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*Russell County USD 407 is dedicated to providing a culture of learning  
that will lead the state of Kansas in student success.*

- Goal 1:** USD 407 will improve communication from the district to the internal and external publics by May of 2022.
- Goal 2:** USD 407 will provide updated and safe facilities to meet the educational needs of students by May of 2022.
- Goal 3:** USD 407 will increase the percentage of successful high school graduates from 73% to 90% by May of 2022.
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<b>53-106</b>	<p><b>CALL TO ORDER &amp; PLEDGE OF ALLEGIANCE</b></p> <p>Raeleen Reinhardt called the USD 407 Board of Education regular meeting to order at 5:30 p.m. in the Russell High School cafeteria. Mrs. Reinhardt led the group in reciting the Pledge of Allegiance. Additional board members in attendance were Brett Mai, Deanna Myers, Matt Nichols, Kevin Ochs, Kathy Wallert, and Ron Wedel.</p> <p>Administrators in attendance were: Superintendent Shelly Swayne, Jordan Perez, Simpson Elementary School; Andrew Dempewolf, Bickerdyke Elementary School Principal; Gaylon Walter, Ruppenthal Middle School Principal; Shawn Henderson, Russell High School; Scott Nuss, Activities Director and Jen Wilson, Special Education Director.</p> <p>IT Director Cody Campbell, IT Intern Ryan Anstaett, Board Clerk Jane Cline, Russell High School Teachers: Denise Parr and Janeen Feil; and Albert Linn of Russell County News were also in attendance.</p> <p>At 5:31 p.m., Dr. Nichols stepped out of the meeting to take a phone call.</p>
<b>53-107</b>	<p><b>ORGANIZATION OF THE BOARD</b></p> <p><b>A. Elect President of the Board</b></p> <p>Mr. Ochs moved, and Mrs. Myers seconded the nomination to elect Mrs. Reinhardt as president. Mr. Mai made a motion to nominate Mrs. Wallert as president. Mr. Mai's motion did not receive a second. The vote was called to elect Raeleen Reinhardt as President of the Board. Mrs. Reinhardt was elected as President of the Board with a 6 – 0 vote.</p>



	<p><b>B. Elect Vice-President of the Board</b> Mr. Mai made a motion to nominate Mrs. Wallert as vice-president. Ron Wedel seconded the nomination. With no other nominations made, the vote was called to elect Mrs. Wallert as Vice President of the Board. The Mrs. Wallert was elected with a 6 – 0 vote.</p> <p>Dr. Nichols returned to the meeting at 5:33 p.m.</p> <p><b>C. Establish Meeting Dates and Times</b> Mrs. Reinhardt read Resolution 107C Regular which established regular meeting dates of the Board of Education for calendar year 2021. Mr. Mai made a motion to accept Resolution 107C to Establish Regular Meeting Dates as read and presented. Mrs. Wallert seconded the motion. Motion carried 7 – 0.</p> <p>Mrs. Reinhardt read Resolution 107C Special which established special meeting dates of the Board of Education for calendar year 2021. Mr. Wedel made a motion to accept Resolution 107C to Establish Special Meeting Dates as read and presented. Mrs. Myers seconded the motion. Motion carried 7 – 0.</p>
<p><b>53-108</b></p>	<p><b>CONSENT AGENDA</b></p> <p><b>A. Approval of Agenda</b> Mrs. Wallert made a motion to amend the agenda to insert item <i>53-111E Activity Events Update</i> and renumber the remaining discussion items. Mr. Mai seconded the motion. Motion carried. 7 – 0.</p> <p><b>B. Approval of Minutes</b> 1. December 14, 2020 - Regular Meeting</p> <p><b>C. Examination and Payment of Bills</b> 1. Activity Accounts 2. Cash Summary 3. Check Journal 4. Expenditure Journal 5. Petty Cash Accounts</p> <p><b>D. Gift &amp; Grants</b> 1. Ruppenthal Middle School a. \$53.01 Lifetouch Pictures 2. Simpson Elementary School a. \$48.57 - Lifetouch Pictures b. \$39.40 - Casey’s Cash for Classrooms c. \$109.30 - Box Tops for Education 3. Bickerdyke Elementary School a. \$17.20 - Casey’s Cash for Classrooms 4. Russell County USD 407 a. \$500 - Insurance Planning – Unclassified</p> <p>Dr. Nichols made a motion to accept the Consent Agenda as amended. Mr. Mai seconded the motion. Motion carried 7 – 0.</p>



53-109	<b>PUBLIC FORUM</b> No one addressed the Board under this agenda item.
53-110	<b>CURRICULUM CORNER</b> <b>A. Curriculum Research Update - Mr. Dempewolf</b> Mr. Dempewolf, Curriculum Director, outlined the curriculum adoption cycle for the district and how the process relates to the Kansas State Standards. Mr. Dempewolf anticipates presenting the recommended math curriculum at the February meeting.
53-111	<b>DISCUSSION ITEMS</b>  <b>A. Adjustment of Graduation Requirements to 21</b> Mrs. Feil and Mr. Henderson requested the Board reduce the Class of 2021 graduation credit requirements from 26 which were previously adopted to 21 credits which meet the State of Kansas mandate. The request was for one year only due to the pandemic crisis. Core class requirements remain intact, but the reduction request waives some elective requirements.  Dr. Nichols made a motion to follow recommendations of Mrs. Feil and Mr. Henderson to reduce graduation credits for the Class of 2021 to 21 instead of the 26 credits adopted by USD 407. Mrs. Myers seconded the motion. Motion carried 6 – 1. Mr. Ochs voted in opposition.  <b>B. Transportation Planning</b> Discussion was held on the bus bid specifications presented. Mr. Mai requested additional research to include the availability of larger engines for the proposed bus. Mr. Walter was asked to bring the updated information to the special meeting scheduled for January 25, 2021. Consensus of the Board was to include seatbelts which are an additional cost for approximately \$8,000.  <b>C. FFCRA Extensions to Non- Licensed Personnel</b> Mr. Mai made a motion to accept Resolution 53-111C FFCRA Extension to Non-Licensed Personnel as presented. Mr. Wedel seconded the motion. Motion carried 7 – 0.  <b>D. Summer Programming 2021</b> Ms. Swayne outlined the Summer 2021 Programming academies that are being planned for the entire student body. Consensus of the Board is to focus on core subjects and eliminate the “hobby” opportunities. Discussion also included the availability and usage of the Elementary and Secondary School Emergency Relief (ESSER) funding for the summer academies and facility upgrades. Ms. Swayne was directed to report back in February.  <b>E. Activity Events Update</b> Mr. Nuss provided an update on the rules and regulations for hosting activities and events. Mr. Nuss directed the community to the district website and social media sites for communication pertaining to scheduled events. Custodial staff were praised for their work in sanitizing the environment. Mr. Henderson noted the Fine Arts programs are gearing up to host spring events in alternative venues.



	<p>Dr. Nichols made a motion to approve the Athletics Attendance Plan as presented until which time KSHSAA changes the guidelines. Mr. Mai seconded the motion. Motion carried 7 – 0.</p> <p>Dr. Nichols inquired on the status of streaming sound with the live events in the Russell High School gymnasium. An update was requested for the February meeting.</p> <p><b>F. Mental Health Partnership</b> Ms. Swayne presented a proposed job description for a Mental Health Intervention Team (MHIT) Liaison and requested approval to move forward in developing the position. Board members said they understand the value of the MHIT Liaison but expressed concern about continued financing for the position. Discussion was tabled until the February 8<sup>th</sup> meeting.</p> <p><b>G. Tuition Reimbursement Request</b> Dr. Nichols made a motion to approve the tuition reimbursement for Dayla Baalman in the amount of \$1,719.30. Mrs. Myers seconded the motion. Motion carried 7 – 0.</p> <p><b>H. Board Policy Updates - First Reading</b> December 2020 Board Policy revisions recommended by Kansas Association of School Boards (KASB) Legal/Policy Services were presented for a first reading. No discussion was held under this agenda item. Approval will be requested at the February 8<sup>th</sup> meeting.</p>
<p>53-112</p>	<p><b>ADMINISTRATIVE REPORTS</b></p> <p><b>A. President of the Board</b> Mrs. Reinhardt expressed concerned about community behavior in regard to the COVID pandemic and asked the community to work together for the health of students and staff.</p> <p><b>B. Superintendent</b> Ms. Swayne acknowledged Simpson Elementary School has concerns about mud build up in the boiler piping and research is being completed to rectify the situation. Mr. Mai requested additional contractors review the project at Simpson Elementary.</p> <p><b>C. Building Principals</b> Mr. Henderson addressed questions pertaining to “academy” time which will eventually apply to all students. Mr. Walter announced middle school students who qualified for Microsoft CTE certificates and congratulated Mrs. Parr for project completion.</p> <p><b>D. Special Education Director</b> Ms. Wilson provided an update on recruiting special education teachers. She also outlined guidelines to implement a strategic plan for special education services and para orientation.</p> <p><b>E. Activities Director</b> Mr. Nuss provided clarification on research being completed to remove several rows of bleachers on the north side of the gym behind the area where teams are seated for events.</p> <p><b>F. Food Service Director</b> No additional information was presented.</p>



	<p><b>G. Technology Director</b> Mr. Campbell was directed to solicit bids for updating cameras at Russell High School and continue working to determine the cost of live streaming RHS events on cable TV.</p>
<p><b>53-113</b></p>	<p><b>ADMINISTRATOR CONTRACTS</b> At 7:41 p.m., Mr. Mai made a motion to enter executive session to discuss the administrative contracts pursuant to the Kansas Open Meetings Act (KOMA) for the protection of personnel reviews, with the open meeting resuming in the cafeteria at 8:10 p.m. Mrs. Wallert seconded the motion. Motion carried 7–0. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 8:10 p.m. Mrs. Reinhardt moved, and Dr. Nichols seconded a motion to re-enter executive session to discuss the administrative contracts pursuant to the Kansas Open Meetings Act (KOMA) for the protection of personnel reviews, with the open meeting resuming in the cafeteria at 8:20 p.m. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 8:20 p.m. Dr. Nichols moved, and Mrs. Myers seconded a motion to re-enter executive session to discuss the administrative contracts pursuant to the Kansas Open Meetings Act (KOMA) for the protection of personnel reviews, with the open meeting resuming in the cafeteria at 8:26 p.m. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 8:26 p.m. Dr. Nichols made a motion to extend one (1) year contracts to Building Administrators, Jordan Perez, Andrew Dempewolf, and Shawn Henderson; Activity Director Scott Nuss; and Special Education Director Jen Wilson. Mr. Mai seconded the motion. Motion passed 7 – 0.</p>
<p><b>53-114</b></p>	<p><b>REVIEW/EVALUATION OF NON-ELECTED PERSONNEL</b> At 8:28 p.m., Dr. Nichols made a motion to enter executive session to discuss staff performance pursuant to the Kansas Open Meetings Act (KOMA) for the protection of personnel reviews, with the open meeting resuming in the cafeteria at 8:40 p.m. Mrs. Myers seconded the motion. Motion carried 7–0.</p> <p>Open session resumed at 8:40 p.m. No action was taken.</p>
<p><b>53-115</b></p>	<p><b>NEGOTIATIONS 2021</b> At 8:42 p.m., Mr. Mai made a motion to enter executive session to discuss negotiation items pursuant to the Kansas Open Meetings Act (KOMA) for the protection of employer/employee negotiations, with the open meeting resuming in the cafeteria at 8:57 p.m. Dr. Nichols seconded the motion. Motion carried 7–0. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 8:57 p.m. Mr. Mai made a motion to re-enter executive session to discuss negotiation items pursuant to the Kansas Open Meetings Act (KOMA) for the protection of employer/employee negotiations, with the open meeting resuming in the cafeteria at 9:00 p.m. Dr. Nichols seconded the motion. Motion carried 7–0. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 9:00 p.m. No action was taken.</p>



53-116

**STAFFING 2020-2021**

At 9:02 p.m., Mr. Mai made a motion to enter executive session to discuss retirements, resignations, new hires, contract modifications and personnel issues pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the cafeteria at 9:12 p.m. Dr. Nichols seconded the motion. Motion carried 7-0. Ms. Swayne, Mr. Nuss and Mr. Henderson were invited into executive session.

Open session resumed at 9:12 p.m. Mr. Mai made a motion to re-enter executive session to discuss retirements, resignations, new hires, contract modifications and personnel issues pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the cafeteria at 9:17 p.m. Dr. Nichols seconded the motion. Motion carried 7-0. Ms. Swayne, Mr. Nuss, and Mr. Henderson were invited into executive session.

Open session resumed at 9:17 p.m. Mrs. Reinhardt made a motion to re-enter executive session to discuss retirements, resignations, new hires, contract modifications and personnel issues pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the cafeteria at 9:22 p.m. Mr. Mai seconded the motion. Motion carried 7-0. Ms. Swayne was invited into executive session.

Open session resumed at 9:22 p.m. No action was taken.

53-117

**RETIREMENTS, RESIGNATIONS, NEW CONTRACTS & CONTRACT MODIFICATIONS**

Dr. Nichols made a motion to accept the following retirement, resignations, and new contracts.

**A. Retirement**

1. Sherry Homeier - Counselor at Bickerdyke Elementary School

**B. Resignations**

1. Alex Laurie - Custodian at Simpson Elementary School
2. Lonnie Whitten III - Custodian at Ruppenthal Middle School

**C. New Contracts**

1. Mark Baldwin – Head Football Coach at Russell High School (Fall 2021)
2. Mike Wilhelm – Asst. Football Coach at Russell High School (Fall 2021)
3. Christian Ozores - Asst. Football Coach at Russell High School (Fall 2021)
4. Christian Ozores – Asst. Baseball Coach at Russell High School (Spring 2021)
5. Luke Keller - Asst. Football Coach at Russell High School (Fall 2021)
6. Michael Davidson - Supplemental Contracts for RMS Vocal Music (.50 FTE)
7. Michael Davidson - Supplemental Contracts for RHS Vocal Music (.50 FTE)
8. Emmett (Rob) Robinson - Custodian at Simpson Elementary School

**D. Contract Modifications**

No contract modifications were presented.

Mr. Mai seconded the motion. Motion carried 7 – 0.



**53-118**

**BOARD FORUM**

Superintendent Swayne noted January is Board Appreciation Month and thanked members of the Board for their service.

Mr. Ochs requested adding 2021-2022 Calendar Planning to the January 25<sup>th</sup> meeting to get the full Board's perspective.

**53-119**

**ADJOURNMENT**

Mrs. Reinhardt adjourned the meeting and 9:28 p.m.

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Jane Cline, Board Clerk

Date

UNOFFICIAL - SUBJECT TO BOE APPROVAL