

FORT LARNED UNIFIED SCHOOL DISTRICT NO. 495
BOARD OF EDUCATION
LARNED, KANSAS 67550
REGULAR MEETING
DECEMBER 11, 2017

PLEDGE OF ALLEGIANCE

1. CALL TO ORDER

Jenny Manry, President, called the regular meeting to order at 6:32 p.m.

2. ROLL CALL

David Sanger, June Barger, Charles Tabler, Brent Hemken, Sharon Lessard, Jenny Manry, Joe Sample, Superintendent, Phil Martin, Attorney, Tiffany Burris, Clerk.

Absent: Kimi Bowman

3. APPROVAL OF AGENDA

Sharon Lessard moved to approve the agenda as presented with the amendment of Item 4 from Recognition of Students to Acceptance of Donation and moving Board Discussion Item 14 d to Item 19 a.

David Sanger second.

Yes 6 No

4. ACCEPTANCE OF DONATION

David Sanger moved to accept the donation of \$500 from Golden Belt Community Foundation to be used to purchase items for Kaitlyn Hatfield's classroom and the donation of 4 iPads from the Larned Booster Club to be used for Larned High School sports.

Brent Hemken second.

Yes 6 No 0

5. AUDIENCE WITH INDIVIDUALS & GROUPS

Jenny Manry took advantage of this time to recognize and thank USD #495's Board of Education retiring board members, June Barger and Brent Hemken.

6. APPROVAL OF MINUTES

Sharon Lessard moved to approve the minutes of November 13, 2017 Regular Board Meeting with the amendment to Item 20)d- Board Discussion to include the statement that discussion had focused on adding an exemption to the Neighborhood Revitalization Plan to include exemptions in the plan for businesses and industry. The minutes from the November 20, 2017 Special Board Meeting were approved as presented.

David Sanger second.

Yes 6 No 0

7. APPROVAL OF BILLS

Jenny Manry, Board President, had looked over the bills this month. She stated that there was an expenditure to ABC Creative, which covered playground equipment for the new elementary. There was also a payment to P1 Group. This payment covered a maintenance agreement with the company. P1 has taken over maintenance of the HVAC equipment at Fort Larned Elementary and all new rooftop units at Larned High School.

David Sanger moved to approve the bills as presented.

Sharon Lessard second.

Yes 6 No 0

8. TREASURER'S REPORT

Jean Simmons, Finance Director, shared that state aid had been received from the district. There had also been deposits into the gifts and grant fund from the Pawnee Valley Community Hospital Fun Run and Elementary PTO. The funds had been donated for use at Fort Larned Elementary to purchase playground equipment. Property tax payments from both Barton and Pawnee counties had been received also. There had been three vehicles sold at the latest Carr Auction consignment sale. Tri County Special Services received flow through money from both Kinsley and Pawnee Heights. The district has finalized sales with Jerry and Jeanette Johnson, and also John Golightly and monies had been receipted and deposited into Account 016. Jean shared that the state funding audit will be held the week of January 8, which is the week the district returns after the break. The date of the audit was moved up because of the addition of the new facility weightings.

9. VON FELDT BAUER & VON FELDT AUDIT

Aaron Koehn, CPA from VonFeldt, Bauer, and VonFeldt, represented the firm to address the board with the yearly internal audit results. Aaron went through the audit report briefly with the board. A report booklet was shared with each board member, as well as the superintendent, and the board clerk. Aaron stressed that the audit had been a very clean audit with no deficiencies found in control, compliance, or accounting.

Sharon Lessard moved to accept the audit report from VonFeldt Bauer & Von Feldt as presented.

Charles Tabler second.

Yes 6 No 0

10. DEMOLITON UPDATE

Joe Sample, Superintendent, reported that an asbestos report was done in both Northside and Phinney Elementary. A company had come and updated all reports to reflect the most current findings. This will allow the district to now begin the process of letting bids and hiring an asbestos abatement crew to come in and prepare the buildings for demolition. Mr. Sample stated that the board will have asbestos abatement specifications in front of them at the next board meeting and from those the board will possibly move to allow the district to let bids for the hiring of a crew to begin the abatement. The process will be same for the demolition of the buildings. Tim Schaller has gotten the information to Mr. Sample and the district's attorney, Phil Martin, is looking through the document. The demolition specifications will also be available to the board members in January. The plan is to let bids for abatement and demolition in January and have all bids due and available to members for the regularly scheduled meeting in February. Mr. Sample said that there is a 90 day time span in the specifications to complete the work.

Discussion began regarding a demolition auction. In the past, members had voiced the desire to hold an auction prior to demolition to sell items such as doors, windows, shelving, etc. Mr. Sample has gotten conflicting information from the company that did the asbestos reporting. They do not recommend allowing people into the buildings once abatement has been performed due to the disturbance of the asbestos. Tim Schaller feels that if the district is planning to do an auction, it be conducted before the abatement. The district then would run into situations where entry into the buildings would be damaged due to sale of doors or window units. Jenny Manry, Board President, stated that the board should hear from Tim Schaller on his thoughts on the auction and which items he feels would be of value. Charles Tabler asked if there was a possibility of allowing the demolition company to take items and that if it would possibly effect their bid. Jenny Manry stated that the district did not have much money to gain through the process of an auction. Most items of value had been sold already at the sales held at the properties already. Brent Hemken, Board member, stated that the liability of exposing people to the disturbed asbestos or the possibility of the buildings not being secure may outweigh the benefits of an auction. It was pointed out that Sacred Heart School had held an auction prior to the demolition of their building, but that structure did not contain asbestos.

Joe Sample received an offer from John Golightly to purchase the remaining modular from Northside Elementary. Brent Hemken, Board member, stated that he remembered there had been a few issues spoke of with the removal of the remaining modular. Joe stated that the buyer feels as though he can get the structure removed prior to demolition of Northside Elementary.

Charles Tabler moved to approve the purchase of the remaining modular at Northside Elementary in the amount of \$200 from John Golightly.

Brent Hemken second.

Yes 6 No 0

11. CRISIS INTERVENTION PLAN

Joe Sample, Superintendent, stated that the district's current crisis plans were built at the building level. The staff has modified these plans into one district level plan. Mr. Sample stated that the plan had been presented to the county and had received positive feedback from them. Brent Hemken, Board member, wanted to emphasize that the plan will not work if it is stuck in a drawer and not spoken about again. Brent asked if there were plans to review the plan on a regular basis and go over it with staff members so they are familiar with it. Mr. Sample stated that each staff member will have access to the document and they will be reviewed regularly. Mr. Sample also stated that he would like to also do more lock down and intruder drills with students and staff, similar to how often the district participates in tornado drills.

June Barger moved to approve the Crisis Intervention Plan as presented.

Brent Hemken second.

Yes 6 No 0

12. PROFESSIONAL DEVELOPMENT PLAN

This plan has not been reviewed or renewed as a district since 2014. After meeting with the Professional Development Council, the consensus of the group was that Professional Development should be continually enhanced and reviewed. The goal of the group is to reach the ever changing target of the state. One aspect of the policy reviewed recently was the process of deciding what is an appropriate amount to spend on sending staff to conferences, workshops, etc. In the past, the district has received requests to attend events. The administration wants teachers to take advantage of relevant conferences and workshops to continue their education. Joe Sample stated that in the document presented, each teacher is allotted \$200 to attend professional development opportunities each year. Superintendent Sample stated that many teachers have not taken advantage of opportunities available to them because they did not know they were able to ask to go. Jenny Manry, Board President, stated that she would prefer to table this motion until further statistics could be presented in regards to past expenditures related to Professional Development. She stated that often when staff attend national conferences the amount to attend far exceeds the \$200 amount. Attendance to these events often benefits the entire staff due to the fact that information is brought back and shared. Mr. Sample stated that many teachers do not know the opportunity to attend these things exists. This will let them know the funds are there. Brent Hemken, Board member, asked if it was possible to offer the \$200 to each staff member, but still allow teachers to apply for national events and conferences that cost more. Jenny Manry, Board member, stated that she felt the \$200 would not cover events that teachers would want to attend and that it would discourage rather than encourage attendance to events. Charles Tabler, Board member, stated that he felt that setting the amount would encourage participation in continuing education. Lea Harding, Elementary principal in the audience, stated that teachers do have the opportunity to move on the pay scale after attending events by applying and documenting Application and Impact points based on the knowledge gained by attendance to the events. She stated that each year teachers write Professional Development Goals. She said she prefers teachers attend conferences that apply to that goal set each year. In the past, Lea shared that the district has paid registration fees for teachers who wanted to attend conferences and provided a car. She said that additional items such as food and lodging were the teacher's responsibility. She shared that she had recently sent her 5th grade team to Greg Tang, which was more than the \$200 that was being proposed, but the elementary building uses the Greg Tang method and the teachers needed to become familiar with his method. Jenny Manry, Board President, stated that she would like to see a survey go out to the teachers outlining what their professional development needs are to gain more insight before setting an amount. Brent Hemken, Board member, stated that as the district embarks on KESA some of these outside trainings would be beneficial. He stated that he feels that we should not inhibit this. June Barger, Board member, stated that she would like to see teachers have more funds available to them for continuing education. Jenny Manry stated that she also felt as June did,

but that more information and documentation is needed to set an amount. She does not want to hinder anyone asking to attend events based on the \$200 set. Jenny stated that she would like to know how many teachers actually attend conferences and workshops and exactly how much has been spent in past years on this. Charles Tabler, Board member, asked Joe Sample if he believed that providing \$200 to each teacher would spur them to attend more educational opportunities. June Barger, Board member, called on Jennifer Fitzpatrick, PDC chairperson that was in the audience to address some of the questions presented. Jennifer stated that she does feel that if money was available, teachers would take advantage of it. She stated that staff that does not attend more than likely will still not attend whether the money is available or not. She herself had not attended a conference in 6 or 7 years due to the amount of paperwork that is often required upon her return. She welcomed the opportunity to attend a conference or workshop to just learn and bring back new ideas. David Sanger, Board Vice President, asked that Mr. Sample look over what the district has spent on Professional Development over the last two to three years and what events staff has attended and please report back. Jenny Manry, Board President, stated that she felt she didn't quite understand the process that had been used over previous years to approve attendance to things. She stated that she felt she would need more information to approve this plan. Joe Sample, Superintendent, stated that it is policy that the board have a Professional Development Plan in place. Jenny Manry, Board President, asked members if they were ready to vote on this plan or they felt tabling it would be appropriate. Brent Hemken, Board member, stated that he agreed with the plan and felt as though a vote was in order.

Brent Hemken moved to approve the Professional Development Plan as presented.

Charles Tabler second.

Yes 3 No 2

Sharon Lessard, Board member, asked if the funds for this will come out of the Professional Development account. Jean Simmons, Finance Director, stated that funds would be distributed out of that account.

13. TITLE POLICY UPDATE

After the recent audit, it was suggested that our current Title policy be updated to include not only Title I programs, but all Title programs.

June Barger moved to approve the Title Policy as presented.

Sharon Lessard second.

Yes 6 No 0

14. REPORTS

a) Directors

Roy Prescott, Maintenance

Roy Prescott, Director of Maintenance, outlined his strategic plan for the department. He outlined points such as a 5 year capital outlay plan, which included replacing roofs and windows in areas of need. His plan also included noticing needs as they arise. He stated that the P1 Group had recently done a walk through in the buildings to help the district become more energy efficient. The department also hopes to never compromise the education of our students. They strive to meet the day to day needs of the district to ensure that the environment provided to students and staff is conducive to learning.

Roy has been meeting with contractors to address some warranty issues at the new elementary building. One issue is with flooring at the new elementary. When the cleaning crew did a final cleaning, they compromised the finish on the epoxy flooring in the building. Roy is struggling to get the company to come in and remedy the situation. This is an ongoing situation that is being addressed and a meeting is scheduled with Simpson Construction to get it resolved. There is some trouble with the water softener at the new building also. That is being addressed with the sub- contractor that installed it. Roy stated that he hopes to have some of this work done over the upcoming winter break.

The asbestos report has been received by the district. Roy stated that it outlines all materials in both Northside and Phinney Elementary buildings that contain asbestos and what will need to be removed prior to demolition.

Roy then addressed the electricity bill in the new building. Upon researching the issue, he wanted to point out that the heating and cooling in the four older buildings had been mainly gas fires and electric window

units. He stated that the new building is 90% electric. In the past, the gas at the older buildings was also subsidized, which is not the case with the electricity. He stated that the difference in cost is not as large as we first thought. Sharon Lessard, Board member, asked what could be expected in the winter months with electric heat. Roy stated that our system is similar to what was installed at the hospital when it was built. Roy briefly described the VRF system. He stated that it is possible to not allow teachers or staff to control their own temperature. He did point out that presently they are only allowed a variance of 68 to 72 degrees. It is not possible to make every teacher in every wing happy. He does not mind telling the staff they no longer have control of their temperatures, but would like the support of the board before doing so. Roy also pointed out that the ceilings in the new elementary are very high, especially when compared to the old buildings. Most ceilings are between 24-30 feet at the new buildings. To have an effective comparison between the old and new, we would need to compare cubic feet versus square feet because of the ceiling height difference. Charles Tabler asked if the architects had taken efficiency into consideration when they designed the building. Roy Prescott stated that they were concerned with aesthetics. Sharon Lessard, Board member, asked Roy how the system will be booting up during the winter. She feared the demand meter in January and February would be terrible. She asked Roy to please research how the system is set to fire up during those months.

Richard Fairchild, Transportation

Richard began by stating that his drivers had commended the middle school students on their behavior on their recent community service project day. Students were very well behaved and worked well together that day.

Richard has planned school bus evacuation drills for the second semester.

Richard is expecting a driver resignation in January. Three others may be resigning in May. He will be needing to hire several new drivers for the next school year.

We sold several vehicles sold at a recent auction at Carr Auction. The vehicles brought a good price and Richard feels that is a direct reflection on the maintenance that the district performs on their vehicles.

Richard stated that there is a traffic issue between 9th St. and Carroll and Mann Streets. There is parking on both sides of the street, which is causing congestion. Richard has visited with the street department

manager about this and they have filed a concern with the state. There is also a bottle neck issue on 8th St. by the eye doctor's office.

Richard described his Strategic Plan for his department. His main goal is to make sure students know what their role is in the bus and keeping the students safe. The department will continue bus evacuation drills and will be doing some bus safety in the classrooms. He will emphasize retraining and reinforcing safety rules with students. He plans to get a Bus Driver Safety Handbook put together for his staff. He plans to make it exclusive to our district. He stressed that what our district needs other districts may not. He plans to put together a committee to draft this document. Richard also hopes to incorporate public awareness of bus safety. His goal is to stop arm violators, drivers that ignore that out reached stop arm as students exit the bus. He plans to possibly do some sort of media release for this.

Patty Holaday, Tri County Special Services

Patty quickly told the board that she had just heard the results from the middle school basketball games and that the 7th grade girls had just won their first game and that she was very excited for them.

Currently, Tri County is servicing 310 students on IEPs. They have 9 students in the evaluation process and 23 re- evaluations due in the next 30 days and 20 more due in the next 90 days.

The department is still searching for three special education teachers.

Patty shared her concerns with the Alternative Learning Center classroom. There is currently no safe room or sensory room on site for students that attend there. She had recently visited Great Bend's therapeutic classroom and had plans to go back. She stated that the set- up there is conducive for learning and de-escalation of students. She pointed out several safety options in place there, such as magnetic doors. Patty stated that the number of traumatize students the district continues to enroll, the need is only going to grow for these facilities.

Two para professionals had been hired recently.

The staff had been attending meetings and workshops to gain knowledge in working with autistic and traumatized youth.

c) Joe Sample, Superintendent

At the last meeting, a question arose asking that comparisons be made between ACT scores of districts that use the ACT as their state testing platform versus districts that use the standard state testing, along with comparisons of the post secondary success of their students. Joe Sample, Superintendent, presented a power point compiling data that is available on the KSDE website. The data compared league schools, nearby schools, and other schools close to our size. It showed success rates, effectiveness rate, and graduation rate. Fort Larned compares well with other schools of our size throughout the state of Kansas. Fort Larned's average ACT score is 21. McPherson, who tests to the ACT, has an average ACT score of 20. June Barger, Board member, asked what would our scores be like if we aligned curriculum to the ACT. Joe Sample stated that upon compiling data and research, he was impressed with the district's effectiveness rate. Brent Hemken, Board member, asked if the success rate took into account students that go into the military. Joe stated that thus far it had not, but it will next year. He said that students going directly into the work force will not count; there has to be some sort of post secondary training.

15. EXECUTIVE SESSION

a) Non-elected Personnel

David Sanger moved at 8:18 p.m. that the Board go into executive session for the purpose of discussing non-elected personnel in order to protect the privacy interests of the individual(s) to be discussed and that the Board will return to the open session in this room at 9:00 p.m. Included in the executive session are all present Board members, and Phil Martin, Attorney.

Sharon Lessard second.

Yes 6 No 0

The open meeting was called to order at 9:00 p.m.

David Sanger moved that the board extend back into executive session at 9:00 p.m. for the purpose of discussing non-elected personnel in order to protect the privacy interests of the individual(s) to be discussed and the Board will return to the open session in this room at 10:00 p.m. Included in the executive session are all present Board members, and Phil Martin, Attorney.

Brent Hemken second.

Yes 6 No 0

The open meeting was called to order at 10:01 p.m

David Sanger moved at 10:01p.m. that the board extend back into executive session for the purpose of discussing non- elected personnel in order to protect the privacy interests of the individual(s) to be discussed and the Board will return to the open session in this room at 10:11 p.m. Included in the executive session are all present Board members, Joe Sample, Superintendent, and Phil Martin, Attorney.

Brent Hemken second.

Yes 6 No 0

The open meeting was called to order at 10:11 p.m.

16. NOMINATIONS

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

Julie Snyder
Jerry Glenn

Para/TRI/Kinsley
Para/TRI/LMS

Sharon Lessard second.

Yes 6 No 0

17. SEPERATIONS

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

Allan Stokes
Allan Stokes
Allan Stokes
Allan Stokes

Head Football Coach/LHS
Head Track/LHS
Asst Wrestling/LHS
Full Time Substitute/District Wide

Sharon Lessard second.

Yes 6 No 0

18. TRANSFERS

None at this time.

19 a. BOARD DISCUSSION

Due to voting confusion, the vote for Item 12 Professional Development Plan needed to be revisited. Upon unanimous agreement and approval of the Board the action shown on Item 12 above was considered.

Brent Hemken moved that the Professional Development Plan be adopted as presented.

Charles Tabler second.

Yes 3 No 3

The board stressed that information be brought back regarding Professional Development expenditures over the last three years so the topic could be revisited.

June Barger moved to hold a Special Board meeting on Dec. 18, 2017 at 5:00 p.m. for discussion of employee performance, a non-elected personnel matter.

David Sanger second.

Yes 6 No 0

19. ADJOURN

June Barger moved to adjourn the meeting at 10:15 p.m.

Brent Hemken second.

Yes 6 No 0

Board President

Board Clerk