within Blue Cross Blue Shield, the district's insurance provider. They discovered that employees were not using this model and that it was lacking in face-to-face opportunities, personal support and ongoing assistance. Mrs. Handy said the Human Resources Department has noticed a large increase in the amount of mental health needs among employees and identified a need to look into a more thorough EAP. She explained that traditionally EAPs have assisted workers with issues like alcohol or substance abuse; however, most now cover a broad range of issues such as mental health support, child or elder care, relationship challenges, financial or legal problems, wellness matters and traumatic events like workplace violence. Mrs. Handy explained steps taken to arrive at the recommended agency, Empathia, and said that the contract presented for approval was reviewed by the school district's legal counsel. She noted that with Empathia employees will receive 6 free visits with a licensed agent and Mr. Schwanz noted that employees will have unlimited phone access to agents.

Mr. Kevin Makalous moved to approve a 3-year contract for an Employee Assistance Program with Empathia in the amount of \$47,916.00.

Mrs. Danielle Heikes seconded.

Carried 6/0.

July Organizational Meeting. Superintendent Harwood noted that this is the last meeting of the 2018-19 school year and suggested the Board call the first meeting of the 2019-20 school year on July 15th to avoid conflicts in schedules around the 4th of July. He also informed the Board that a change in law allows them to vote on organizational items in January, or they can choose to leave it as it's currently done in July. He briefly talked about specific organizational items that make sense to take action on at the start of the fiscal year vs. calendar year.

Mrs. Danielle Heikes moved to set the July Organizational Meeting for Monday, July 15, 2019, 6:00 p.m., at the USD 232 Administrative Office, 35200 West 91st Street, De Soto, KS.

Mr. Mitch Powers seconded.

Carried 6/0.

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

ALERTS. The following reports were included in the packet for this board meeting with notice that they may require future action: 1. Organizational Meeting Packet; and, 2. 2019-2020 Special Education Related Service Employee Handbook.

FYI REPORTS. The following informational reports were included in the packet for this board meeting: 1. Annual School Site Council Reports; and, 2. 2019-2020 Student Nutrition a la carte Beverages.

EXECUTIVE SESSION.

Negotiations.

Mrs. Rachele Zade moved to go into executive session at 6:40 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Ken Larsen, Brian Schwanz 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 7:00 p.m. at this location.

Mr. John Gagnat seconded.

Carried 6/0.

The Board returned to open session and President Zade called the meeting back to order at 7:00 p.m.

President Zade adjourned the meeting at 7:00 p.m.

July 15, 2019

Date Approved

Wendy S. Senham

Clerk, Board of Education

Carrie Handy

President, Board of Education