



- Mission:** *USD 407 empowers students to become well-rounded citizens by providing high-quality instruction and creating positive relationships to promote growth today, tomorrow, and into the future.*
- Goal A:** *Culture and Climate - USD 407 will foster relationships with stakeholders and establish partnerships to create a unified and a positive learning environment for students and staff.*
- Goal B:** *College and Career Preparation - USD 407 will establish partnerships with the community, improve Career and Technical Education (CTE) and maintain high expectations to ensure students become successful adults who contribute to their communities.*
- Goal C:** *Facilities - To provide updated and safe facilities to meet the educational needs of students.*
- Goal D:** *Recruit, Retain, and Recognize Staff - Continue to cultivate the positive culture of USD 407 to support the recruitment and retention of highly qualified staff.*

<b>56-144</b>	<p><b>CALL TO ORDER &amp; PLEDGE OF ALLEGIANCE</b></p> <p>Dr. Joyce Ellis called the USD 407 Board of Education regular meeting to order at 5:30 p.m. in the District Administration Office boardroom. Additional board members in attendance were Mr. Brett Mai, Mrs. Deanna Myers, Mrs. Raeleen Reinhardt, Mrs. Crystal Waymaster, and Mr. Ron Wedel. Mrs. Kathy Wallert was absent. Mrs. Reinhardt led the group in reciting the Pledge of Allegiance.</p> <p>Administrators in attendance included:</p> <ul style="list-style-type: none"><li>● Mr. Jordan Perez, Superintendent,</li><li>● Mrs. Kate Revell, Simpson Elementary School Principal,</li><li>● Dr. Andrew Dempewolf, Bickerdyke Elementary School Principal,</li><li>● Mr. Gary McCown, Ruppenthal Middle School Principal,</li><li>● Mrs. Kate Ozores, Ruppenthal Middle School Asst. Principal and Asst. Activities Director,</li><li>● Mr. Dallas Woolf, Russell High School Principal,</li><li>● Mr. Andrew Stueve, Russell High School Asst. Principal and Activities Director, and</li><li>● Ms. Brenda Odgers, Special Education Director</li></ul> <p>Mr. Cody Campbell, IT Director; Mrs. Katrina Woelk, Finance Director; Mrs. Angie McKenna, Food Service Director, and, Mrs. Jane Cline, Board Clerk were also in attendance. Guests in the audience signed an attendance roster.</p>
<b>56-145</b>	<p><b>BOARD FORUM</b></p> <p>Mrs. Reinhardt made a motion to amend the agenda by adding 56-151P Simpson Elementary School Parking Lot. Deanna Myers seconded the motion. Motion carried 6 – 0.</p>



<b>56-146</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. February 12, 2024 - Regular Meeting</li><li>2. February 29, 2024 - Special Meeting</li><li>3. March 4, 2024 - Special Meeting</li><li>4. March 6, 2024 - Special Meeting</li><li>5. March 11, 2024 - 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. Bank Reconciliation Report</li><li>3. Cash Flow and Budget Report</li><li>4. Check Journal</li><li>5. Expenditure Report</li><li>6. Petty Cash Accounts</li><li>7. Greater Northwest Kansas Community Foundation</li></ol> <p><b>D. Grants and Donations</b></p> <ol style="list-style-type: none"><li>1. Russell High School<ol style="list-style-type: none"><li>a. \$620.87 - Class of 1960 to Russell High School Unspecified</li><li>b. \$2,500 - Russell Rangers to Baseball Program</li><li>c. \$300 - High Plains Farm Credit to FFA Program</li><li>d. \$50 - Raeleen Reinhardt</li><li>e. \$300 - Russell Track Club to the Track Team</li></ol></li><li>2. Simpson and Bickerdyke Elementary Schools<ol style="list-style-type: none"><li>a. \$603.91 - Fundraiser with Funds Going to the Russell County Food Pantry</li></ol></li></ol> <p>Mrs. Reinhardt moved, and Mr. Wedel seconded a motion to approve the Consent Agenda as amended. Motion carried 6 – 0.</p>
<b>56-147</b>	<p><b>STUDENT AND STAFF RECOGNITION</b></p> <p><b>A. Staff Recognition for February</b></p> <p>Mr. Mai and Mrs. Myers presented the February employees of the month with a monetary gift. Tane Height, RMS head cook, was named the classified employee of the month and Nikki Wiggins, BES 3<sup>rd</sup> grade teacher, was selected as the licensed staff member of the month.</p> <p><b>B. Student Recognition - Wrestling, Basketball, and Academics</b></p> <p>Wrestling and basketball coaches at Russell High School acknowledged student athletes for post season honors and academic achievements. Students receiving recognition include Anna Thielen, Hannah Gideon, Jayden Ney, Mya Trevino, Kinsey Zorn, Jake Mooney, Xzephren Donner, Brayden Suchy, Kaleb Ives Thull, Alex Huck, and Teagen Pfeifer.</p>
<b>56-148</b>	<p><b>CURRICULUM CORNER - SCIENCE FAIR</b></p> <p>Students who won the Bickerdyke Elementary School Science Fair showcased their projects. Winners include Wyatt Amos and Luke Hettinger for grade 3, Lilly Obermeier and Abigail Trober for grade 4, and Remy Katz and Evan Dolecheck for grade 5.</p>



**56-149 PUBLIC FORUM**

Steve Burns representing Sunrise Kiwanis announced an upcoming Trap Shooting Fundraiser to purchase school supplies for USD 407 school children.

**56-150 DATA DIVE - FAMILY ENGAGEMENT SURVEY RESULTS**

Mr. Perez and the administrative team gave an account of the Family Engagement Survey results. Building principals highlighted areas that received lower ratings in their respective building and shared ideas for improvement.

**56-151 DISCUSSION ITEMS**

**A. 2024-2025 Budget and Facilities**

Mr. Perez reported he is working to gather additional information on costs associated with joining the West Central Kansas Special Education Coop (WCKSEC). Discussion was tabled until the April meeting.

**B. Open Enrollment**

Mr. Perez and building administrators will be working to determine the capacity in each school for the coming year. The information is expected to be finalized for the April meeting.

**C. 4-Day Calendar Committee**

The first meeting of the 4-Day Calendar Committee is scheduled for March 21<sup>st</sup>. The committee is a closed group and will begin their work by diving into the survey results.

**D. Driscoll Building**

Mr. Perez met with a realtor and is working to gather additional information. Discussion followed and action on the Driscoll Building was taken under agenda item 56-151E.

**E. Disposal of District Office**

Discussion was held on the disposal of the District Office and the Driscoll Building. Mrs. Waymaster made a motion to amend the current resolution to include the disposal of the Driscoll Building. Mr. Wedel seconded the motion. Discussion followed where concern was expressed about including both buildings in one resolution. Mrs. Waymaster withdrew her motion.

Mr. Wedel made a motion to adopt 56-151E Resolution to Dispose of a School District Building for the District Office as presented. Mrs. Reinhardt seconded the motion. Motion carried 6 – 0.

Mrs. Reinhardt made a motion to adopt 56-151E.1 Resolution to Dispose of a School District Building for the Driscoll Building as presented. Mr. Mai seconded the motion. Motion carried 6 – 0.

**F. JAG-K Agreement**

Mr. Mai made a motion to approve the JAG-K Agreement to include the middle school and high school programs for a cost of \$25,500. Mrs. Myers seconded the motion.



Motion carried 6 – 0.

**G. Destruction of Records**

Mrs. Myers made a motion to adopt 56-151G Resolution for the Destruction of Records. Mr. Wedel seconded the motion. Motion carried 6 – 0.

**H. 2024-2025 Pay for Officials and Streaming**

Mr. Stueve noted the Mid Continent League is discussing the need to increase official pay to be competitive. In addition, eliminating streaming services or implementing a pay per view fee could be implemented to increase revenue to cover officials' pay.

*Dr. Ellis declared a 15 minute recess at 6:46 p.m. The meeting reconvened at 7:02 p.m.*

**I. Football Turf Replacement (Advertisements)**

Mr. Stueve laid the groundwork to partially fund the replacement of the football turf by allowing advertisement sponsorships. Mr. Stueve would be the lead in the project with input from the coaching staff.

Consensus of the board was to allow Mr. Stueve to move forward with the idea and was asked to keep the board apprised of any updates. Dr. Ellis requested research be completed to determine availability of used turf at the time of replacement to reduce the cost. Mr. Stueve reported the football turf should still be viable for a couple of years. The clerk was asked to email out the board policy on advertisements for review.

**J. Access Control Systems**

Mr. Wedel made a motion to accept the invoice from Access Control Systems as presented for \$12,150 to repair two doors at Russell High School. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Inquiry was made on the Bickerdyke Elementary School east entry. Dr. Dempewolf reported constant issues are still a concern. The Board asked that a bid be presented to fix the entry doors.

**K. Portable Stage**

Mr. Woolf requested a multi-purpose stage for graduation and several other school events to include ramps for handicap accessibility and storage dollies.

Mr. Wedel made a motion to approve the invoice presented from School Specialty for the purchase of a portable stage with ramps and stage dollies for a price of \$13,233.10. Mrs. Reinhardt seconded the motion. Motion carried 6- 0.

**L. Potential City, County, and School Joint Meeting**

Mr. Perez extended the invitation but has not received official confirmation for a joint meeting as the city and county administrators needed to reach out to their governing bodies prior to a response. Mr. Mai suggested Mr. Gary Sechrist from Kansas Association of School Boards be contacted to facilitate the meeting.



**M. Dave Burgess - Teach Like a Pirate**

Mrs. Reinhardt made a motion to allow the scheduling of Dave Burgess - Teach Like a Pirate for the August inservice for an inclusive cost of \$11,000. Mrs. Myers seconded the motion. Motion carried 6 – 0. Mr. Perez was asked to consider inviting other districts to aid in covering the cost of the speaker.

**N. Classified Salary Schedule and Retention Bonus**

Mr. Perez presented a proposed salary schedule for classified wages that includes a 5% pay increase. The proposed salary schedule will allow the district to be more competitive and correct the imbalance of classified wages. Discussion was tabled until the April meeting.

**O. Kansas Association of School Boards (KASB) Membership**

Mrs. Reinhardt made a motion to pay the KASB 2024-2025 membership to include the legal assistance fund and season pass for a cost of \$14,517.55. Mr. Wedel seconded the motion. Motion carried 6 – 0.

**P. Simpson Elementary School Parking Lot**

Mrs. Reinhardt reported the parking lot south of Simpson Elementary School is ready to be surfaced. Mr. Mai reported the cost of farmer screening (rock mix) is \$7,280 and asphalt millings are approximately \$9,100. Mr. Mai volunteered to research the cost of concrete and asphalt options to complete the project. Discussion was tabled until the April meeting.

56-152

**ADMINISTRATIVE REPORTS**

**A. President of the Board**

Dr. Ellis provided information on the conferences she attended.

**B. Superintendent**

Mr. Perez reported a bus barn kickoff meeting is scheduled for 4:30 p.m. on Wednesday, March 20<sup>th</sup> prior to the Steering Committee meeting. Mr. Perez was asked to provide updates to the Board.

**C. Building Principals and Asst. Principal**

Mr. Woolf reported Mildred Schindler Janssen, Holocaust survivor, is scheduled to speak to students on March 27<sup>th</sup> at 1:15 p.m. and invited board members to partake in the event.

**D. Special Education Director**

Ms. Odgers recommended watching the video included in her report as Camron Brusoe was selected as Heartspring's Student of the Year. The video highlights Camron's learning experience.

**E. Activities Director**

Mr. Stueve attempted to recruit workers for upcoming spring sport events.



**F. Finance Director**

Mrs. Woelk reported she will be working to invest some of the district's money.

**G. Food Service Director**

Questions were addressed about negative lunch balances and the procedures for alerting guardians of the balance.

**H. Technology Director**

Mr. Campbell is researching the cost of replacing the phone system to include a phone in each classroom. Mr. Campbell noted he will have additional iPads for sale soon.

56-153

**BOARD COMMITTEE REPORTS**

**A. Childcare Planning - Raeleen Reinhardt**

Mrs. Revell has reached out to Russell Regional Hospital to set up a meeting.

**B. Foundation Committee - Raeleen Reinhardt**

Mrs. Reinhardt reported membership of the committee has dwindled and the Foundation is working to recruit new members.

**C. Steering Committee - Brett Mai and Joyce Ellis**

The next Steering Committee meeting is scheduled for Wednesday, March 20, 2024, at 5:30 p.m. in the Russell High School cafeteria.

56-154

**STUDENT MATTERS**

At 7:56 p.m., Mr. Wedel made a motion to enter executive session to discuss student matters pursuant to actions adversely or favorably affecting a student under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 8:01 p.m. to include Mr. Perez, Mr. Woolf, and Mr. Stueve. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 8:01 p.m. No action was taken.

56-155

**TEACHER NEGOTIATIONS 2024-2025**

At 8:03 p.m., Mr. Mai made a motion to enter executive session to discuss teacher negotiations pursuant to matters relating to employer/employee negotiations under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 8:18 p.m. to include Mr. Perez. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 8:18 p.m. Dr. Ellis made a motion to re-enter executive session to discuss teacher negotiations pursuant to matters relating to employer/employee negotiations under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 8:34 p.m. to include Mr. Perez. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 8:34 p.m. No action was taken.



**56-156**

**SUPERINTENDENT EVALUATIONS**

At 8:36 p.m., Mr. Mai made a motion to enter executive session to discuss the superintendent's evaluation pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 8:51 p.m. to include Mr. Perez. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 8:51 p.m. Dr. Ellis made a motion to re-enter executive session to discuss the superintendent's evaluation pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 9:01 p.m. to include Mr. Perez. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 9:01 p.m. No action was taken.

**56-157**

**ADMINISTRATOR CONTRACTS**

At 9:02 p.m., Mr. Mai made a motion to enter executive session to discuss administrative contracts pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 9:07 p.m. to include Mr. Perez. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 9:07 p.m. No action was taken.

**56-158**

**STAFFING**

At 9:08 p.m., Mr. Mai made a motion to enter executive session to discuss staffing pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 9:13 p.m. to include Mr. Perez. Mrs. Myers seconded the motion. Motion carried 6 – 0.

Open session resumed at 9:13 p.m. Mr. Wedel made a motion to re-enter executive session to discuss staffing pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 9:19 p.m. to include Mr. Perez. Dr. Ellis seconded the motion. Motion carried 6 – 0.

Open session resumed at 9:19 p.m. Mr. Mai made a motion to re-enter executive session to discuss staffing pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA), with the open meeting resuming in the boardroom at 9:24 p.m. to include Mr. Perez. Mr. Wedel seconded the motion. Motion carried 6 – 0.

Open session resumed at 9:24 p.m. Mr. Mai made a motion to accept the following retirement, resignations, new contracts, and contract modifications:

**A. Retirements**

1. Blaine Maier - Math Teacher at Russell High School

**B. Resignations**

1. Dianna Bunker - Career Advocate at Russell High School



2. Dianna Bunker - CTE Coordinator at Russell High School
3. Cody Casey - 5th Grade Teacher at Bickerdyke Elementary School
4. Cody Casey - 7-8th English Teacher at Russell High School
5. Cody Casey - Basketball - Head Boys Coach at Russell High School
6. Cody Casey - Football - Assistant Coach at Russell High School
7. Audrie Glaser - STEM Teacher at Simpson Elementary School
8. Audrie Glaser - Special Education Paraeducator at Simpson Elementary School

**C. New Contracts**

1. David Bolz - Special Education Paraeducator at Ruppenthal Middle School
2. Bailey Brin - Kindergarten Teacher at Simpson Elementary School
3. Jay Sanders - Principal of Bickerdyke Elementary School

**D. Contract Modifications**

1. Jon Ross - Asst. Baseball Coach at Russell High School to Head Baseball Coach at Russell High School

Mr. Wedel seconded the motion. Motion carried 6 – 0.

**E. Staff Transfers 2024-2025**

No staff transfer requests were presented.

56-159

**ADJOURNMENT**

At 9:27 p.m., Mr. Wedel moved, and Mr. Mai seconded a motion to adjourn. Motion carried 6 – 0.

Dr. Joyce Ellis, Board President

Date

Mrs. Jane Cline, Board Clerk

Date