



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, Kansas) October 3, 2022

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

The Board President, Ashley Spaulding, called the meeting 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
Stephanie Makalous (*participated via Zoom*)
Calley Malloy
Ashley Spaulding

Absent: Brandi Jonasson

Others Present: Jolyn Baldner, Director of Student Nutrition
Kelley Begley-McCall, Principal, Clear Creek Elementary School
Alvie Cater, Assistant Superintendent of Administration & Communications
Steve Deghand, Assistant Superintendent of Facilities & Operations
Carrie Handy, Executive Director of Elementary Education
Lee Hanson, Director of Special Services
Dr. Frank Harwood, Superintendent of Schools
Dr. Gail Holder, Principal, Mill Valley High School
Michelle Hite, Director of Elementary Curriculum & Instruction/Accreditation
Dr. Joe Kelly, Director of Secondary Curriculum & Instruction/Title Programs
Clark McCracken, Principal, Lexington Trails Middle School
Rob Moser, Coordinator of Safety and Transportation
Sam Ruff, Principal, De Soto High School (*participated via Zoom*)
Brian Schwanz, Executive Director of Secondary Education (*participated via Zoom*)
Susan Slater, Assistant Principal, Lexington Trails Middle School
Julie Stucky, Director of Finance
Kayla Wiedeman, School Improvement Specialist, Clear Creek Elementary School

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

President Spaulding asked if there were any changes for the Agenda. Superintendent Harwood announced his intent to retire at the end of this school year and asked to add a Discussion Item to the agenda to give the Board an opportunity to discuss the issuance of a request for proposals from executive search firms to conduct a search for superintendent.

Mr. Rick Amos moved to adopt the Agenda as amended.

Mrs. Danielle Heikes seconded.

Carried 6/0.

GOOD NEWS.

Staff Member Recognition. Clear Creek Elementary staff members Jill Ussery, Lead Secretary, and Dandra Arter, Media Specialist, along with Lexington Trails Middle School staff members Michele Altis, Lead Secretary, and Steve McGinness, 7th Grade Math Teacher, were recognized for outstanding service in their district roles.

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

High school students Hailey (Lee) Barth, De Soto, Nevaeh (Apollo) Kouns, Clearview City, and Sean Olin, Shawnee, spoke to the Board regarding administrative guidance related to personal identity that was shared by the district in July and recently updated; and said they were not in support of it.

President Spaulding declared a five-minute break at 6:27 p.m.

The Board returned to open session and President Spaulding called the meeting back to order at 6:32 p.m.

CONSENT AGENDA. President Spaulding asked the board if they had any changes for the Consent Agenda. No changes were requested.

Mrs. Ashley Spaulding moved to approve the Consent Agenda.

Mrs. Danielle Heikes seconded.

Carried 6/0.

The following Consent Agenda items were approved:

1. Minutes of the September 12th regular meeting.
2. Payment of bills and issuance of checks numbered 59587 – 59595, 59597 - 59609 and 59615 – 59775.
3. Transfer of funds as follows:
 - a. \$220,594.17 from General (Fund 06) to At Risk (Fund 13)
 - b. \$601,416.40 from General (Fund 06) to Special Education (Fund 30)

- c. \$22,792.20 from Local Option Budget (Fund 08) to Bilingual (Fund 14)
- d. \$40,222.31 from Local Option Budget (Fund 08) to Vocational Education (Fund 34)

4. Personnel recommendations as follows:

Resignations – Classified

Rachael Caple, Student Nutrition Assistant, DHS
Diana Jerome, Custodian, DHS
Molly Jones, Student Nutrition Cashier, BE
Macy Smith, Center Based Paraprofessional, BE

Employment – Classified

McKenna Agan, Student Nutrition Assistant, BE
Javier Calderon, Custodian, DHS
Jill Freisberg, School Nurse, DHS
Jessica Hicks, Center Based Paraprofessional, HE
Chloe Hoggatt, Center Based Paraprofessional, BE
Cynthia Jones, Lunchroom Aide, HE
Abigail Khamphilay, Lunchroom Aide, BE
Jeannine Lopez, Rule 10 Assistant Debate/Forensics Coach, DHS
Brad Richardson, Substitute Custodian, Districtwide
Kathleen Young, Lunchroom Aide, CCE

Resignation – Certified *(At the conclusion of the 2022-23 school year.)*

Ariel Baird, Center Based Autism Special Education Teacher, BE

Retirement – Certified *(At the conclusion of the 2022-23 school year.)*

Dianna Heffernon-Meyers, Computers Teacher, MVHS

Retirement – Certified Administration *(At the conclusion of the 2022-23 school year.)*

Frank Harwood, Superintendent

- 5. The USD 232 2022-23 Site Council Roster.
- 6. Purchase and installation of a new Fire Alarm Panel for Monticello Trails Middle School (including additional devices needed to bring the school up to current fire code) from Kennyco in the amount of \$121,926.89.
- 7. A Resolution to establish and Activity Fund for The Bridge Program.
- 8. Declaration of the following wrestling items from De Soto High School as surplus: 15 duffle bags, 11 green Brute singlets, 11 grey Brute singlets, 4 green cotton light jackets, 5 green windbreaker bottoms, 7 black sweat pant bottoms, 22 black cotton sweat pants, 30 black cotton hoodies, and 32 windbreaker jackets.
- 9. Acceptance of the following donations:
 - A LED Marquee with a value of \$22,998.33 to be installed by Golden Rule Signs from the Horizon Elementary Parent Teacher Association to Horizon Elementary School.
 - \$765.00 from Terry and Misty Budimlija to the De Soto High School Band Program.
 - \$500.00 from Swanson Streamway Dog Park and Daycare to the De Soto High School Boys Soccer Program.
 - \$500.00 from Krudwig Structural Engineers to the De Soto High School Cross Country Program.

10. Start-up of an Esports club at Lexington Trails Middle School.

11. The following extended day trips:

- Mill Valley High School Journalism, Grades 10-12, attend the National High School Journalism Convention, St. Louis America's Center/Marriott St. Louis Grand, St. Louis, MO, November 10-12, 2022.
- Mill Valley High School Cheer, Grades 9-12, compete at the NCA Cheer High School Nationals, Kay Bailey Arena/Omni Hotel, Dallas, TX, January 20-23, 2023.

ACTION ITEMS.

Recommended Calendar for the 2023-24 School Year. Alvie Cater, Assistant Superintendent of Administration & Communications, pointed board members to the proposed calendar in the board packet. He said the calendar committee developed it with feedback from staff.

Danielle Heikes asked Mr. Cater to share some detail on the calendar. Mr. Cater said this calendar still exceeds the board adopted 1,116 hr calendar. He said it is similar to the current school year calendar with two key differences: 1. For the first time the week of Thanksgiving in 2023 will be a non-school week; and, 2. There are no scheduled two-hour delayed start days.

President Spaulding asked if the full week of Thanksgiving would be available for all staff and students. Mr. Cater said it would, with the exception of 250 day contract employees who would have to use a vacation day for the first two days of the week to get the full week off. President Spaulding also inquired about childcare availability during the additional days school is closed the week of Thanksgiving. Mr. Cater said the district could ask Johnson County Parks & Recreation if it would be interested in providing childcare on that Monday and Tuesday prior to Thanksgiving in 2023.

Mrs. Danielle Heikes moved to approve the proposed calendar for the 2023-24 school year.

Mrs. Stephanie Makalous seconded.

Carried 6/0.

Collaborative Team Time Proposal for High Schools. Dr. Gail Holder, Principal, Mill Valley High School, was joined by Sam Ruff, Principal, De Soto High School, to present information to the Board on a proposal to pilot Collaborative Team Time in the high schools. Mr. Ruff shared research showing how collective teacher efficacy is an evidence-based practice that has a positive impact on student performance. Dr. Holder shared information with the board on the link between collective efficacy and Professional Learning Communities (PLC). She reviewed work of a collaborative team, shared the difference between teacher plan time and collaborative team time, offered additional information to consider, and shared benefits of collaborative team time. Ben Cook, Physics Teacher at De Soto High School, and Jeff Weiland, Social Studies Teacher at Mill Valley High School, shared ways collaborative team time would benefit teachers. Mr. Weiland said teachers are excited about this opportunity. Mr. Ruff shared logistics on what the collaborative team time would look like in the high school schedules and shared a sample of the bell schedule with collaborative team time. Dr. Holder said that as a follow-up the team would give the Board an update in March.

President Spaulding asked if students were required to arrive at their normal time. Dr. Holder said they were not required to report until 8:20 a.m. President Spaulding asked if there would be any negative impact on activities and practices. Dr. Holder said activities would not be scheduled during planned collaborative teacher time. President Spaulding asked how the November 30 start date was determined. Dr. Holder said the team thought it would be good to begin after Thanksgiving break when a couple of sessions can be done consistently before the end of the semester.

Stephanie Makalous asked if was considered for the middle schools and elementary schools. Superintendent Harwood said the middle schools currently have collaborative team time in place during the school day. He said it would be harder for elementary schools to manage supervision of students before the start of the school day.

Calley Malloy asked who would be supervising the students that arrive early. Dr. Holder said Physical Education teachers and paraprofessionals could supervise students. Mr. Ruff said paraprofessionals, counselors and administrators could also supervise students.

Danielle Heikes asked if the team saw any drawbacks. Dr. Holder said that the only drawback she sees is that it would be a small change in how the school does business one day a week. Mr. Wieland said from a teachers' perspective it could be uncomfortable because they do not appreciate change or bumping heads with peers during collaboration time.

Bill Fletcher asked if the DTA supports the plan. Superintendent Harwood said it is completely within the current agreement. Mr. Wieland said it does not mean every teacher will be happy, but this is a way to elevate the profession. Dr. Holder said this would help with teacher retention, as it will offer support for new teachers.

Mrs. Stephanie Makalous moved to approve proposed Collaborative Team Time for De Soto High School and Mill Valley High School beginning on November 30, 2022.

Mrs. Calley Malloy seconded.

Carried 6/0.

Enrollment Study. Superintendent Harwood said that part of the District Goals approved by the Board in September contained an Action Step of having an enrollment study conducted. He said an external enrollment study is needed at this time due to the disruption in enrollment trends caused by the pandemic and the potential for enrollment growth with planned housing developments, as well as the announcement of the Panasonic project on the former Sunflower Army Ammunition site. He presented the Board with a proposal from RSP and Associates to conduct the enrollment study. He said RSP has worked with USD 232 in the past, with its last report in 2012, and has also worked with several area districts and is familiar with Johnson County. Superintendent Harwood said that while there are still too many unknowns to predict how Panasonic and other developments will affect the district, it is important to gain a better understanding of current growth trends. He said this information is crucial as the district continues planning for the future.

Superintendent Harwood said he would still do an enrollment report based on the September 20 count for the Board in November. In addition, he said district administration would also look at school capacities.

Danielle Heikes asked if March 2022 was the expected completion date for the enrollment student or start date. Superintendent Harwood said it was the completion date. He said as soon as the September 20 count is done the administration will start to pull together information RSP will need.

Mrs. Danielle Heikes moved to accept a proposal from RSP and Associates in the amount of \$17,000.00 to conduct an enrollment study of the school district.

Mr. Rick Amos seconded.

Carried 6/0.

DISCUSSION ITEM.

Superintendent Search. Superintendent Harwood shared a Request for Proposals (RFP) that will be sent to 32 experienced executive search firms, or individuals, to provide consulting services for a national search for a superintendent of schools. He presented a timeline and said the RFP will be mailed and/or emailed to prospective search firms on October 4, with a due date for proposals of October 19, 2022, by 2:00 p.m.

Bill Fletcher asked what search firms would offer above the Kansas Association of School Boards (KASB) superintendent search service. Superintendent Harwood said that KASB would be one of the firms the RFP is sent to. He noted that by going out for proposals the district could possibly get a farther reach.

President Spaulding asked how the 32 firms were selected. Superintendent Harwood said most of the firms were on a list provided by the American Association of School Administrators (AASA) and he also did an online search for firms.

President Spaulding asked the board for ideas on how to move forward.

Rick Amos said he would like the opportunity to review all of the proposals with rubrics and provide feedback to a committee of three board members.

Stephanie Makalous agreed with Mr. Amos about having a committee and then allowing the whole Board a chance to have input.

Board Fletcher said he agreed with the committee and then suggested the top three proposals be presented to the whole board.

Superintendent Harwood asked board members to let President Spaulding know if they would like to be on the review committee. He said the proposals will be available for all board members to review

and provide feedback to the committee who will select finalists to be interviewed by the full board. Determination of a search firm is expected at the November 7, 2022, regular meeting.

Superintendent Harwood said the search firm will develop a position description and qualifications based on board feedback.

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. Proposed Changes to School Board Member Districts.

President Spaulding adjourned the meeting at 7:30 p.m.

November 7, 2022
Date Approved

Wendy S. Benham
Clerk, Board of Education

Spaulding
President, Board of Education