



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) January 11, 2021

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
John Gagnat
Danielle Heikes
Stephanie Makalous
Ashley Spaulding
Rachele Zade

Others Present: Alvie Cater, Assistant Superintendent of Administrative & Educational Services
Steve Deghand, Director of Facilities (*participated via Zoom*)
Wendy Denham, Board Clerk
Carrie Handy, Director of Human Resources/Elementary
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Joe Kelly, Director of Secondary Curriculum & Title Programs
Brandon Riffel, Director of Technology
Sam Ruff, Principal, De Soto High School
Brian Schwanz, Director of Human Resources/Secondary
Dr. Cindy Swartz, Career & Technical Education Coordinator

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. Superintendent Harwood asked to remove Consent Agenda item "L. Accept a donation in the amount of \$40,000.00 from Huhtamaki to the Cedar Trails Exploration Center CAPS program" and place it under "IV. ACTION ITEMS" for discussion prior to approval.

Mrs. Rachele Zade 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 December 7th regular meeting and December 21st special meeting.
2. Payment of bills and issuance of checks numbered 53555 – 53604, 53607 – 53673 and 53679 – 53800.
3. Transfer of funds as follows:
 - a. \$900,000.00 from General (Fund 06) to Special Education (Fund 30)
 - b. \$4,300.00 from LOB (Fund 08) to State Pre-K (Fund 11)
 - c. \$220,000.00 from LOB (Fund 08) to At-Risk K-12 (Fund 13)
 - d. \$31,000.00 from LOB (Fund 08) to Bi-Lingual (Fund 14)
 - e. \$273,000.00 from LOB (Fund 08) to Vocational Education (Fund 34)

4. Personnel recommendations as follows:

Resignation – Certified (at the conclusion of the 2020-2021 school year)

Kathy Kappes-Sum, Tier 3 At-Risk Math Teacher, MCMS & MTMS

Jasmine Wyzgowski-Siebersma, Special Education Teacher, BE

Retirements – Certified (at the conclusion of the 2020-2021 school year)

Cecil Graham, Engineering technology Teacher, MTMS

Lea Hammond, Kindergarten Teacher, CCE

Susan Holloway, Kindergarten Teacher, ME

Ellen Pansing, Kindergarten Teacher, HE

Sheryl Schlatter, Kindergarten Teacher, SE

Retirement – Administration (at the conclusion of the 2020-2021 school year)

Ken Larsen, Assistant Superintendent of Business & Operations, AO

Resignations – Classified

Ellen Baeten, Center Based Paraprofessional, DHS

Melanie Blackmore, Human Resource Specialist, AO

Adam Brickner, Paraprofessional, BE

Kathy Drum, Resource Paraprofessional, RE

Katherine Huber, Paraprofessional, MTMS

Stefanie Marshall, Center Based Paraprofessional, DHS

Lexie Myers, Paraprofessional, PRE

Rachel Payne, Center Based Paraprofessional, BE

Riley Pfeifer, Center Based Paraprofessional, DHS

Chelsea Rasmussen, Center Based Paraprofessional, ME

Mikayla Ussery, Paraprofessional, BE

Krishna VanDusen, Center Based Paraprofessional, The Bridge

Employment – Classified

Amanda Branstetter, Paraprofessional, ME

Bergen Cooper, Substitute Paraprofessional, District Wide

Jennifer Drake, Center Based Paraprofessional, BE

Marianne Huff, Center Based Paraprofessional, DHS

Brianne Laluk, Paraprofessional, RE

Ariana Vasquez, 0.5 FTE School Nurse, MCMS

5. Updates to the following Board Policies: DFE – Investment of Funds, GAAB – Complaints of Discrimination, GAAC – Sexual Harassment, GAAD – Child Abuse, GAOC – Use of Tobacco Products, HAE – Board Negotiating Agents, IC – Curriculum Development, IDA – Educational Program, IJ – Evaluation of Instructional Program, JCDAA – Tobacco and Nicotine Delivery Devices, JGEC – Sexual Harassment, JQKA – Foreign Exchange Students, KN – Complaints and LBA – Consideration of Requests for Tax Abatement and Tax Increment Financing.
6. The following new Board Policies: KMA – Tobacco-Free School Grounds for Visitors and KNA – Complaints Regarding Child Nutrition Programs.
7. Adoption of the Kansas Homeland Security Region L Hazard Mitigation Plan Resolution.
8. Increase in adult paid lunch price to \$4.35 per meal.
9. Declaration of the following items as surplus: Ten (10) 5th Generation Apple iPads, five (5) Air 2 Apple iPads and two (2) reptile cabinets.
10. Acceptance of the following donations:
 - \$1,000.00 from Timothy Golba to the De Soto High School Student Council.
 - \$500.00 from Walmart to Monticello Trails Middle School.

GOOD NEWS.

Staff Member Recognition. Prairie Ridge Elementary School staff members Roxy Evans, Food Service Manager, and Jeri Powers, Reading Specialist; along with Monticello Trails Middle School staff members Mary Bohon and Stacy Campbell, Paraprofessionals in the Center-Based Classroom, and Kelly Downard, 6th Grade Math Teacher, were recognized for outstanding service in their district roles.

January is School Board Member Recognition Month. To show USD 232 board members appreciation for their dedication to the staff, students and patrons, a message of gratitude was shared and each member was presented with letters of thanks from 4th grade students in Ms. Robins' Art Class at Riverview Elementary.

ACTION ITEMS.

Donation of \$40,000.00 from Huhtamaki to the Cedar Trails Exploration Center CAPS program. Superintendent Harwood shared with the Board how these funds were going to be used at Cedar Trails

to buy equipment and supplies for the manufacturing lab. He then explained how the administration developed a sponsorship and investment opportunity (Partner with CTEC CAPS) for area organizations to support activities/equipment that benefit CTEC CAPS students and will allow them to gain an increased level of visibility and branding on campus.

There are five levels of investment/sponsorship:

- **\$40,000 - \$20,000 Founding Partner** (a one-time donation to assist with program start-up in 2021-2022) - Recognition: company name on banner/plaque, name on website, flyers, recognition on social media, logo on program events, tour of facility.
- **Annual Sponsorships:**
 - \$10,000 Platinum Sponsor** – Recognition: name on website, flyers, recognition on social media, logo on program events, tour of facility.
 - \$5,000 Gold Sponsor** – Recognition: name on website, recognition on social media, logo on program events, tour of facility.
 - \$2,500 Silver Sponsor** – Recognition: name on website, tour of facility.
 - \$1,000 Bronze Sponsor** – Recognition: name on website.

Mr. John Gagnat moved to accept a donation in the amount of \$40,000.00 from Huhtamaki to the Cedar Trails Exploration Center CAPS program.

Mrs. Rachele Zade seconded.

Carried 7/0.

BOE Organizational Items. Superintendent Harwood said state law changed in 2018 which requires board members to adopt their meeting schedule in the calendar year. He presented the Board with a suggested schedule noting that two meetings were recommended in the months of February, March and April in lieu of calling special meetings to discuss matters relating to COVID-19.

Mrs. Danielle Heikes moved to approve the Board of Education's January 2021 – January 2022 Regular Meeting Schedule.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

With regard to the election of board officers, Dr. Harwood said state law requires this to be done in January, unless a Resolution is passed to move this task to July. He recommended the board elect officers in July to coincide with the fiscal year.

Mrs. Stephanie Makalous moved to adopt a Resolution to Establish Election of School Board Officers in July 2021.

Mrs. Rachele Zade seconded.

Carried 7/0.

Transportation Services. Steve Deghand, Director of Facilities, gave the Board background on the transportation Request for Proposals (RFP) process. He said proposals were received from Apple Bus Company, DS Bus Lines, First Student and North America Central School Bus. He highlighted details in the RFP including: at least two digital cameras on every bus, GPS tracking, parental tracking for their child's bus route, specialized equipment for students with special needs year-round, lift buses and an additional lift van. Mr. Deghand said the committee that evaluated the RFPs looked at quality of overall response, ability of proposer to supply services as requested and cost. He then said that First Student was 9% - 13% less than the other three proposals and had the lowest year-over-year percentage with a 2.25% yearly increase (the next closest was DS with a 2.5% yearly increase). Mr. Deghand then showed how DS Bus Lines presented an alternate non-traditional pricing model estimating that through efficiencies, the company can return, through a rebate, approximately \$300,000 to the district the first year. He noted that if the \$300,000 is realized, DS Bus Lines' bid would be closer to First Student's, but still about 1.5% more for the first year. He shared a comparison of traditional and non-traditional pricing models that breaks down the amount of rebate needed each year to equal that of First Student's traditional model.

Superintendent Harwood noted that DS Bus Lines is headquartered in the district, but due to the lower price bid the administration is recommending First Student.

Bill Fletcher asked if DS Bus Lines would require use of the district's Transportation Center. Steve Deghand said they would not. He noted that First Student pays the utility bills on the facility and rents it from the district. Mr. Fletcher suggested the district could use the facility for a service center. Superintendent Harwood said use of the Transportation Center was not in any of the discussions, but the RFP stated that it was available.

Mrs. Stephanie Makalous moved to accept the proposal from First Student for district transportation services for the next five years.

Mrs. Ashley Spaulding seconded.

Carried 7/0.

Coming Back Together Plan. Superintendent Harwood presented the Board with the following information:

- Quarantines and Isolations by Level. This included the total number of quarantines and isolations for students and staff broken down by elementary, middle and high school levels. It was noted that the majority of school-related issues are quarantines versus isolations.
- Spread of COVID-19 in USD 232 Schools.
 - Classroom Spread – Four classroom level quarantines.

- Non-Classroom Spread – One instance of spread at lunch, one from contact while on the bus, and nine from student activities.
 - Staff to Student Spread – Two instances with possible staff to student spread.
 - Student to Staff Spread – There is one instance with possible spread from a student to a staff member (this was in a student activity).
 - Staff to Staff Spread – There are cases of spread from staff to staff. There is no evidence of Staff to Staff spread when all mitigating factors are being followed.
- Hybrid Update. Secondary students are set to return to the Hybrid Learning Model with the beginning of the second semester on Wednesday, January 20th. The overall format will remain like it was prior to winter break with an A/B schedule. All students in grades 6-12 will be required to engage with their teacher every class period, whether on-site or remote. Staff members are encouraged to engage both on-site and remote students in lessons simultaneously when appropriate. At minimum, remote students will engage with their teacher at the beginning and end of each class period with some exceptions.

Superintendent Harwood said the district is doing PCR testing (the molecular testing that is processed through a lab) on a voluntary basis. Right now about 100 volunteers are tested weekly and the plan is to increase this to 250 volunteers through January. He said students will be asked if they want to volunteer. With regard to the vaccines, he explained that the State is currently in Phase I for medical personnel. Dr. Harwood said there are some school staff that are considered medical personnel due to their licensure that will get vaccinated in the first phase. He said the Health Department has been asked to consider how to administer the vaccine when all staff are approved to receive it. He noted that Phase II is slated for late winter.

- Weightings vs Modifiers. An important charge for the COVID Advisory Committee was to make recommendations to the superintendent to help the board apply the Kansas Schools Gating Criteria (KSGC). One application of the KSGC is the use of weightings or modifiers.
 - Weightings: the process applied to the KSGC to influence one or more of the metrics to impact the result derived from considering current data.
 - Modifier: the process used to adjust the KSGC score before determining final color category. There are Needs-Based Modifiers – modifying the KSGC score due to a need for students to be on-site (D's & F's and mental health). And, there are Safety/Risk Based Modifiers – modifying the KSGC score based on circumstances that indicate lower or high risks (spread in school and staffing).
- Proposed Quarantine & Isolation Modifier. This would modify the KSGC score based on total percentage of weekly quarantines and isolations for students and staff. Although the spread of COVID-19 at school is very low, increases in quarantines and isolations among students and staff cause significant disruptions to learning. In general, a quarantine and isolation modifier would decrease the KSGC score when quarantines and isolations are low and increase the KSGC score when they are high. A table providing details for the proposed Quarantine and Isolation Modifier was shared.

- Current KSCG Data. USD 232 data for the week beginning November 22nd through December 27th was shared (Absenteeism, Percent Positivity, Two Week Cumulative County Incidence Rate, One Week County Incidence Rate Trend and Regional Hospital) using the new scoring method with the proposed modifier which resulted in the subtraction of one point from the KSGC score and places the district in the Green category with a score of 9.
- Recommendations.
 - Continue with secondary students returning to the Hybrid Learning Model on January 20th.
 - Accept the Quarantine and Isolation Modifier for future application.
 - Rational for recommended delay:
 - All second semester planning was based on the board's decision to move to the Hybrid Learning Model on January 20th.
 - Low spread of COVID-19 in schools is due to mitigation protocols in place. It is important to allow staff and students to use these protocols again in a hybrid setting before transitioning to on-site. This is especially true for lunch procedures. All secondary schools have a plan for on-site lunch, but transitioning directly from remote will not allow a chance to implement the new procedures with smaller groups of students.
 - Current data suggests an increase in some metric measures which could impact the KSGC score, causing a need to go back to hybrid in the very near future.
- Possible Board Actions. Accept the Quarantine and Isolation Modifier and set a future meeting to review current data, accept the Quarantine and Isolation Modifier with a set date to begin the On-Site Learning Environment and call a special meeting as needed to change the date based on future gating metrics, or accept the Quarantine and Isolation Modifier with a set date to begin the On-Site Learning Environment as long as the modified KSGC score falls within the Green category as of specified date.

Board members were given an opportunity to ask questions.

Bill Fletcher asked what kind of testing the district was doing. Dr. Harwood said the testing being done with staff, offered through the State of Kansas, is PCR testing which would detect levels of the virus that would make an individual contagious. It does not test for antibodies.

Ashley Spaulding asked if Dr. Harwood was aware of other districts that have set dates for secondary to return to full time, on-site learning. Dr. Harwood replied that no Johnson County districts have set a time to return to on-site learning for secondary students but other Kansas districts were currently using on-site learning. She also asked if there is funding to purchase additional PPE for staff. Dr. Harwood said the district has stock of additional masks (some non-surgical N95) and face shields available and has purchased desk shields for staff to use when in close contact.

John Gagnat asked what private schools are doing that has allowed them to be full time. Superintendent Harwood said he was not aware of them doing anything different, but they do have advantages with regard to space availability/social distancing.

Stephanie Makalous asked where the district stands with regard to substitutes. Dr. Harwood said since returning from winter break the fill rate has been 100%.

Danielle Heikes asked if secondary principals are aware of the modifier recommendation from the Advisory Committee. Dr. Harwood said he met with them on Friday, January 8th, and discussed it. He said the administrators believe it would be better to transition from the Hybrid Learning Environment to full on-site or remote. He said they discussed not beginning on-site until February 1st.

Bill Fletcher said Basehor-Linwood and Tonganoxie are full on-site. He asked what their quarantines and isolations were like. Dr. Harwood said he didn't know this information as he has been in contact with larger districts.

PATRON INPUT. President Heikes opened the floor for patron input.

Emily Valdez, DTA President/teacher at Starside Elementary, noted that the DTA conducted a survey of members and sent a letter to the Board last night with results asking that they not return to on-site until a vaccine is available to teachers. She said getting students back to class is a priority while having a physically and mentally healthy staff is also a necessity.

Allison Phillips, Shawnee, asked the Board to factor in mental health, suicides, physical/sexual abuse of children, online sexual solicitation of children, and impacts of online learning (Ds & Fs in the district).

President Heikes declared a six-minute break at 7:44 p.m.

The Board returned to open session and President Heikes called the meeting back to order at 7:50 p.m.

Superintendent Harwood shared possible actions with the Board again.

Danielle Heikes said she is in favor of the proposed modifier. She noted that spread is very minimal at this time and said the February 1st target date makes sense with the time students are in Hybrid allowing for ease of transition.

Stephanie Makalous said she is in favor of the modifier as well, but would like to have a special meeting next week to evaluate the data again before setting a target date.

Bill Fletcher said he is glad to see changes in the Gating Criteria, but he is in favor of getting students back to full on-site.

Ashley Spaulding said she is in favor of the modifier. She said the Board has heard from teachers and staff on both sides of the issue. She cited studies showing that masks work and there is a low spread in schools. She said she understands the concerns about vaccination, but noted that secondary students are known to engage in activities that lead to exposure regardless of whether they are in remote, Hybrid or full on-site. She said the district needs to do what they can to meet the educational needs of students which means they need to be back in the classroom.

John Gagnat said he agreed with Mrs. Spaulding. He said it was hard to see bars open and schools closed. He said kids' possibility of getting COVID by returning to school is less than the impact on their mental health.

Rick Amos said people are seen doing things right and getting COVID and people are seen not doing things right and not getting COVID, but the district is seeing impact on students. He said he likes the modifier and understands the vaccination concerns, but is undecided on exact date and timing. It concerns him to go straight from not in school to full on-site without some kind of transition.

Rachele Zade said she supports the modifier, the January 20th Hybrid and February 1st in full on-site.

Ashley Spaulding said she has concerns with the lack of consistency. She added that she understands the need to go to Hybrid, but has concerns about doing it for eight days.

Rick Amos said that once the district returns to full on-site he wants to be sure there is enough time given for the district to stay in on-site.

Mrs. Stephanie Makalous moved to accept the Quarantine and Isolation modifier for use with the Kansas Schools Gating Criteria as discussed.

Mrs. Danielle Heikes seconded.

Carried 7/0.

Danielle Heikes said that although there is a lack of consistency in moving from remote to Hybrid to on-site in a month, she said it could give students and staff a chance to ease into full on-site. Mrs. Heikes said with regard to calling a special meeting the administration can look at the data and if it indicates that the district is not in the Green category the Board could decide to hold a special meeting.

Bill Fletcher said he would support setting February 1st as the target date for full on-site unless the data changes.

Danielle Heikes said she was in favor of setting a date and then if the data indicates we are not in the Green category can consider setting a special meeting to discuss.

Ashley Spaulding said the district really needs to pay attention to what the data tells us noting that it is showing low spread in schools. She said the Board and patrons cannot just look at media headlines.

Danielle Heikes said the Gating Criteria is still the guidepost and is not being abandoned.

Ashley Spaulding said by having students return from break in Hybrid the district is not rushing.

Mr. Rick Amos moved to return secondary students to full on-site learning mode on February 1st with the contingency that a special meeting can be held if the data shows a change.

Mr. Bill Fletcher seconded.

Carried 7/0.

Superintendent Harwood said this will not impact students that chose optional remote.

ALERTS. The following reports were included in the packet for this board meeting with notice that they will require future action by the Board of Education: 1. Recommended Calendar for the 2021-22 School Year; and, 2. Early Childhood Peer Fees Adjustment.

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

EXECUTIVE SESSION.

Negotiations.

Mrs. Danielle Heikes moved to go into executive session at 8:28 p.m. for a period of twenty minutes with Frank Harwood, Alvie Cater, Brian Schwanz, Carrie Handy and Sam Ruff to discuss the Notification of Negotiations letter pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 8:48 p.m. at this location.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

The Board returned to open session and President Heikes called the meeting back to order at 8:48 p.m.

President Heikes adjourned the meeting at 8:48 p.m.

February 1, 2021
Date Approved

Deborah Senham
Clerk, Board of Education
Danielle Heikes
President, Board of Education