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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>53-154</b>	<p><b>CALL TO ORDER &amp; PLEDGE OF ALLEGIANCE</b></p> <p>President, Raeleen Reinhardt called the USD 407 Board of Education regular meeting to order at 5:30 p.m. in the Central Administration Office. Additional board members in attendance were Brett Mai, Deanna Myers, Dr. Matt Nichols, Kevin Ochs, Kathy Wallert, and Ron Wedel. Mr. Mai led the group in reciting the Pledge of Allegiance.</p> <p>Administrators in attendance were: Superintendent Shelly Swayne, Jordan Perez, Simpson Elementary School Principal; Andrew Dempewolf, Bickerdyke Elementary School Principal; Gaylon Walter, Ruppenthal Middle School Principal; Shawn Henderson, Russell High School Principal; Scott Nuss, Activities Director; and Jen Wilson, Special Education Director.</p> <p>IT Director Cody Campbell and Board Clerk Jane Cline were also in attendance. Guests in the audience signed an attendance roster.</p>
<b>53-155</b>	<p><b>CONSENT AGENDA</b></p> <p><b>A. Approval of Agenda</b></p> <p><b>B. Approval of Minutes</b></p> <ol style="list-style-type: none"><li>1. March 8, 2021 - Regular Meeting</li><li>2. March 19, 2021 - Special Meeting</li></ol> <p><b>C. Examination and Payment of Bills</b></p> <ol style="list-style-type: none"><li>1. Activity Accounts</li><li>2. Cash Summary</li><li>3. Check Journal</li><li>4. Expenditure Journal</li><li>5. Petty Cash Accounts</li></ol>



	<p><b>D. Gift &amp; Grants</b></p> <ol style="list-style-type: none"> <li>1. Bickerdyke Elementary School             <ol style="list-style-type: none"> <li>a. \$250 - Russell Girl Scout Troop 11278 for BES Playground</li> <li>b. \$100 - Victoria &amp; Jamie Tomlinson for BES Playground</li> <li>c. \$100 - Yvonne &amp; John Driscoll for BES Playground</li> </ol> </li> <li>2. Russell County USD 407             <ol style="list-style-type: none"> <li>a. \$500 - Greater Salina Community Foundation - RCACF Drive-In Movie Night</li> </ol> </li> </ol> <p>Dr. Nichols made a motion to approve the Consent Agenda as presented. Mr. Wedel seconded the motion. Motion carried 7 – 0.</p>
<p><b>53-156</b></p>	<p><b>PUBLIC FORUM</b> No one addressed the Board under this agenda item.</p>
<p><b>53-157</b></p>	<p><b>CURRICULUM CORNER</b></p> <p><b>A. Bickerdyke Elementary School - Food Pantry Donation</b> Sherry Homeier, Counselor at Bickerdyke Elementary School, shared activities scheduled during Kindness Week. In the “Save Pennies for the Russell Food Pantry” challenge, students and staff raised \$100 which was presented to Patty Driscoll on behalf of the Food Pantry.</p>
<p><b>53-158</b></p>	<p><b>DISCUSSION ITEMS</b></p> <p><b>A. 2019-2020 Audit Review - Busby, Ford &amp; Reimer</b> Stan Busby, CPA from Busby, Ford, &amp; Reimer, attended via Zoom to present the findings from the 2019-2020 Audit review.</p> <p>Mrs. Myers made a motion that the board accept the FY2020 audit review as a clean financial audit by Busby, Ford, &amp; Reimer. Mr. Mai seconded the motion. Motion carried 7 – 0.</p> <p><b>B. Prairieta Transportation Request</b> The 2021 Prairieta Planning Committee formally requested assistance with shuttles during the 150<sup>th</sup> anniversary celebration. The committee requested USD 407 donate the driver(s) and bus(es) while the Prairieta Planning Committee pays for the fuel in partnership for June 10 – 12. Ms. Swayne recommended approval of the request.</p> <p>Mr. Ochs made a motion to approve the Prairieta transportation request as noted. Mr. Wedel seconded the motion. Motion carried 7 – 0.</p> <p><b>C. Individual Plans of Study (IPS) 6-12 Planning</b> Shelley Schlyer, Janeen Feil, and Mr. Henderson followed up on the student individual plans of study (IPS) required by Kansas State Department of Education. In the future, student IPS will be embedded into the “Check and Connect” segment of the school day resulting in 2 hours of elective credit at the high school level.</p> <p>Dr. Nichols shared data from the district’s State Assessment Report Card and expressed concern. In addition, Dr. Nichols requested additional discussion on the data in the future.</p>



**D. Elementary and Secondary Schools Emergency Relief Funding (ESSER I and II)**

Ms. Swayne requested expenditure approval in the amount of \$108,000 using ESSER II funding for Trane to design indoor air quality and HVAC systems for Simpson Elementary School and Ruppenthal Middle School.

Mrs. Reinhardt moved, and Mr. Wedel seconded the motion to approve ESSER II funding in the amount of \$108,000 for the indoor air quality and HVAC planning for Simpson Elementary School and Ruppenthal Middle School. Motion carried 7 – 0.

**E. Gym Floor Refinishing Bids**

Mr. Nuss proposed gym floor treatments to be included on the summer maintenance schedule. Conversations with VonLintel Refinishing & Flooring noted safety concerns with cracked boards in the Russell High School main gym. Mr. Nuss presented an itemized bid for approval. Discussion was held on including the Ruppenthal Middle School and Russell High School auxiliary gyms in the maintenance plans.

Dr. Nichols made a motion to approve the bid from VonLintel Refinishing to sand and refinish the RHS gym floor for \$22,895 and contract with them to do maintenance in the RHS auxiliary gym for no more than \$1,965 and the RMS gym for \$1,661. Mr. Ochs seconded the motion. Motion carried 7 – 0.

**F. Live Stream Technology Update**

Ms. Swayne reported the district plans to live stream the Class of 2021 graduation ceremony via YouTube and alerted members to be on the lookout for more information.

**G. Approval of Job Descriptions**

1. Activity Coordinator - Middle School
2. Building Technology Coordinator
3. Coach or Sponsor
4. Director of Curriculum
5. Director of Federal Programs
6. Director of Maintenance, Buildings, and Grounds
7. Director of Public Relations
8. Maintenance - Building and Grounds

Mr. Mai made a motion to approve job descriptions as researched and written to include the district disclaimer statement. Mrs. Wallert seconded the motion. Motion carried 7 – 0.

**H. Employee Evaluation Forms - 2nd Reading**

Mr. Mai made a motion to approve classified evaluation tools for immediate use in the personnel process. Mrs. Myers seconded the motion. Motion carried 7 – 0.

**I. Special Education Planning**

Ms. Wilson led the special education planning discussion where she recommended a reduction of five (5) para support positions and the addition of one (1) licensed teacher to be shared between schools to meet the needs of the special education population. Discussion followed on adding a second licensed position and further reduce para support



staff.

Mr. Mai made a motion to expand special education licensed personnel by 2 FTE. Dr. Nichols seconded the motion. Motion carried 6 – 1. Mr. Ochs voted in opposition.

**J. Facility Finance**

Ms. Swayne outlined funding and financing options available for facility improvements. Mr. Mai rekindled discussion on implementing a sales tax to finance HVAC upgrades and requested Ms. Swayne revisit city planners and present the idea to the City Council. Information was requested on the amount of revenue generated by a City of Russell half-cent sales tax and the deadline for adding an item to the November general election ballot.

**K. Kansas Association of School Boards - Membership Fees**

Dr. Nichols made a motion to approve and accept the membership fee, legal assistance fund, and season pass to continue accessing services through KASB. Mrs. Wallert seconded the motion. Motion carried 7 – 0.

**L. Board of Education Retreat**

Ms. Swayne challenged the Board to set a summer retreat to define vision and action plans for the district goals.

Mrs. Reinhardt made a motion to meet June 28<sup>th</sup> and July 26<sup>th</sup> from 5:30 – 8:30 p.m. to focus on board goals, action plans, and district development. Mr. Wedel seconded the motion. Motion carried 7 – 0.

**M. Drug Testing Update - Russell High School**

Mr. Nuss defined the process outlined in the Psychomedics program and recommended working with the company to implement the random drug testing program at Russell High School. Discussion was tabled until the May 10<sup>th</sup> meeting.

**N. COVID-19 & Masking**

Discussion was held on removing masking requirements within USD 407 schools. Guidance was solicited from staff, Kansas Department of Health and Environment, Mid Continent League schools, and the Russell County Health Department to finalize the school year. Mr. Perez asked for consideration in doing away with temperature checks as they have been proven ineffective at Simpson Elementary School. Other building administrators were polled with similar results.

Mrs. Reinhardt made a motion to make masks optional for adults and children and do away with temperature checks effective with passage of this motion. Mr. Mai seconded the motion. Motion carried 7 – 0.

At 8:04 p.m., Mrs. Reinhardt called a brief recess. The meeting resumed at 8:11 p.m.

**O. e-Rate Bids**

Mr. Cody Campbell described how the e-rate program works and explained the bids before the Board. Mr. Mai made a motion to approve the e-rate bids and funding of Category II projects for a price up to \$85,263.50. Mr. Ochs seconded the motion. Motion carried 7 – 0.



<b>53-159</b>	<p><b>ADMINISTRATIVE REPORTS</b></p> <p><b>A. President of the Board</b> Mrs. Reinhardt shared information obtained from attending the Kansas Association of School Boards Regional Meeting.</p> <p><b>B. Superintendent</b> Ms. Swayne stated the district's most recent gas bill was significantly higher due to the cold weather in February. Ms. Swayne asked for guidance and support in joining the consortium of districts posed to challenge the validity of the bill which requires a legal fee of \$400. Consensus of the board was to join the consortium.</p> <p>Electrical construction is set to begin at Ruppenthal Middle School. Mr. Duden was asked to provide progress updates directly to the Board of Education every two weeks.</p> <p><b>C. Building Principals</b> Mr. Mai asked elementary administrators to revisit the 2021-2022 schedule to determine if music could be available two days a week at Simpson Elementary School.</p> <p><b>D. Special Education Director</b> No additional information was presented other than the written report.</p> <p><b>E. Activities Director</b> Mr. Nuss reported the Kansas Highway Patrol Rollover demonstration did not take place as scheduled due to technical difficulties. The demonstration will be rescheduled.</p> <p><b>F. Food Service Director</b> No additional information was presented outside of the written report. Mrs. Reinhardt inquired about distribution of menus at the elementary level.</p> <p><b>G. Technology Director</b> No additional information was presented other than the written report.</p>
<b>53-160</b>	<p><b>SCHOLARSHIP SELECTION</b></p> <p><b>A. Flora Bigler Scholarship</b> <b>B. Frances Brundage Scholarship</b></p> <p>At 8:45 p.m., Dr. Nichols made a motion to enter executive session to discuss matters favorably or unfavorably affecting a person as a student pursuant to the Kansas Open Meetings Act (KOMA) for the protection of student information, with the open meeting resuming in the boardroom at 9:00 p.m. Mr. Mai seconded the motion. Motion carried 7 – 0.</p> <p>Open session resumed at 9:00 p.m. Dr. Nichols made a motion to re-enter executive session to discuss matters favorably or unfavorably affecting a person as a student pursuant to the Kansas Open Meetings Act (KOMA) for the protection of student information, with the open meeting resuming in the boardroom at 9:05 p.m. Mrs. Wallert seconded the motion. Motion carried 7 – 0.</p> <p>Open session resumed at 9:05 p.m. Mr. Ochs stepped out of the meeting.</p>



	<p>Mr. Wedel made a motion to award the Flora Bigler Scholarship to Brayden Ford and award the Frances Brundage Scholarship to Chase Yarmer. Mrs. Myers seconded the motion. Motion carried 6 – 0.</p> <p>Mr. Ochs rejoined the meeting at 9:07 p.m.</p>
<p><b>53-161</b></p>	<p><b>REVIEW/EVALUATION OF NON-ELECTED PERSONNEL</b></p> <p>At 9:08 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 boardroom at 9:28 p.m. Mr. Mai seconded the motion. Motion carried 7 – 0. Mr. Nuss was invited into executive session. At 9:09 p.m., Ms Swayne was invited into executive session.</p> <p>Open session resumed at 9:28 p.m. Mrs. Reinhardt made a motion to re-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 boardroom at 9:38 p.m. Mr. Mai seconded the motion. Motion carried 7 – 0. Ms. Swayne and Mr. Nuss were invited into executive session.</p> <p>Open session resumed at 9:38 p.m. Mr. Wedel made a motion to re-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 boardroom at 9:48 p.m. Dr. Nichols seconded the motion. Motion carried 7 – 0. Ms. Swayne and Mr. Nuss were invited into executive session.</p> <p>Open session resumed at 9:48 p.m. Mrs. Reinhardt made a motion to re-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 boardroom at 9:53 p.m. Mrs. Myers seconded the motion. Motion carried 7 – 0. Ms. Swayne and Mr. Nuss were invited into executive session.</p> <p>Open session resumed at 9:53 p.m. No action was taken.</p>
<p><b>53-162</b></p>	<p><b>NEGOTIATIONS 2021-2022</b></p> <p>At 9:54 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 boardroom at 10:09 p.m. Dr. Nichols seconded the motion. Motion carried 7 – 0. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 10:09 p.m. Mrs. Reinhardt 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 boardroom at 10:15 p.m. Mrs. Myers seconded the motion. Motion carried 7 – 0. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 10:15 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</p>



	<p>protection of employer/employee negotiations, with the open meeting resuming in the boardroom at 10:21 p.m. Mrs. Myers seconded the motion. Motion carried 7 – 0. Ms. Swayne was invited into executive session.</p> <p>Open session resumed at 10:21 p.m. No action was taken.</p>
<p><b>53-163</b></p>	<p><b>STAFFING 2020-2021, 2021- 2022</b></p> <p>At 10:22 p.m., Mr. Mai made a motion to enter executive session to discuss retirements, resignations, new hires, and contract modifications pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 10:32 p.m. Mrs. Reinhardt seconded the motion. Motion carried 7 – 0. Ms. Swayne, Mr. Dempewolf and Ms. Wilson were invited into executive session.</p> <p>At 10:24 p.m., Mr. Dempewolf exited executive session. At 10:26 p.m., Ms. Wilson exited executive session and Mr. Walter was invited into executive session.</p> <p>Open session resumed at 10:32 p.m. Mr. Mai made a motion to re-enter executive session to discuss retirements, resignations, new hires, and contract modifications pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 10:43 p.m. Mrs. Reinhardt seconded the motion. Motion carried 7 – 0. Ms. Swayne and Mr. Walter were invited into executive session.</p> <p>At 10:35 p.m., Mr. Walter exited executive session. At 10:43 p.m., open session resumed. No action was taken.</p>
<p><b>53-164</b></p>	<p><b>RETIREMENTS, RESIGNATIONS, &amp; CONTRACTS</b></p> <p>Dr. Nichols made a motion to approve the following retirement, resignations, and new contracts:</p> <p><b>A. Retirements</b></p> <ol style="list-style-type: none"> <li>1. Cheryl Froetschner - Administrative Assistant at Ruppenthal Middle School</li> </ol> <p><b>B. Resignations</b></p> <ol style="list-style-type: none"> <li>1. Scott Bland - Custodian at Russell High School</li> <li>2. Kyleene Folkerts - Special Education Paraeducator at Russell High School</li> <li>3. Carey Fose - Math Teacher at Ruppenthal Middle School</li> <li>4. Shawn Henderson - Principal at Russell High School</li> <li>5. Alexandra Morales - 2nd Grade Teacher hired for Bickerdyke Elementary School beginning with the 2021-2022 school year</li> <li>6. Jen Wilson - Special Education Director</li> </ol> <p><b>C. New Contracts</b></p> <ol style="list-style-type: none"> <li>1. Douglas Beck - Custodian at Russell High School</li> <li>2. Rick Lamora - Bus Driver for USD 407</li> <li>3. Alyssa Miller - 5th Grade Teacher at Russell High School (2021-2022)</li> <li>4. Katie Revell - Principal at Simpson Elementary School (2021-2022)</li> <li>5. Katie Revell - Title 1 Director (2021-2022)</li> <li>6. James Tyree - Custodian at Russell High School</li> </ol>



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	<p><b>D. Contract Modifications</b> No contract modifications were presented.</p> <p>Mr. Mai seconded the motion. Motion carried 7 – 0.</p>
53-165	<p><b>BOARD FORUM</b> Mr. Mai shared information obtained from a demonstration held at Glassman Corporation on a HVAC system that could benefit Russell schools.</p> <p>Dr. Nichols thanked exiting staff members for service to the district noting their exit is an unfortunate loss to USD 407, but the district is better because they were here.</p>
53-166	<p><b>ADJOURNMENT</b> Mrs. Reinhardt adjourned the meeting at 10:47 p.m.</p>

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Jane Cline, Board Clerk

Date

UNOFFICIAL - SUBJECT TO BOE APPROVAL