

*USD 306 SOUTHEAST OF SALINE*  
*5056 E. K-4 Highway Gypsum, KS 67448*  
**BOARD OF EDUCATION MEETING**

**December 14, 2020**

The meeting of the USD 306 Board of Education was held on Monday, December 14, 2020 at 6:30 p.m. in the Board Conference Room.

**Board Members present:** Lori Blake, Steve Bartholomew, Dwight Conley, Jimmy Shelby, Charisse Nurnberg and Justin Knopf (6:35)

**Board Members Not present:** Jill Ade

**Others Present:** Roger Stumpf, Superintendent; Kelsey Loader, Clerk of the Board; Cassie Gorman, Elementary Principal and attached list.

Via zoom: Andy Hanson, IT Director.

The meeting was called to order at 6:30 p.m. by President Lori Blake.

The Pledge of Allegiance to the United State of America.

**A motion was made by Charisse Nurnberg and seconded by Steve Bartholomew to approve the agenda as presented.** Carried 5-0

**A motion was made by Steve Bartholomew and seconded by Charisse Nurnberg to approve the consent agenda as presented.** Carried 5-0

November 9, 2020 minutes  
Monthly Financials

Justin Knopf entered the meeting (6:35)

**Presentations:**

**Board Policy Updates:**

Mr. Stumpf presented a list of board policy changes suggested by KASB. The Board of Education will have the next month to read through and consider the changes with action being taken at the January Board of Education meeting.

**Incentives:**

With the 2020-21 school year being extra stressful, the fear across the nation is a large amount of resignations from the education field. With less people going into education, this could cause an increased staffing hardship. Mr. Stumpf presented an incentive plan approved by a neighboring district for review. It provides a

financial incentive for those who are planning to resign to turn in their resignation earlier rather than latter and would also included a hiring bonus.

Mr. Stumpf presented his recommendation to the Board of Education which included the following: early resignation if received in time for the January board meeting would receive \$1,000 or in time for the February board meeting would receive \$500. The recommendation also includes up to a \$2,000 sign on bonus to teacher candidates who are new to the district with the understanding the teacher candidate is expected to remain with the district for at lease two years or repay the district the signing bonus in full if the candidate chooses to leave on their own choice.

**A motion was made by Steve Bartholomew and seconded by Charisse Nurnberg to accept the recommendation as presented.** Carried 6/0

### **Capital Projects:**

Steve Bartholomew began discussion on capital projects the facilities committee has been looking into. The district is in the final year for bond projects and must have any remaining projects they choose to do completed by June. Mr. Bartholomew asked the remainder of the Board of Education for input on projects they see as priority and whether they should be paid for using bond funds or capital outlay. Discussion between board members continued. Priority on Bond projects and dollars earmarked are as followed: bathroom facilities at the football stadium and concession stand: \$55,000, signage: \$75,000, shop improvements: \$130,000, debt service \$200,000.

**A motion was made by Dwight Conley and seconded by Justin Knopf to move forward with getting bids on projects as outlined tonight.** Carried 6/0

A list of capital outlay projects were also lined out which included getting bids to look at the following areas: adding bleachers in the Elementary gym, adding bathrooms to the softball and baseball area, updating interior bathrooms and replacing ceiling tiles in the common areas.

Mr. Stumpf gave an update on the financial impact to the district regarding the sale of Philips lighting.

### **Communications:**

#### **Board of Education**

Lori Blake acknowledged Keri Boley & Madricals for the performance they recorded for the KASB Annual Conference. She said it was deeply enjoyed by the participants. Dwight Conley thanked Rachel Hubele for her letter written to the Board. Ben Monday took first in the Robotics competition. Seven singers were selected for the KMEA All-State Honor Choirs and seven seniors received interviews for the Dane Hanson scholarship. Lots of great things are happening at SES.

**Principals:**

Cassie Gorman had no additional information to add to her report.

Mr. Sager and Ms. Wright were not present but submitted written reports.

Mrs. Blake asked for Mr. Sager to compile behavior data over the last few years and share with the board so they can track trends.

**Superintendent**

Mr. Stumpf shared there are two seniors graduating at semester and we wish them well. The stress load and work load has been overwhelming but thanked the staff for being flexible and collaborating. District Office has had turn over in the Treasurer position. Health wise regarding covid, the county numbers are astronomical but we've been doing well within the building and have not seen clusters of positive cases come from school exposures. The Sparks money has been spent and Lori Esch has been working 5 days a week making sure we have everything tracked for reimbursement. He also praised the Administration team for how well they work together and make a great team which makes a huge difference for our students and staff.

Cassie Gorman left the meeting (8:56)

**Break – 8:56 p.m.**

**Reconvened – 9:05 p.m.**

**Executive Session:****Personnel**

**A motion was made by Dwight Conley and seconded by Charisse Nurnberg that the board go into executive session for the purpose of discussing job performance of specific nonelected personnel and that the board return to the open meeting in this room at 9:15 p.m. o'clock. An executive session is necessary to protect the privacy interests of an identifiable individual or individuals and is an exception granted by the Kansas Open Meetings Act. Six board members and superintendent entered in executive session. Carried 6-0**

**A motion was made by Charisse Nurnberg and seconded by Dwight Conley that the board return to executive session for an additional 5 minutes and will return to open session at 9:21. Carried 6-0**

**Personnel Actions:**

**A motion was made by Steve Bartholomew and seconded by Charisse Nurnberg to accept the resignation of Lee Ann Peters, District Treasurer and Business Manager. Carried 6-0**

**A motion was made by Justin Knopf and seconded by Charisse Nurnberg to approve the hiring of Sarah Ash, District Treasurer and Business Manager Carried 6-0**

**A motion was made by Justin Knopf and seconded by Jimmy Shelby to offer Jenny Kejr a full time teaching contract for second semester with the understanding that the position expires at the end of the school year. Carried 6-0**

**A motion was made by Justin Knopf and seconded by Charisse Nurnberg to increase the rate of pay for Lori Esch as recommended and thanked her for her hard work with Sparks Grant. Carried 6-0**

**A motion to adjourn was made by Dwight Conley and seconded by Jimmy Shelby. Carried 6-0**

**The Meeting was adjourned by President Lori Blake at 9:25 p.m.**

Approve as printed \_\_\_\_\_  
as amended \_\_\_\_\_

\_\_\_\_\_  
Kelsey Loader  
Clerk of the Board