



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)

September 12, 2022

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

The Board President, Ashley Spaulding, called the Revenue Neutral Tax Rate Hearing to order at 6:00 p.m. A quorum of the Board was present. Attendance was as follows:

Board Members Present: Rick Amos
Bill Fletcher
Danielle Heikes
Brandi Jonasson
Stephanie Makalous
Calley Malloy
Ashley Spaulding

Others Present: Jolyn Baldner, Director of Student Nutrition
Alvie Cater, Assistant Superintendent of Administration & Communications
Steve Deghand, Assistant Superintendent of Facilities & Operations
Wendy Denham, Board Clerk/Executive Assistant to the Superintendent
Carrie Handy, Executive Director of Elementary Education
Pam Hargrove, Principal, Belmont Elementary School
Tara Harmon-Moore, Health Services Coordinator
Dr. Frank Harwood, Superintendent of Schools
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Rob Moser, Coordinator of Safety & Transportation
Brandon Riffel, Director of Technology
Brian Schwanz, Executive Director of Secondary Education
Julie Stucky, Director of Finance
Andrea West, Principal, Cedar Trails Exploration Center Early Childhood

Alvie Cater led attendees in reciting the Pledge of Allegiance.

Julie Stucky, Director of Finance, said the Notice of Intent to Exceed the Revenue Neutral Tax Rate was published in the Legal Record on August 9, 2022, and the mandatory 10-day wait period following publication has passed, so now it is time to conduct the hearing. She asked if there were any comments or

questions. There were no comments or questions from board members or patrons. Mrs. Stucky noted that part of the hearing requires the Board to adopt a Resolution to exceed the Revenue Neutral Rate and vote on it with a roll call vote.

Mrs. Stephanie Makalous moved to adopt a Resolution expressing the property taxation policy of USD 232, De Soto, Johnson County, Kansas, with respect to exceeding the Revenue Neutral Tax Rate to finance the annual budget for the 2022-2023 school year.

Mr. Rick Amos seconded.

Roll Call Vote:

Ashley Spaulding – Yes

Rick Amos – Yes

Danielle Heikes – Yes

Stephanie Makalous – Yes

Calley Malloy – Yes

Brandi Jonasson – Yes

Bill Fletcher – Yes

Carried 7/0.

President Spaulding adjourned the Revenue Neutral Tax Rate Hearing at 6:03 p.m.

President Spaulding called the Budget Hearing to order at 6:03 p.m.

Julie Stucky said the Notice of Budget Hearing was also published in the Legal Record on August 9, 2022, and the mandatory 10-day wait period following publication has passed. She said the board would be asked to approve the 2022-23 budget during Action Items on the agenda. She also noted that the board would be asked to approve a Resolution to set the Local Option Budget (LOB) at 33% following budget approval. She explained that in 2016 patrons voted to authorize the board to set the LOB at up to 33% and now the legislature is requiring that a Resolution be adopted each year to set the percentage.

President Spaulding opened the floor for those wishing to speak regarding the budget. There were no comments or questions from board members or patrons.

President Spaulding adjourned the Budget Hearing at 6:05 p.m.

President Spaulding called the regular meeting to order at 6:06 p.m.

Alvie Cater briefly explained how the meeting would progress from one agenda item to the next.

Mrs. Stephanie Makalous moved to adopt the Agenda.

Mrs. Danielle Heikes seconded.

Carried 7/0.

GOOD NEWS.

Staff Member Recognition. Belmont Elementary staff members Kelly Gontesky, 2nd grade teacher, and Emily Stiles, Technology Teacher, along with Early Childhood staff member Maria (Fabiana) Liska, Early Childhood Special Education Teacher, were recognized for outstanding service in their district roles.

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

President Spaulding asked board members if they had any changes for the Consent Agenda.

Bill Fletcher asked to remove check numbers 59290 and 59540 from Consent Agenda item “B. Approve payment of bills and transfer of funds (if appropriate)” for approval separately.

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

Mrs. Calley Malloy seconded.

Carried 7/0.

The following Consent Agenda items were approved:

1. Minutes of the August 1 regular meeting.
2. Payment of bills and issuance of checks numbered 59217 – 59269, 59271 – 59289, 59291 – 59433, 59439 – 59539 and 59541 - 59585.
3. Transfer of funds as follows:
 - a. \$11,853.71 from LOB (Fund 08) to Parents as Teachers (Fund 28).

4. Personnel recommendations as follows:

Resignations – Classified

Kendra Bittner, Assistive Technology Assistant, Districtwide
Brianna Gripple, Parent Educator, Parents as Teachers, LTMS
Michele McGary, ELL Aide, DHS
Lissa McGivern, Building Aide, BE
Sierra Moses-Orr, Paraprofessional, ME
Julia Ogle, Paraprofessional, HE
Linden Joe Scott, Student Nutrition Assistant, BE
Vicky Tuttle, Student Nutrition Assistant, MTMS
Brody Williams, ELL Aide, LTMS

Retirement – Classified

Pamela King, Student Nutrition Assistant, MVHS

Termination – Classified

Ariel Sprague, Paraprofessional, The Bridge

End of Contract – Classified

Lindsay Bolan, Paraprofessional Substitute, Districtwide
Lorraine McGahee, Paraprofessional Substitute, CTEC

Lacey Morley, Paraprofessional Substitute, Districtwide

Employment – Classified

Libby Baker, Building Aide, BE

Brooke Brownell, Lunchroom Aide Substitute, SE

Renee Brunner, Part-time Paraprofessional, CCE

Lawrence Coffman, Substitute Custodian, Districtwide

Allison Crooks, Part-time Paraprofessional, CCE

Josef Cibulski, Custodial Supervisor, Districtwide

Dania El Mawed, Paraprofessional, CCE

Lizbeth Flores, Paraprofessional, DHS

Christopher Greenfield, Assistant Musical Director & Assistant Drama Coach, MVHS

John Hecke, Student Nutrition Assistant, RE

Scott Helm, Substitute Custodian, Districtwide

Anna Horn, Substitute Nurse, Districtwide

Adam Huber, Ell Aide, DHS

Molly Jones, Student Nutrition Cashier, BE

Aaron Kennedy, Rule 10 7th Grade Assistant Football Coach, MTMS

Adam Lee, Rule 10 Assistant Boys Soccer Coach, DHS

Amy Madox, Rule 10 Assistant Volleyball Coach, DHS

Amy Maskil, Paraprofessional, MTMS

Morgan Niccum, Paraprofessional, RE

Logan Porras, Paraprofessional, HE

Robert Raines, Student Nutrition Assistant, MTMS

Paul Santaularia, Student Nutrition Kitchen Manager, MTMS

Ariel Sprague, Center-Based Paraprofessional, The Bridge

Blake Stoppel, Night Custodian, CTEC

Jennifer Strouse, Paraprofessional Substitute, Districtwide

Jazmin Villa, ELL Aide, LTMS

Jennifer Wenger, Paraprofessional, DHS

Resignation – Certified *(At the conclusion of the 2021-22 school year.)*

Tina Costner-Darling, Early Childhood Preschool Teacher, CTEC

Employment – Certified

Felicia Richard, Social Worker, CTEC

5. The 2022-23 Related Services Employee Handbook with proposed revisions.
6. A Eudora-De Soto Technical Education Center (EDTEC) Memorandum of Understanding for the 2022-2023 Academic Year.
7. Purchase of one-hundred fifty (150) Apple iPads and related accessories (cases, keyboards) from Apple Inc. in the amount of \$88,942.50 for distribution to district middle schools.
8. Declaration of the following items as surplus property:
 - Two door reach-in cooler (Hoshizaki Model # RH2-ACC)
 - Three door reach-in cooler (Hoshizaki Model #CR3B-FS)

- Three door reach-in freezer (Hoshizaki Model #CF3B-FS)
 - Two (2) football sleds (one 2-man and one 5-man) at De Soto High School
 - Forty-two (42) sets (tops and bottoms) of Mill Valley High School Girls Basketball Uniforms
 - Sixty-two (62) sets (tops and bottoms) of Mill Valley High School Boys Basketball Uniforms
 - Three (3) golf carts (model years 2012, 2014 and 2016) at Mill Valley High School
9. Acceptance of the following donations:
- \$1,000.00 from an individual who wishes to remain anonymous to Belmont Elementary School
 - Ten (10) football helmets valued at \$2,300.00 from the Mill valley Jr. Football and Cheer Academy to the Monticello Trails Middle School Football Program
 - \$2,000.00 from the De Soto Veterinary Clinic (FWFP LCC) to the De Soto High School Dance Team/DHS Diamonds
 - \$500.00 from MW Builder's Inc. to the De Soto High School Dance Team/DHS Diamonds
 - \$500.00 from David and Michelle Gillespie to the De Soto High School Cross Country Program
 - \$1,000.00 from Signature Mortgage Group LLC to the De Soto High School Cross Country Program
 - \$500.00 from Lisa Neighbors to the De Soto High School Cross Country Program
 - \$500.00 from Ryan Cahoy to the Mill Valley High School Band Program
 - \$5,000.00 from Nickolas Guess to the Mill Valley High School Debate and Forensics Program
10. Start-up of the following student clubs:
- Kansas Association for Youth (KAY) Club at Lexington Trails Middle School
 - Kansas Association for Youth (KAY) Club at Mill Creek Middle School
 - Spanish National Honors Society/La Sociedad Honoraria Hispanica (SHH) for students at De Soto High School
 - Ultimate Frisbee Club for students at Mill Valley High School
11. The following extended day trips:
- De Soto High School Cross Country Team, Grades 9-12, participate in Cross Country Trip and Race at Wartburg College, Waverly, IA, September 30 – October 1, 2022.
 - Mill Valley High School Cross Country Team, Grades 9-12, participate in the University of Arkansas Chile Pepper High School Race, Rogers/Fayetteville, AR, September 30 – October 1, 2022.
 - Lexington Trails Middle School Band, Grade 7-8, attend a recital, rehearse in a large band setting with students from across the state and participate in a Master Class, Wichita State University, Wichita, KS, October 19, 2022.
 - Monticello Trails Middle School Band, Grades 7-8, attend a recital, rehearse in a large band setting with students from across the state and participate in a Master Class, Wichita State University, Wichita, KS, October 19, 2022.
 - Mill Valley High School & De Soto High School Thespian Troupes, Grades 10-12, participate in State Thespian Conference, Century II Convention Center, Wichita, KS, January 5-7, 2023.

- Mill Valley High School Band, Grades 9-12, participate in a Disney Workshop Soundtrack Session, Walt Disney World, Orlando, FL, March 12-16, 2023.
- Mill Valley High School Varsity Baseball, Grades 9-12, participate in the Emporia Sparten Classic Baseball Tournament, Soden's Grove Field, Emporia, KS, May 5-6, 2023.

Bill Fletcher declared a conflict of interest and left the meeting at 6:23 p.m.

Mrs. Ashley Spaulding moved to approve payment to Kansas Land Management, LLC in the amount of \$5,360.00 with check number 59290 and \$42,880.00 with check number 59540.

Mrs. Brandi Jonasson seconded.

Carried 6/0.

Bill Fletcher returned to the meeting at 6:23 p.m.

ACTION ITEMS.

2022-2027 District Goals. Superintendent Harwood said that part of the district's School Improvement and Accreditation process was for the Board to annually approve district goals to help direct the work of district staff. He noted that it was the administration's intention with the next five-year accreditation cycle (2022 - 2027) to continue the focus on three goal areas: Achievement, Buildings and Budgets and Community Engagement. He then reviewed the following Strategies, along with Action Steps, planned for each district goal for the 2022-2023 school year:

Achievement Strategies:

- Fully implement collaborative teams focused on student performance and success. (Communication and Basic Skills)
- Improve physical and mental health for all USD 232 students and staff. (Physical and Mental Health)
- Ensure that every USD 232 graduate is prepared for their chosen future and has at least one relevant Market Value Asset. (Postsecondary and Career Preparation)

Buildings & Budgets Strategies:

- School Safety.
- 2018 Bond completion and future planning.
- Budget plans based on the Kansas Legislature's school funding action and ESSER funding.

Community Engagement:

- Increase parent and community engagement. (Families, Community and Business Partnerships)
- Improve diversity and engagement, including racial and ethnic, throughout the district. (Diversity, Equity and Inclusion)

Superintendent Harwood also noted that in addition to the goals, strategies and action steps, supporting documentation in the board packet includes two different needs assessments:

1. The first needs assessment is part of the Kansas Education Accreditation System (KESA). In this section, the Foundational Structures that are the basis for school improvement goals are identified.
2. The second needs assessment is required as part of HB 2567. In this needs assessment, Kansas State Assessment data is presented and three required questions are considered: 1) Barriers that must be overcome for each student to achieve grade level proficiency on assessments, 2) Budget actions that should be taken to address and remove those barriers, 3) Amount of time estimated it will take for each student to achieve grade level proficiency on the state assessments, if the budget actions were implemented. This Assessment data is provided at the district level and for each school building.

Stephanie Makalous asked how the administration would address building requests for additional funding. Superintendent Harwood said some of this has been taken care of through ESSER funding while others could be accomplished by reallocating current resources. He said that given the scope of the requests, the district does not have enough funding to meet all of the requests.

Bill Fletcher asked to see how USD 232 compares with other Johnson County districts and parochial schools. Superintendent Harwood said that once assessments are finalized, Teaching & Learning would do a report that shows how the district compares with other area districts. This report is usually given in January. He also said parochial schools could be difficult to compare, as they may not take state assessments.

Danielle Heikes asked Superintendent Harwood to run through a recap of why the district conducted this needs assessment and its relevance to the goal setting process. Superintendent Harwood said the goal setting process is typically yearlong. In October or November district and building leadership will talk about enrollment and facilities, in December or January the group will look at academic achievement from the year before (State Assessments, FastBridge, ACT scores and other measures). Schools then use this information to develop their Building Improvement Plans. District leadership will review Building Improvement Plans, looking for commonalities and things that can be better supported, to develop District Goals. He said that typically the Building Improvement Plan process happens in late spring followed by Board approval of Goals in July. He said the timeline was changed this year because of a law that went into effect July 1 that requires the Board to consider a needs assessment that contains the three questions (defined in HB 2567) when considering the budget. In order to make sure the district was complying with the new statute; goal setting, needs assessment and budget adoption were on this agenda together. He said the KESA needs assessment is new this year and was completed in late spring, with the new accreditation cycle. The second needs assessment was started in July when the law went into effect.

Mrs. Heikes asked to clarify that the needs assessment now contains 8 foundational structures which is incorporated into the Kansas Vision for Education, replacing the district's 5 (relationships, relevance, responsive culture, rigor and results) and asked if the Kansas Vision for Education comes from KESA or the Kansas Department of Education? Superintendent Harwood said it is part of the accreditation cycle and comes from the State Board of Education through the Kansas Department of Education. He said the other needs assessment is a legislative requirement.

President Spaulding pointed out that all of the building needs assessments are robust and have been posted online. She encouraged patrons to look at them.

Mrs. Stephanie Makalous moved to approve the 2022-2027 District Goals and the 2022-2023 Strategies and Action Steps as presented.

Mrs. Danielle Heikes seconded.

Carried 7/0.

2022-2023 USD 232 Budget. Julie Stucky noted the Board has already approved exceeding the Revenue Neutral Tax Rate and now it was time to approve the budget and the resolution to set the LOB at 33%.

Superintendent Harwood said the board is actually approving Code 99 which sets the mill levies. He explained that there are only two mill levies the Board actually sets – the 20 mills that is required by law and 8 mills for Capitol Outlay. He said the rest of the mill levies are set based on raising a specific amount of funding. The mill levies are actually certified in November and are often slightly different. He said the differences could be larger this year due to a settlement Johnson County has with Walmart for previous tax rate appeals. He said the valuations of Walmart will be lower and this was not in the calculations the district was given for assessed valuation. When final evaluations are lower the mill levy will have to be higher. He said typically each mill levy does not vary by more than a couple of hundredths of a mill, but it will probably be a bit bigger this year than in the past.

Rick Amos thanked staff involved in creating the goals and needs assessments, which was a very cumbersome task, but noteworthy and needed, and said it is apparent there is a lot more that can be done with somewhat of a limited budget. He said the Board needs to do everything it can to maximize local resources and be very efficient in doing so.

Mr. Rick Amos moved to approve the 2022-2023 USD 232 Budget as presented.

Mrs. Stephanie Makalous seconded.

Carried 7/0.

LOB Percentage Resolution. Julie Stucky asked the Board to approve the Resolution to set the LOB at 33%. Superintendent Harwood reminded the board that in 2016 there was a public referendum that gave the district authority to set the LOB rate at 33% going forward.

Mrs. Calley Malloy moved to adopt a Resolution authorizing the school board of USD 232, De Soto, Johnson County, Kansas, to set the Local Option Percentage at 33% for the 2022-2023 school year.

Mr. Rick Amos seconded.

Carried 7/0.

Professional Negotiated Agreement (PNA) for 2022-23. Alvie Cater, Assistant Superintendent of Administration & Communications, talked about the strong partnership between USD 232 and the De Soto Teacher's Association (DTA). Jeff Wieland, Lead Negotiator for the DTA, shared Mr. Cater's sentiment on the partnership between the DTA and USD 232. Mr. Cater said a tentative agreement has been reached as of August 23. He then highlighted key components of the district compensation schedule noting that it adds \$1,000.00 on the base, allows for horizontal and vertical movement on the salary schedule, and has an average salary increase of approximately 3.42%. The total teacher compensation package, including

benefits, represents an increase of 3.76%. Mr. Cater noted that in conjunction with approving the PNA, the board will be asked to approve a Memorandum of Understanding with the DTA that will pay a retention stipend of \$1,200.00 to be paid in two installments of \$600 each (at the end of the first quarter and third quarter of the school year) and a guaranteed minimum retention stipend of \$600.00 for the 2023-24 school year. He then asked that the Board accept the PNA as presented.

Mrs. Danielle Heikes moved to approve the 2022-2023 Professional Negotiated Agreement between USD 232 and the De Soto Teacher's Association as presented.

Mrs. Brandi Jonasson seconded.

Carried 7/0.

Superintendent Harwood said the increase in salary would be paid starting with the September 15 payday.

Memorandum of Understanding with DTA – Retention Incentive. Carrie Handy, Executive Director of Human Resources/Elementary, asked the Board if they had any questions regarding the MOU. She noted that while the MOU is just for certified staff, it would be applied to all employee groups.

Ashley Spaulding asked if the district had received formal approval to use ESSER funds for this purpose. Superintendent Harwood said that the application for the funding has been submitted but not yet approved. He noted that other districts have been approved to use ESSER funds in this manner and the district had approval to use ESSER funds in this manner last year.

Mrs. Stephanie Makalous moved to approve a Memorandum of Understanding between USD 232 and the De Soto Teachers' Association for Premium Pay using ESSER funding as presented.

Mrs. Brandi Jonasson seconded.

Carried 7/0.

Custodial Pay. Brian Schwanz, Executive Director of Human Resources/Secondary, said that currently in other Johnson County districts the starting salary for custodians ranges from \$13.11/hour up to \$14.83/hour. In USD232, the current starting salary for custodians is \$13.50/hour. He said in the private industry, according to postings on Indeed, custodial salaries range from \$14.00/hour up to \$17.00/hour. He said there are twelve custodian openings in the district right now. Mr. Schwanz proposed raising the starting pay for custodians from \$13.50/hour to \$15.00/hour and raising current custodian's hourly rate by \$1.00/hour starting September 16. He noted that this was in addition to the 3.42% raise each custodian received in July. Estimated cost to the district for this increase is \$100,000.00 per year.

Ashley Spaulding asked Mr. Schwanz to state where this would put USD 232's custodial salary with other Johnson County districts. Mrs. Schwanz said it would put USD 232 at the top with Shawnee Mission next in line at \$14.83.

Stephanie Makalous asked about contracting custodial services. Superintendent Harwood said this has been considered, but it is hoped raising the salary will fill some positions. He said the district could look at contracting for specific services. He cited an example of having a contracted service clean bathrooms leaving time for district custodians to clean classrooms and manage evening events. He said the issue with

contracting for a substitute custodian is that the district would have to pay more than it pays for custodians on staff.

Rick Amos asked how the district's offer for exiting staff to fill in as custodians was going. Mr. Schwanz said there are several staff members filling in (student nutrition staff staying after meals to clean kitchens and some teachers who said they would like extra hours who are cleaning classrooms). Superintendent Harwood said they would be considered substitute custodians and would get the new starting rate.

Bill Fletcher asked how this new custodial rate compared to the salary for paraprofessionals and kitchen staff. Brian Schwanz said paraprofessional pay was increased last year to \$14.00/hour for resource paras and \$15.00/hour for center based paras and student nutrition staff pay was increased to \$13.50/hour.

Stephanie Makalous asked what the age requirement is for custodians. Brian Schwanz said it was 18.

Mr. Rick Amos moved to approve an increase in custodial starting hourly pay from \$13.50/hour to \$15.00/hour and raise current custodian's hourly rate by \$1.00/hour.

Mrs. Ashley Spaulding seconded.

Carried 7/0.

Medical Director Agreement with Johnson County Government. Alvie Cater said the board is asked to approve a medical director agreement between the school district and Johnson County government. He said this agreement would allow the district to have a potentially life-saving medication known as NARCAN available in secondary schools. The agreement authorizes the county's emergency medical director to review and approve an opioid antagonist protocol in the district and provide training for school nurses on how to administer the nasal medication to an individual suspected of overdose. Mr. Cater said that upon approval the district would begin with two doses of NARCAN per secondary school.

Ashley Spaulding asked Mr. Cater to speak about liability for nurses. Mr. Cater said that the state of Kansas has taken steps to protect those that administer NARCAN.

Bill Fletcher asked if the School Resource Officers could have NARCAN available. Mr. Cater said he would have to check to see if they have been trained and have it available. He said he could work with the Coordinator of Health Services to get more individuals trained.

Danielle Heikes asked if there was a cost for this program. Mr. Cater said if there is a cost it will be minimal, maybe \$1,200.00 for the middle schools. He said there is potential to get it at no cost.

Bill Fletcher suggested the district have more training and seminars for students about the harm of opioids.

Calley Malloy asked if NARCAN is administered and the student is not overdosing how it would affect the outcome. Mr. Cater said it has been determined that it will not have a negative effect on the student's health.

Rick Amos asked if NARCAN was being considered for elementary schools. Mr. Cater said when you look at case studies on individuals who overdose it tends to be teenagers and adults, but this is something that the district can continue to look at.

Ashley Spaulding asked if the district has something in place to get permission from parents. Mr. Cater said with state laws that have been passed NARCAN can be administered if there are signs or symptoms of an overdose without parental permission.

Mrs. Danielle Heikes moved to approve an Agreement between USD 232 and the Board of County Commissioners of Johnson County, Kansas, to provide support to the opioid antagonist protocol within USD 232.

Mrs. Ashley Spaulding seconded.

Carried 7/0.

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. Monticello Trails Fire Alarm Panel.

FYI REPORT. The following informational report was included in the packet for this board meeting: 1. Building and Department Goals.

President Spaulding adjourned the meeting at 7:11 p.m.

October 3, 2022
Date Approved

Wendy S. Denham
Clerk, Board of Education

Spaulding
President, Board of Education