



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)

August 7, 2017

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: Dick Dearwester
Bill Fletcher
Danielle Heikes
Kevin Makalous
Mitch Powers
Rachele Zade

Absent: Angela Handy

Others Present: Debbie Atwell, Facilities Coordinator
Alvie Cater, Assistant Superintendent of Administration & Educational Services
Steve Deghand, Director of Facilities
Wendy Denham, Board Clerk
Lee Hanson, Director of Special Services
Frank Harwood, Superintendent of Schools
Michelle Hite, Director of School Improvement
Joe Kelly, Director of Curriculum & Instruction
Ken Larsen, Assistant Superintendent of Business & Operations
Brandon Riffel, Director of Technology
Ceresa Schaeffer, Secondary Curriculum Coordinator
Brian Schwanz, Director of Human Resources/Secondary
Cindy Swartz, Technology Integration 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 Zade asked if there were any changes to the Agenda or Consent Agenda.

Bill Fletcher asked to remove check numbers 41312 and 41443 from Consent Agenda item "C. Approve payment of bills and transfer of funds (if appropriate)" for approval separately.

Mr. Kevin Makalous moved to adopt the amended Agenda and approve the Consent Agenda.

Mrs. Danielle Heikes seconded.

Carried 6/0.

The following Consent Agenda items were approved:

1. Minutes of July 10th regular meeting.
2. Payment of bills and issuance of checks numbered 41220 – 41311, 41313 – 41411, 41414 – 41442, and 41444 - 41512.
3. Transfer of funds as follows:
 - a. \$1,000.00 from LOB (Fund 08) to Parents as Teachers (Fund 28)
4. Personnel recommendations as follows:

Resignations – Classified

Laura Avery, Building Secretary, HE
Stacy Ballard, Paraprofessional, HE
Shane Bartels, Paraprofessional, ME
Stephanie Bicknell, Student Nutrition Assistant, MTMS
Annette Bradley, Paraprofessional, SE
Amanda Campbell, Paraprofessional, MVHS
Meg Johnson, Paraprofessional, The Bridge
Elizabeth Lane, Paraprofessional, MCMS
Michele McGary, ELL Aide, DHS
Candy Sipe, Student Nutrition Assistant, MVHS
Marcy Teasley, Paraprofessional, MTMS
Michelle Vossmer, Student Nutrition Cashier, DHS

Employment – Classified

Mallory Ayers, Rule 10 Head Volleyball Coach, LTMS
Abby Baden, Paraprofessional, HE
Sharlayne Borders, Paraprofessional/Special Services Office Assistant, ME & AO
Andrew Brown, Center Based Paraprofessional, The Bridge
Leslie Carroll, Building Secretary, HE
Kimberly Dawson, Student Nutrition Cashier, HE
Roxanne Evans, Student Nutrition Assistant, PRE
Leslie Fischer, Lunchroom Aide, ME
Shanna Harris, Lunchroom Aide, PRE
Heather Humphrey, Center Based Paraprofessional, HE
Bobbi Maybell, Student Nutrition Assistant, MVHS
Lisa Neighbors, Student Nutrition Cashier, SE
Stephanie Ogden, Accounts Payable Clerk, AO
Cindy Pike, Center Based Paraprofessional, The Bridge
Nancy Platt, Rule 10 Cheer Coach, LTMS
Jamesha Turner, Student Nutrition Assistant MCMS
Phillip Wagner, Evening Custodian, PRE
Layla Zagorsky, Lunchroom Aide, CCE

Terminations – Classified

Mary Fran Row, School Nurse, part-time, SE

Resignation – Certified

Lisa Bozzoli, Counselor, MVHS

Employment – Certified

Rose Nemchik, SPED Resource Teacher (8/9 – 12/20/2017), DHS

Kaitlin Peak, 1st Grade Teacher, CCE

Kathi Spachek, 0.5 FTE District Audiologist

5. Revisions to the following Board Policies: JGCB – Inoculations, JGC – Health Assessments and Physicals, JRB – Release of Student Records; and, JBD – Attendance and Truancy.
6. 2017-18 School year Lease Agreement between USD 232 and Johnson County Park & Recreation District for School Age Childcare Programs.

Bill Fletcher declared a conflict of interest and left the meeting at 6:03 p.m.

Mr. Mitch Powers moved to approve payment to Kansas Land Management, LLC in the amount of \$13,990.00 with check number 41312 and \$13,990.00 with check number 41443.

Mr. Dick Dearwester seconded.

Carried 5/0.

Bill Fletcher returned to the meeting at 6:04 p.m.

EXECUTIVE SESSION.

Negotiations.

Mrs. Rachele Zade moved to go into executive session at 6:05 p.m. for a period of ten minutes with Frank Harwood, Alvie Cater, Ken Larsen and Brian Schwanz to discuss the latest proposal for increasing the base pay rate for teachers pursuant to the exception for employer-employee negotiations under KOMA and return to open session at 6:15 p.m. at this location.

Mrs. Danielle Heikes seconded.

Carried 6/0.

The Board returned to open session and President Zade called the meeting back to order at 6:15 p.m.

ACTION ITEMS.

Professional Negotiated Agreement with the De Soto Teacher's Association. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, gave the board a summary of meetings held between district administrators and De Soto Teacher's Association (DTA) representatives.

Dandra Arter, Library Media Specialist at Clear Creek Elementary and President of the De Soto Teacher's Association, expressed appreciation to the Board and administration for their efforts in the negotiation process and noted that the DTA had ratified the agreement.

Mrs. Danielle Heikes moved to approve the 2017-18 Negotiated Agreement between the De Soto Teacher's Association and the Board of Education of Unified School District No. 232, an estimated increase of \$2,040,000.

Mrs. Rachele Zade seconded.

Carried 6/0.

Classified and Administrative Employee Compensation. Brian Schwanz, Director of Human Resources/Secondary, shared the process he and Carrie Handy, Director of Human Resources/Elementary, used to arrive at the recommended Classified Staff Compensation Guidelines. He explained that last Fall they looked at the current market for like positions and did a comparison study of all districts in Johnson County and Maize, which is similar in size to USD 232. He said this helped to establish a pay range for each position, which can be found in the guidelines. Mr. Schwanz noted that the guidelines include additional pay for experience (either parallel or similar), as well as college degrees, and information on how annual pay increases would be calculated. He pointed out that the cost of the proposed increase for the 2017-18 school year would be \$341,200. He also said that Human Resources would continue to work on establishing compensation guidelines for classified staff members who are salaried and will re-evaluate the guidelines each year to adjust to the market.

Bill Fletcher said that he couldn't vote to approve a compensation package unless he could see how it impacted individuals. He noted that he would support an across the board pay raise of 4.5% rather than distribution of the monies in the ranges defined in the guidelines. Mitch Powers said that he was not interested in seeing a list of staff and their salaries, which was agreed to by other board members. During discussion board members talked about how the new guidelines were similar to the way compensation is determined in the corporate market.

Mr. Kevin Makalous moved to approve the proposed Classified Compensation Guidelines as presented, an estimated increase of \$341,200.

Mr. Mitch Powers seconded.

Bill Fletcher requested a roll call vote.

Bill Fletcher - No

Dick Dearwester - Yes

Mitch Powers - Yes

Kevin Makalous - Yes

Danielle Heikes - Yes

Rachele Zade - Yes

Carried 5/1.

Superintendent Harwood explained that last year a schedule for administrator salaries was developed and asked the Board to approve administrator salaries as prescribed in their schedule.

Mr. Kevin Makalous moved to approve the increases to administrative salaries, an estimated increase of \$93,712.

Mr. Dick Dearwester seconded.

Bill Fletcher requested a roll call vote.

Bill Fletcher - No

Dick Dearwester - Yes

Mitch Powers - Yes

Kevin Makalous - Yes

Danielle Heikes - Yes

Rachele Zade - Yes

Carried 5/1.

Budget Publication & Notice of Hearing. Ken Larsen, Assistant Superintendent of Business & Operations, highlighted key components of the school district's budget contained in the following documents: Form 150 which shows all sources of revenue that make up the General Fund legal maximum budget authority, Form 118 which shows all sources of revenue for the Special Education fund, and Code 99/Notice of Hearing which has a comparison of actual expenditures for 2015-16 and 2016-17 compared to proposed budget expenditures for 2017-18. He pointed out that the proposed mill levy tax rate for the 2017-18 budget is 67.479 mills, which is a decrease of 1.385 mills from the 2016-17 rate. Board members were given an opportunity to ask questions.

Mr. Larsen also shared a document with the Board that shows the increase in revenue for the 2017-18 school year from the proposed school finance plan and planned expenditures for the new monies. Superintendent Harwood noted that the Supreme Court still has not ruled on the constitutionality of the new school finance plan.

Mr. Mitch Powers moved to approve publication of Notice of Hearing Code 99 in the district's official newspaper stating that the Board will hold a public hearing on the budget on August 21, 2017, 6:00 p.m., at the USD 232 Administrative Office, 35200 West 91st Street, De Soto.

Mr. Kevin Makalous seconded.

Carried 6/0.

President Zade declared a five minute break at 7:31 p.m.

The Board returned to open session and President Zade called the meeting back to order at 7:36 p.m.

DISCUSSION ITEMS.

School Safety & Security. Alvie Cater, Assistant Superintendent of Administrative & Educational Services, presented the Board with a report on school safety and security. He noted that the team walked through every part of district buildings and did identify some areas for improvement. He talked about improvements to be made in the areas of staff training and preparedness and physical enhancements and improvements that can be made.

Board Goals. Superintendent Harwood noted that the actual goals for 2017-18 were the same as 2016-17, but the strategies and action steps have changed. He pointed out that two new objectives were added under the Achievement goal: Objective A1: USD 232 students will exceed the MAP student projected growth target and Objective A2: USD 232's Five Year Effectiveness Rate for Post-Secondary Success will exceed 70%. Superintendent Harwood then reviewed new strategies and action steps for the Buildings & Budgets and Community Engagement goals.

Superintendent Harwood noted that another issue he would like to address with the Board would be Graduation. He pointed out that there is no way to schedule a graduation on a Saturday in May that won't conflict with a Kansas State High School Activity Association (KSHSAA) activity. In addition, he said there is a need to look into options for accommodating crowds at graduation ceremonies, which may include looking into holding ceremonies off site at another venue. Board members were in agreement with adding Graduation as a strategy for this year.

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

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. Recommended New & Revised Policies.

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

EXECUTIVE SESSION.

Non-Elected Personnel.

Mrs. Rachele Zade moved to go into executive session at 8:11 p.m. for a period of fifteen minutes with Frank Harwood to discuss an individual employee's performance pursuant to the non-elected personnel exception under KOMA and return to open session at 8:26 p.m. at this location.

Mrs. Danielle Heikes seconded.

Carried 6/0.

The Board returned to open session and President Zade called the meeting back to order at 8:31 p.m.

President Zade adjourned the meeting at 8:31 p.m.

August 21, 2017
Date Approved

Wendy S. Denham
Clerk, Board of Education

Frank M. Zade
President, Board of Education