

FORT LARNED UNIFIED SCHOOL DISTRICT NO. 495
BOARD OF EDUCATION
LARNED, KANSAS 67550
REGULAR MEETING
FEBRUARY 12, 2018

PLEDGE OF ALLEGIANCE

1. CALL TO ORDER

Jenny Manry, President, called the regular meeting to order at 6:33 p.m.

2. ROLL CALL

Kimi Bowman, David Sanger, Jessie Pleasant, Sharon Toll, Sharon Lessard,
Jenny Manry, Charles Tabler, Joe Sample, Superintendent, Phil Martin, Attorney,
Tiffany Burris, Clerk.

Absent:

3. APPROVAL OF AGENDA

Sharon Lessard moved to approve the agenda as presented.

Kimi Bowman second.

Yes 7 No 0

4. NON ELECTED PERSONNEL

a) Non-elected Personnel

David Sanger moved to recess the Board of Education into executive session at 6:33 p.m. for discussion of personnel matters of non elected personnel and return to open session in this room at 6:45 p.m. The justification for the executive session is non-elected personnel matter. Included in the executive session are all present board members, Joe Sample, Superintendent, and Phil Martin, Attorney.

Kimi Bowman second.

Yes 7 No 0

The open meeting was called to order at 6:45 p.m.

5. NOMINATIONS

David Sanger moved to approve the following nomination(s) for the 2017-2018 school year.

Rustyn Kerbs	Asst Baseball/LHS
Tad Remy	Head Track/LHS
Lupe Perez	Asst Softball/LHS
Krysten Watkins	Social Worker/Ft. Larned Elementary
Mike Hensley	Asst Wrestling/LMS
Kaitlyn Browning	At Risk Aide/LMS

For the 2018-2019 School Year

Tad Remy	Head Football/LHS
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Kimi Bowman second.

Yes 7 No 0

6. SEPARATIONS

David Sanger moved to approve the following separation(s) for the 2017-2018 school year.

Matthew Finger

Bus Driver/Transportation

For the 2018-2019 School Year

Doris Schaller

Psychologist/TRI

Brady Keith

Asst. Football/LHS

Bethany Steinlage

Head Cheer/LHS

Shirley Elmore

Teacher/TRI

Joe Sample

Superintendent

Kimi Bowman second.

Yes 7 No 0

7. TRANSFERS

None at this time.

8. NEGOTIATIONS

EXECUTIVE SESSION

a) Negotiations

David Sanger moved at 6:47 p.m. that the Board go into executive session to discuss employer-employee negotiations. The justification for the executive session is the exception for employer-employee negotiations under the Kansas Open Meeting Act. The Board will return to the open session in this room at 7:00 p.m. Included in the executive session are all present Board members, Joe Sample, Superintendent, Phil Martin, Attorney, Lea Harding, and Troy Langdon.

Sharon Toll second.

Yes 7 No 0

The open meeting was called to order at 7:01 p.m.

9. AUDIENCE WITH INDIVIDUALS & GROUPS

None at this time.

10. APPROVAL OF MINUTES

Kimi Bowman moved to approve the minutes of January 8, 2018 Regular Board Meeting, January 15, 2018, and Feb. 1, 2018 Special Board Meeting minutes as presented.

David Sanger second.

Yes 7 No 0

11. APPROVAL OF BILLS

Sharon Lessard reviewed the bills this month. She stated that there was a bill from HCS Petroleum. The transportation department had a piece of equipment that was non-compliant and had to be replaced. There were also bills from Haynes Electric and Ike Shaver Plumbing for basic repairs. People Admin-Talent Ed had billed out for the Recruit and Hire licensing for one year. Sharon stated that there was an automatic renewal clause each year that would be addressed. Jessie Pleasant, Board member, questioned the \$110,000 payment to the Larned Recreation Commission. The district receives this amount each year from Pawnee County and Barton County tax distributions for the Recreation Commission and we receipt the amount to them based on their budget. Sharon Lessard questioned mileage payments. She stated that mileage was only paid if a district vehicle was not available to use.

Sharon Lessard moved to approve the bills as presented.

Jessie Pleasant second.

Yes 7 No 0

12. DEMOLITION BID

Tim Schaller, Demolition Consultant, presented bids to the board. Tim explained that the bids had been very good and that Eakin Enterprises had come in low bidder.

David Sanger moved to accept the demolition bid of Northside and Phinney Elementary buildings from Eakin Enterprises in the amount of \$117,668.00.

Sharon Lessard second.

Yes 7 No 0

Other bids received from Stone Sand, Inc. in the amount of \$169,000.
and G & G Dozer, LLC. in the amount of \$218,000.

13. ASBESTOS ABATEMENT BID

Roy Prescott, Maintenance Director, presented asbestos abatement bids to the board. Bids were open on February 5, 2018. The low bidder was ACM Abatement. Roy stated that there were quite the range in bid amounts. Due to demolition and abatement bids coming in lower than initially expected, the total project amount has been reduced to just under \$200,000. Joe Sample, Superintendent, stated that he had called several references for ACM and had received good reports from districts that had used them in the past.

David Sanger moved to accept the bid from ACM for asbestos abatement in Northside and Phinney Elementary buildings in the amount of \$84,960.00.

Charles Tabler second.

Yes 7 No 0

Other bids received from Remediation Contractors, Inc.
in the amount of \$112, 940.00
And F & H Abatement Co. in the amount of
\$123, 805.00.

14. SAFE ROUTES TO SCHOOL

The district received RFQ's from 4 engineering firms. Joe Sample, Superintendent, briefly outlined the process for the Safe Routes to School program. The district was awarded funding for Phase I. Joe stated that this process would be a joint venture with the City of Larned. Phase I will cost \$15,000 and Kansas Department of Transportation will cover \$12,000 of that amount. Joe stressed that this was not a low bid process. The board would be looking at the company's qualifications. Joe had called references on the companies that we had received RFQ's on. Roy Prescott had also consulted the city since they would also be working with the company. The city's recommendation was to go with Alfred Benesch. The city was currently working on a project with them and they had been helpful in getting the Safe Routes to School grant started. Jessie Pleasant, Board member, asked who had represented the city with the recommendation. Allan Taylor with the street department had been our contact.

Charles Tabler moved to approve Alfred Benesch to provide engineering services for Phase 1 of the Safe Routes to School Program.

Sharon Lessard second.

Yes 7 No 0

Other RFQ's received from B& G
Construction, EBH Engineering, & Kirkham &
Michael.

15. ITEMS TO AUCTION

The district had irrigation tires donated several months ago for use on the playground at the elementary. There were several tires remaining. The goal is to auction the remaining tires.

Charles Tabler moved to approve the sale of irrigation tires on the auction site Big Iron Auction. Tires will sell as is.

Kimi Bowman second.

Yes 7 No 0

16. DISPOSAL LIST

Kimi Bowman moved to approve the disposal list for the month of February as submitted.

David Sanger second.

Yes 7 No 0

17. HEADSTART MOU

Joe Sample, Superintendent, stated that he had been approached by the local Headstart district to draft a Memorandum of Understanding with them. Work had begun on the document over the past few months. Joe stated that he had worked with representatives from the local Headstart and Phil Martin, attorney for the Board of Education. Joe shared that Headstart is an educational entity within our district and he feels the district should be working with them. Aimee Peschka, local Headstart representative, was in attendance and took the podium. She stated that in the past the district did have an MOU with Headstart. She stated that by having this document in place shows the office of Headstart that our local agency has the community and district support. Several of the goals of the MOU is to allow Headstart students to attend transition meetings and IEP meetings. Lea Harding, Fort Larned Elementary principal, stated that she had been working with Headstart over the past few years, but the document fell through the cracks and never came to completion. Phil Martin, Attorney, stated that he had several questions about the document that still needed clarification. Jenny Manry, Board

President, also asked for staff input on the document and asked that Lea Harding collect some of that. The goal is to create a document that is beneficial to both parties. It was decided to table the motion to accept the document until the regularly scheduled board meeting in April.

18. PROFESSIONAL DEVELOPMENT PLAN

Joe Sample, Superintendent, brought the plan back to the board after some discussion had been held among staff members and administration. David Sanger, Board member, asked Mr. Sample where the document had originated. Joe Sample stated that is a policy that had been adopted around 2008 and that the PDC Committee had made changes to it. For example, My Learning Plan was not being utilized when the original document was adopted. Jenny Manry, Board President, stressed again her concern for setting an amount for teachers to use to attend professional development workshops and continuing education. She wanted to ensure that teachers were not limited by that amount. David Sanger shared data that had been compiled over the past several years. He stated that in 2015 twenty eight staff members had used over \$200 and eight staff members had used less than that amount. Jenny Manry shared that she would rather a budget be set by the building administrators for use in professional development and that it be based on what they feel they will use to best benefit their staff as a whole. She does not feel that setting a \$200 limit for teachers to use will be beneficial, especially if there is staff that would like to attend worthwhile events that are over that amount. She would rather the building as a whole have a budget to use each year. David Sanger questioned whether the district has a set Professional Development budget presently. David Sanger stressed that the majority of the document is good. He wants the staff to continue to get educated. Charles Tabler questioned Joe Sample and asked if the main goal of setting an amount was to ensure teachers knew this money was available to them. Joe Sample stated that was the goal-to encourage more staff to take advantage of educational opportunities. Charles then stressed that he feels there needs to be a budget to ensure that is done. Several board members asked who was on the PDC Committee. It was stated that Jennifer Fitzpatrick had agreed to chair the committee and was in attendance this evening. David Sanger asked for clarification on the initials LNEA and it was stated that it was the district's union. David was also concerned about the nomination process to the committee. The policy was vague and term limits were not set. He stated that on page 4 of the document it said the only way to remove oneself from the committee was to resign. Jennifer Fitzpatrick, PDC Chair, stated that she felt allowing members to serve an undefined term allowed continuity on the committee. This is especially important as goals are set. It often takes several years to get a goal met. David Sanger also pointed out that page 2 and page 9 needs some clarification and

editing. The question was also raised as to how teachers set goals. The process is briefly stated on page 6 on the document. David Sanger asked if the committee set these goals. Due to the wording of the document, it appears as though they do and that they also approve each staff member's goals. Jessie Pleasant asked Lea Harding, Fort Larned Elementary principal, how she decides who gets to go to workshops and how she decides which workshops to say yes to. Lea Harding pointed out that it is largely based on price, location, and if the workshop aligned with the requesting teacher's IDP. Lea stated that the district belongs to both Fssdack and Southwest Plains and discount rates are available for their continuing education. David Sanger again asked that there be some clarification on the items he questioned and that the building administrators take a look at where money has been spent the last three years in regards to professional development. He would like them to take that data and set a building budget for the year for use on professional development for staff. The board as a whole thought this was the best route to take as far as developing a budget and asked that the administration get this information to them by the next meeting. Once that is set, the policy will be looked at again. The approval was tabled for a later date.

19. TREASURER'S REPORT

Jean Simmons, Finance Director, took the podium. She briefly shared the recent happenings at the state level with long time finance director, Dale Dennis. She stated that allegations were dismissed and the state department of education continued to operate. Jean Simmons stressed that as a district we are financially sound and have an advantage over districts that rely on state payments for their month to month operation. The district has a large bond payment coming up. There is a little over \$95,000 left in that account which will stay in that account until the project is closed. The district is pleased with the demolition and abatement bids that had been approved. That project will be coming in under budget. The state funding audit had been held in January. This audit looks at the district's Sept 20 upload and count. Jean pointed out that funding weightings had returned this year. The district also received new facilities weightings. These weightings will be given for two years. Jean briefly went over the audit findings and stated that it had gone well. There was some coding in Skyward that the district will need to adjust to ensure a correct upload.

20. REPORTS
a) Principals

Troy Langdon (LHS)

Troy stated that things were moving along well at the high school. The staff building level teams had been meeting and having high numbers of attendance. These teams look at ways to make Larned High School better and have been very positive.

The Counseling, College, and Career (CCC) teams have been meeting. Their goal is to enhance the social emotional growth at the high school. February's focus will be on Future Planning and Pre Enrollment of students. Several of these meetings will be mandatory for staff to ensure that all staff is skilled in career cruising. Troy stated that there is a Staff Shout Out board as well as a Pride Wall for students. He shared that the walls are full and are continuing to grow.

The Pride Committee at the high school is inviting the entire district to enjoy the movie Sandlot at the State Theatre on February 22. The group has also been attending one student event a month. This month the group will attend the upcoming Tuesday night varsity basketball games.

The virtual college has 50 students taking 74 classes. Out of the 50 students, 83% are receiving A's, and none of the students are failing. The ACT Prep class has started and is available in the virtual classroom. Three or four students have taken advantage of this program. Mrs. Hunter was commended for going above and beyond to get that program off the ground. She is encouraging students to use it and take advantage of the opportunity.

A meeting was held recently about the newly formed Trap Shooting Club. Several students are planning on joining that club.

Troy spoke about Senate Bill 366. It is a bill that is being proposed to offer scholarships to those students that graduate early from high school. It would roughly equate to the amount the district receives as their FTE to attend high school.

Troy also addressed the need for an additional Language Arts teacher at Larned High School. He shared data and an outline with the board. Currently the high school's Algebra instructor, Toni Novotny, has been asked to step in and teach a section of English. Troy stated that if we did have another English teacher, the opportunity to offer Comp II would be available. Mrs. Bailey is qualified to teach this, but she also teaches Drama and the high school does not want to have to split up that elective.

Sharon Lessard, Board member, asked Mr. Langdon who is in charge of organizing pep assemblies. Troy stated that the responsibility is shared.

Often it is the cheer coach, or the band instructor. Recently Student Council has asked to hold pep assemblies. Sharon asked if Troy is given an agenda of what the pep rallies will entail. Sharon stated that through the years she has heard concerns that pep assemblies only focused on big events. The board asked Troy to encourage that all students are recognized at assemblies. They felt all students need applauded. Kimi Bowman, Board member, asked if there could be only one organization or staff member in charge of these assemblies rather than have several different ones. She stated that if that was done it may ensure that all students are recognized.

Shane Sundahl (LMS)

Site Council was held on January 29th at the Larned Middle School. Brent Hemken, former Board member and community member, shared a study that he had conducted with local businesses. He stated that good information was gained. There were several parents in attendance and each grade level was represented.

The Building Level Team, which is made up of Shane Sundahl, Rusty Wrinkle, Sherry Pruter, an At Risk teacher, along with a special education teacher and a teacher from each grade level, has been meeting. Shane stated that this team fulfills one of the district's KESA obligations. The team's goals are to find way to improve the general vocabulary of the student body. He stated that students often miss questions on tests because they do not understand the language used in the question. The team has been incorporating different vocabulary words throughout the days and weeks.

Shane touched on State Redesign. Currently 7 schools are participating in this. His staff had recently Skyped with staff in the Olathe district and they are also planning on meeting with staff from the McPherson district who are currently taking advantage of the State Redesign model.

The middle school will be conducting 8th grade conferences differently this month. They are piloting the change only with the 8th grade with the possibility of changing how conferences are held school wide. The students will be in attendance with their parents and will highlight and showcase what they are doing well along with things that they may be struggling with. This will allow parents, teacher, and students interaction. Shane stated that spring conferences are often not well attended and he hopes that this will encourage participation.

Lea Harding (ELEMENTARY)

Lea Harding began with some construction items that need addressed before warranties expire this summer. She stated that the divider in the gym is folding in upon itself and there is a large hole in the net. The wireless microphone has also stopped working. There are 6 student chairs that have broken. These chairs have a 12 year warranty and will be replaced. The kitchen inspection did not go smoothly. The hand sinks in the kitchen are not holding temperature up to 112 degrees, which is necessary for the kitchen to pass inspection. Lea Harding and Roy Prescott, Maintenance Director, are currently working with the Glassman group to get that temperature regulated. There is also a high pitched screech in the office. Joe Sample, Superintendent, has contacted P1 Group and they have installed insulation around the unit that is making the noise. Typically, a unit like the one that is making noise is more insulated and is not installed directly above an office. Brooks Dorham from Simpson Construction is also looking into possible solutions. Lea stated that the kitchen and bathroom floors had been repaired over winter break and they do look better. She stated that during the final cleaning and buffing of the floors, the epoxy was fractured. Lea commended Haynes Electric for being available as problems have arose. One issue she would like the board to think about is the fact that there is no cell phone reception in the building, especially in the last wing. When the Sherriff Dept. did a walk through earlier in the year, their radios were not able to work.

Mr. Gingerich's second grade class has an exciting project underway. One of the second grade science standards involves erosion. Mr. Gingerich and his students are building a wind break at the new elementary building. The local Conservation district has donated a drip system and saplings to help the team meet this goal. Mr. Gingerich has also incorporated the life cycle into the project and will be planting some butterfly bushes. Lea encouraged board members to come check out the progress of this exciting project.

b) Joe Sample, Superintendent

The District Leadership Team met in January. Their meeting coincided with a webinar that was being held outlining the Gemini 2 program. Currently seven districts are participating in a Redesign program. This program is set up to redesign what education looks like in Kansas. Dr. Watson's thoughts are that currently Kansas has a factory system with grid seating and time constraints with students going from class to class. The districts participating in the Mercury program are receiving assistance. Districts that choose to participate in the Gemini stage of the program are more reliant upon themselves. The application to participate is open. Participation in the program requires a

needs assessment and collaboration. Joe Sample, Superintendent, has asked staff if they are interested in participating in the Gemini 2 program. He stated that administration is interested. He did however state that 80% of staff has to be onboard. A letter from the local NEA Union and board approval is also needed. Joe stressed that currently there is only conversation. It is not a process that can be hurried. He stated that the state wants the process to be localized. Joe Sample posed the question to the board whether this was a process they wanted to pursue.

The KESA process is moving along. The April OVT date is set. Bill Day, Lyons Superintendent, has agreed to be the chair. Becky Burcher and Bill Keeley are also members. Seventy five percent of the district's tasks are done for Year 1 and 2. Work still needs to be done on the five R's.

A second meeting of the math curriculum review will be held tomorrow. Curriculum K-12 is being looked at. Joe is meeting with the FACS department to review curriculum as well.

c) Board Discussion

Charles Tabler, Board member, asked Joe Sample if he had sent a letter to the citizen that was concerned about the noise from the cannon at football games. Joe stated that he will send one and let her know the board is looking at possible solutions.

Sharon Lessard, Board member, asked if the school district data is backed up somewhere. She stated that having all the data backed up to one place is a risk. She would like to hear back from someone regarding how the data is secured. Joe Sample, Superintendent, stated that Kris Schneider, Technology Director, should be in attendance next month to report and address this.

Sharon Lessard stated that with Joe Sample's resignation she would like to see the spending cap on purchases needing board approval be lowered to \$5000.

Sharon Lessard moved to lower the spending cap on purchases needing board approval to \$5000.

Kimi Bowman second.

Yes 7 No 0

Jenny Manry, Board President, stated that the board would need to begin a superintendent search. Kimi Bowman, Board member, asked if Tiffany

Burris, Board Clerk, could begin researching companies that offer searches and information available to the board.

Sharon Lessard moved to hold a special board meeting on Thursday Feb. 15, 2018 for the purpose of selecting a superintendent search organization.

Jessie Pleasant second.

Yes 7 No 0

Jenny Manry, Board President, announced to the board that Mayor William Nusser was looking for city, county, and district representatives to accompany him to Topeka to visit with legislature. Jenny asked if any members would be interested in attending. David Sanger stated that he would be interested in attending and would make contact with Mayor Nusser.

21. ADJOURN

Kimi Bowman moved to adjourn the meeting at 9:07 p.m.

David Sanger second.

Yes 7 No 0

Board President

Board Clerk