

**MINUTES OF REGULAR BOARD OF EDUCATION MEETING  
HERINGTON UNIFIED SCHOOL DISTRICT 487  
CITY/SCHOOL OFFICES  
19 NORTH BROADWAY  
Monday, May 17, 2010  
6:30 P.M.**

David Powell called to order the regular meeting of the Board of Education of USD 487 at 6:30 p.m. May 17, 2010. Board members and other staff present were: Alan Stuart, Phil Brockmeier, Stacey Berndt, Bret Beye, Beki Denning, Anna Gustafson, Superintendent John Thissen, and Clerk of the Board Robyn Heitfield.

**1. ADOPTION OF AGENDA**

Stacey Berndt moved (Brockmeier) to adopt the agenda as presented. Motion carried 7-0.

**2. APPROVAL OF MINUTES**

Stacey Berndt moved to approve the minutes of the April 19, 2010, regular meeting and the special meeting of May 4, 2010 as presented. Motion carried 7-0.

**3. PUBLIC FORUM**

Paul Barnes addressed the board regarding credit given on homework assignments turned in by students after missing class due to a school activity. Mr. Barnes was concerned one teacher was only giving partial credit to students turning the assignment in the very next day and questioned how a student can be penalized for participating in activities outside of the classroom. He also questioned certain “extra credit” options given to students and asked members to create a policy in which all teachers must follow guidelines when grading assignments turned in after an event.

Janet Wade spoke to members regarding her concerns of beginning site work early without looking at suggestions made to correct some issues with the slope where the track will be positioned, the lack of LEED considerations in the site development and well field for the heat system.

**4. PARENTS AS TEACHERS GRANT**

Parent educator, Renae Riedy was successful in obtaining a grant from Smart Start Dickinson County in the amount of \$520.00. This grant will be used to purchase Baby Cues and data management. Alan Stuart moved (Gustafson) to accept the grant. Motion carried 7-0.

**5. ADMINISTRATORS' REPORT**

Rich DeMont reported on the following activities at the Elementary:

- Field day and Kindergarten Roundup was a success
- Fifth grade recognition will be held May 26<sup>th</sup>
- Grade cards will be sent home May 27<sup>th</sup> with students

- The after school program students realized the importance of a tornado shelter a few nights ago. They remained in the basement until the storm passed. Radios recently purchased were used to communicate with staff
- Steve Mies reported on the following activities at the Middle/High School:
- The Governor's Scholars Program was held May 2<sup>nd</sup> at Washburn University in Topeka. Allen Simmons was the representative chosen to attend.
  - Middle school students will be going swimming in Marion on May 21st to recognize their hard work during state assessments

Mark Cook reported on the following extracurricular activities:

- Baseball and softball teams were in Moundridge and Hillsboro respectively attending regionals.
- Parker Erickson and Hunter Makovec qualified for state in golf which will be held in Pittsburgh next week
- The drawing for RAK (Random Acts of Kindness) will be held on May 19<sup>th</sup>. Students who perform a kind act will be awarded with donated prizes

Jon Utech reported on the following:

- PD360 was introduced to teachers by TEEN director, Brandi Hendrix
- A list of standard repair charges has been created for student laptops that are in need of repair
- Program updates will be performed on teacher laptops this summer

## **6. GRADUATION LIST**

A list of prospective 2010 graduates was presented to members for approval. Anna Gustafson moved (Berndt) to approve the list pending the completion by each student of all graduation requirements. Motion carried 7-0.

## **7. LICENSE FOR MICROSOFT/TECHNOLOGY EQUIPMENT UPDATES**

A comparison table was introduced to members identifying a three year savings plan in which laptops with licensed operating systems would be purchased for middle school students. Additional licenses would be purchased for the district's current computers and the yearly Microsoft license agreement would not have to be renewed. Members then suggested set budget amounts each year for technology upgrades so larger amounts are not being realized in a particular budget year. A recommendation was made by Mr. Thissen to move forward with the introduced savings plan and purchase new laptops and additional licenses at an estimated cost of \$82,000. Anna Gustafson moved (Beye) to approve the purchase of an estimated \$82,000 in equipment and software. Motion carried 7-0. Members asked that administration prepare a plan regarding future budgeting strategy and balance out the next three years.

## **8. INTEREST BASED BARGAINING**

Agreement was reached at the last IBB meeting between the board and teacher representatives and recorded in the last set of IBB minutes. Teachers will optimistically ratify the changes before the end of the school year. Once teachers vote, the changes will be presented for approval at the next board meeting.

**9. PROFESSIONAL DEVELOPMENT 360**

TEEN will be offering PD360 to the five school districts within the network. This online professional development program will be available in place of the traditional workshops teachers attend to attain their professional development points. Teachers will be able to access their specific program with a password. They can work at their own pace either at home or during planning period, collaborate with other teachers within their field or use for discussion at faculty meetings. Once a course is completed, teachers complete a questionnaire and receive their PDC points which can be kept track of online. Cost of the program is \$90.00 per teacher and will be included in the yearly assessment from TEEN. A short power point presentation was given to members by Mr. Thissen.

**10. STRATEGIC PLAN**

Administration met May 11 to begin the identification of objectives and a timeline regarding the recently approved district’s mission statement. A rough draft was made available to members of what had been accomplished thus far. More meetings will be scheduled and updates given as a these objectives are finalized.

**11. STUDENT HANDBOOK CHANGES**

Changes to the 2010-11 student handbook were presented for discussion and approval. Areas in which changes were made include the new mission statement, a new plan for incentives for excellence, academic make-up/credit received due to absences, movement of certain paragraphs to other places within the handbook, an addition to the current attendance policy, dress code paragraph, the removal of senior open lunches, a higher GPA to be eligible to be a student aide or tutor, dual participation, fundraising, and the school dance policy. After much discussion Anna Gustafson made a motion to accept all changes with the exception of fundraising, proofread and correct all typos and do some word smithing to page 8 and 9. Motion carried 7-0. A second motion was made by Alan Stuart (Brockmeier) to adopt the proposed changes to Fundraising with the exception of the last sentence of the first paragraph. Motion carried 6-1 with Bret Beye casting the no vote.

**12. BOE POLICY (Section GB-GC with H) (Section I)**

The following changes were recommended to Section GB-GC with H:

**GBRH Leaves and Absences**

Full-time employees will be credited with **paid leave in accordance with the negotiated agreement.**

In place of the next four paragraphs, insert **Reference the negotiated agreement for the scope and number of days allowed for personal leave, sick leave, jury duty and professional leave.**

If the employee leaves.....for unused sick leave, **except as identified in the negotiated agreement.**

**GBRJ Substitute Teaching**

(2<sup>nd</sup> sentence) The superintendent **may** meet with potential substitutes....

(6<sup>th</sup> sentence) The board shall establish.....teachers each **July.**

The handbook shall include information.....attendance centers, ~~maps of the school district and of each attendance center~~, a current copy of the school calendar, a copy of the board's ~~mission statement and priorities~~, suggestions...

**GCA Compensation and Work Assignments**

Overtime

~~(This sentence is to be inserted in Classified Handbook)~~ No non-exempt employee.....without the written permission of the appropriate supervisor.

Compensation for Out-of-Town/Overnight Trips

~~Insert this policy in the Classified Handbook~~

~~**GCI Classified Employee Evaluation (See GAK)**~~

~~Delete this section~~

**GCRG Leaves and Absences (See GBRH)**

Paid Leave

Full-time employees will be credited with ~~paid leave in accordance with provisions in the classified handbook~~. Unused leave will be accumulated to a maximum of 60 days. ~~The maximum number of days available in any fiscal year is 100 days (strike)~~

Sick leave is available for.....employee ~~or the illness of the employee's spouse, child, grandchild, parent or the parent or child of the employee's spouse~~ and others.....

Bereavement leave is.....limited to two days per occurrence. ~~(this sentence needs to be added to the Classified handbook)~~

Personal leave is for the purpose.....workday. ~~Reference classified handbook for limit on personal leave. Except in emergency circumstances~~, requests for personal leave.....

**HAE Board Negotiating Agents**

(2<sup>nd</sup> paragraph) Each year the board ~~may~~ designate its agents..... the superintendent and the board president ~~may~~ make recommendations..... (it was suggested by KASB to leave this paragraph in policy even if not utilized each year)

Bret Beye moved (Stuart) to approve the recommended changes to Section GB-GC with H of the Board Policy Manual. Motion carried 7-0.

Due to time issues, Section I was tabled until the June board meeting.

**13. 2010-11 BUDGET AND 2011-12 BUDGET**

Legislation voted in favor of a one cent sales tax increase. This decision will allow the current \$4012 BSAPP to remain for the 2010-11 school year. Cuts could still come this school year so smart future planning is still a must. This could mean additional cuts for the 2011-12 school year since the federal stimulus money will not be available. Mr. Thissen would like to start discussing possible cuts for the 2011-12 school year as early as this September in preparation.

## **14. PERSONNEL**

### **A. Executive Session**

At 9:09 p.m., Stacey Berndt made a motion (Brockmeier) for the Board to go into executive session following a 5 minute break for the purpose of discussing personnel matters for non-elected personnel; with the Board returning to the open meeting at 9:19 p.m. and invited Mr. Thissen into the meeting. The executive session is required to protect the privacy interests of identifiable individuals. Motion carried 7-0. Bret Beye left executive session at 9:15 p.m. Mr. Beye returned to the open meeting.

Upon returning to the open meeting, Stacey Berndt moved (Gustafson) for the Board to return to executive session for the purpose of discussing personnel matters for non-elected personnel; and that the Board returns to the open meeting at 9:24 p.m. with Mr. Thissen attending. Motion carried 7-0.

Upon returning to the open meeting, David Powell moved (Gustafson) for the Board to return to executive session for the purpose of discussing personnel matters for non-elected personnel; and that the Board returns to the open meeting at 9:27 p.m. with Mr. Thissen attending. Motion carried 7-0.

### **B. Aide Hire**

Bret Beye excused himself from the meeting. Stacey Berndt made a motion (Gustafson) to hire Burdette Peterson to fill the vacant aide and high school football coach positions in the district. Motion carried 6-0. Mr. Beye returned to the meeting.

### **C. Action on Personnel**

### **D. Employee Overtime**

The Board reviewed the employee overtime report for April 2010.

## **15. SUPERINTENDENT'S REPORT**

### **A. Budget**

A summary was provided through April 2010.

### **B. Credit Cards**

Credit card statements were supplied for all cardholders for Board review.

### **C. Kansas Broadband Internet**

KBI is wishing to make a bid on the open fiber within the TEEN network. If the bid is won by KBI, it will change how the flow of bandwidth comes into the district. If the bid is not won, the original plan will be followed. A tentative August 1 date is scheduled to send out a test signal.

### **D. Conserving Energy and School Safety Sidewalk Grant**

The conserving energy grant will not be in the district's best interest due to labor increases. A \$125,000 grant would cost \$450,000 more for labor. The sidewalk grant is possible to obtain but an application will not be filled out yet due to the state's lack of money.

### **E. Tree Transplanting**

In addition to the thirty three trees that have already been moved plans are being drawn up to transplant additional ones to various locations on the property.

**F. Board Member Replacement**

Currently there are two individuals to consider to replace Beki Denning as a board member. Rod Erickson and Kim Morris have submitted letters of interest.

**G. Softball Agreement**

Action will be taken in September or October to renew the collaboration agreement with White City.

**16. VOUCHERS**

A motion was made by Bret Beye (Gustafson) to approve vouchers as presented. Motion carried 7-0.

**17. POSSIBLE AGENDA ITEMS FOR NEXT REGULAR BOARD MEETING**

- A. Building Project
- B. Policy
- C. After School Program
- D. Board Member Replacement
- E. Strategic Plan Update

**18. FOR THE GOOD OF THE ORDER**

Mr. Thissen announced a wedding shower for Beki Denning will be held on May 22, at 2:00 p.m., at the First Christian Church. All board members are invited.

**19. ADJOURNMENT**

At 9:48 p.m., David Powell declared the meeting adjourned.

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Robyn Heitfield, Clerk of the Board of Education

Attest: \_\_\_\_\_

David Powell, President

Date: \_\_\_\_\_