

**UNIFIED SCHOOL DISTRICT NO. 410**  
**Durham-Hillsboro-Lehigh**

**MINUTES – REGULAR BOARD MEETING**  
**USD 410 District Office Conference Room**  
**July 11, 2022 7:00 p.m.**

**Members Present:**

Jared Jost  
Sara Wichert  
Jim Paulus (arrived at 7:03 p.m.)

Rod Koons  
Scott Winter

Jessey Hiebert

**Members Absent:**

Tim Kaufman

**Administrator:**

Clint Corby

**Other:**

Jerry Hinerman, Clerk

**A. Meeting Called to Order**

Board President Jared Jost called the meeting to order at 7:01 p.m.

**B. Approval of Regular and Consent Agenda**

Jessey Hiebert moved to approve the regular and consent agendas. Motion seconded by Sara Wichert. Carried 5-0.

Items on the consent agenda included the following:

1. Motion to approve the minutes of the June 13, 2022, regular board meeting
2. Motion to approve the minutes of the June 28, 2022, special board meeting
3. Motion to adopt the following resolution:  
WHEREAS the Board of Education of USD 410, Hillsboro, Kansas, has determined that the financial statements and financial reports for the year ended June 30, 2023, being prepared in conformity with the requirements of K.S.A. 75-1120 a(a) are not relevant to the requirements of the cash basis and budget laws of this state and are of no significant value to the Board of Education or the members of the general public of USD 410 and

WHEREAS there are no revenue bond ordinances or other ordinances or resolutions of the municipality which require financial statements and financial reports to be prepared in conformity with K.S.A. 75-1120a(a) for the year ended June 30, 2023.

NOW THEREFORE, BE IT RESOLVED, by the Board of Education of USD 410, Hillsboro, Kansas, in the regular meeting duly assembled this 11<sup>th</sup> day of July, 2022, that the Board of Education requests the Director of Accounts and Reports to waive the requirements of K.S.A. 75-1120 a(a) as they apply to the school district for the year ended June 30, 2023.

BE IT FURTHER RESOLVED THAT the Board of Education shall cause the financial statements and financial reports of USD 410 to be prepared on the basis of cash receipts and disbursements as adjusted to show compliance with the cash basis and budget laws of this State.

# MINUTES

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4. Motion to adopt the following resolution.

Be it resolved that pursuant to K.S.A. 72-8205, the Board of Education of Unified School District No. 410, Marion County Kansas, at its regular meeting held on July 11, 2022, established the following meeting schedule for regular Board of Education meetings to be held during the 2022 – 2023 school year.

<u>Date</u>	<u>Time</u>	<u>Place</u>
Monday, July 11, 2022	7:00 p.m.	USD 410 District Office Conference Room
Monday, August 8, 2022	7:00 p.m.	USD 410 District Office Conference Room
Monday, September 12, 2022	7:00 p.m.	USD 410 District Office Conference Room
Monday, October 10, 2022	7:00 p.m.	USD 410 District Office Conference Room
Monday, November 14, 2022	7:00 p.m.	USD 410 District Office Conference Room
Monday, December 12, 2022	7:00 p.m.	USD 410 District Office Conference Room
Monday, January 9, 2023	7:00 p.m.	USD 410 District Office Conference Room
Monday, February 13, 2023	7:00 p.m.	USD 410 District Office Conference Room
Monday, March 13, 2023	7:00 p.m.	USD 410 District Office Conference Room
Monday, April 10, 2023	7:00 p.m.	USD 410 District Office Conference Room
Monday, May 8, 2023	7:00 p.m.	USD 410 District Office Conference Room
Monday, June 12, 2023	7:00 p.m.	USD 410 District Office Conference Room

5. Motion to adopt a 1,116-hour calendar for the 2022 – 2023 school year.

6. Motion to approve participation in the School Nutrition Program and Child and Adult Care Food Program

7. Motion to make the following appointments:

a. Board Clerk	Jerry Hinerman
b. Deputy Board Clerk	Nathan Hiebert
c. Board Treasurer	Carla Harmon
d. Food Service Representative	Pati Funk
e. Hearing Officer for Appeals, Lunch Program	Clint Corby
f. Title I Coordinator	Nathan Hiebert
g. Federal Programs Coordinator	Nathan Hiebert
h. District KPERS Agent and Administrator	Jerry Hinerman
i. Section 504 Compliance Coordinator	Clint Corby
j. Americans with Disabilities Act Coordinator	Clint Corby
k. Freedom of Information Officer	Clint Corby
l. Compliance Coordinator for Title VI, VII and IX	Clint Corby
m. Truancy Officers	Tyler Weinbrenner
	Nathan Hiebert
n. Activity Fund Supervisors	Tyler Weinbrenner
	Nathan Hiebert
o. Homeless Liaisons	Tyler Weinbrenner
	Nathan Hiebert
p. Migrant Liaisons	Tyler Weinbrenner
	Nathan Hiebert
q. Expulsion Hearing Officers	Tyler Weinbrenner
	Nathan Hiebert

8. Motion to designate Emprise Bank, Vintage Bank Kansas, and Central National Bank Marion County as depositories for district funds and to designate these institutions as eligible for investment purposes providing the investments are made in accordance with the laws of the State of Kansas.

Motion to designate Vintage Bank Kansas as the depository for operational funds

9. Motion to approve the following list of persons authorized to write checks and conduct other financial functions for the district.

**District Checking Accounts** – Each checking account requires three signatures. The Board President's signature is digitally produced, while the other two signatures are live. If either the Clerk of the Board or the Board Treasurer is absent, the HMHS Administrative Assistant may sign in the place of the absent individual.

Board President	Jared Jost
Clerk of the Board	Jerry Hinerman
Board Treasurer	Carla Harmon
District Office Administrative Assistant	Pati Funk

**Direct Deposit Authorization** – The ACH Transmittal Register requires two live signatures. If either the Clerk of the Board or the Board Treasurer is absent, the HMHS Administrative Assistant may sign in the place of the absent individual.

Clerk of the Board	Jerry Hinerman
Board Treasurer	Carla Harmon
District Office Administrative Assistant	Pati Funk

**Petty Cash Checking Accounts** – Each checking account requires two live signatures.

**District Office**

Board Treasurer	Carla Harmon
Clerk of the Board	Jerry Hinerman
District Office Administrative Assistant	Pati Funk
Superintendent	Clint Corby

**Middle/High School**

HMHS Administrative Assistant	Jessica Fine
HMHS Administrative Assistant	Jill Bailey
Board Treasurer	Carla Harmon
Clerk of the Board	Jerry Hinerman
HMHS High School Principal	Tyler Weinbrenner

**Activity Fund Checking Account** – The checking account requires two live signatures.

HMHS Administrative Assistant	Jessica Fine
HMHS Administrative Assistant	Jill Bailey
District Office Administrative Assistant	Pati Funk
Board Treasurer	Carla Harmon
Clerk of the Board	Jerry Hinerman

**District Investments** – Each investment requires one signature.

Clerk of the Board	Jerry Hinerman
Board Treasurer	Carla Harmon

10. Motion to approve the following list of USD 410 personnel to carry district credit cards with the credit limits listed for each card.

Superintendent	Clint Corby	\$ 10,000 Credit Limit
Elementary School Principal	Nathan Hiebert	\$ 10,000 Credit Limit
Middle/High School Principal	Tyler Weinbrenner	\$ 10,000 Credit Limit
Activities Director	Robert Rempel	\$ 10,000 Credit Limit
Business Manager	Jerry Hinerman	\$135,000 Credit Limit
Technology Director	Brad Just	\$ 20,000 Credit Limit
Transportation & Maintenance Coordinator	Karen Goossen	\$ 5,000 Credit Limit
Head of Maintenance	Keith Goossen	\$ 5,000 Credit Limit
Parents as Teachers Coordinator	Becky Suderman	\$ 5,000 Credit Limit
Elementary School Counselor	Autumn Hardey	\$ 5,000 Credit Limit
Vocational Agriculture Teacher	Sonya Roberts	\$ 5,000 Credit Limit

11. Motion to approve the following Resolution to Establish a Hillsboro Middle/High School Petty Cash Fund and the following Resolution to Establish a District office Petty Cash Fund:

**RESOLUTION TO ESTABLISH A HILLSBORO MIDDLE/HIGH SCHOOL PETTY CASH FUND**

**WHEREAS**, the Board of Education of Unified School District No. 410, Marion County, Kansas, has determined that the creation of a petty cash fund is an efficient method to pay expenses for school district purposes in emergencies; and

**WHEREAS**, Kansas law authorizes the establishment of petty cash funds; and

**NOW THEREFORE, BE IT RESOLVED**, by the Board of Education of Unified School District No. 410, Marion County, Kansas, that a petty cash fund designated as the Hillsboro Middle/High School Petty Cash Fund is created for the purpose of receiving and expending funds for needed expenditures in an emergency. The fund shall be in the amount of \$1,500.

The fund shall be administered by The Hillsboro Middle/High School Principal. The Hillsboro Middle/High School Administrative Staff shall keep a record of all receipts and expenditures of the fund and shall prepare and file with the Board a statement showing all receipts, expenditures and the balance at the end of each month and at the end of each school year. An itemized receipt shall be maintained for each expenditure. Any person authorized to administer a petty cash fund shall be bonded by the school district.

Upon proper report to the board, the petty cash fund shall be replenished by payment from the appropriate fund of the school district.

The petty cash fund shall not be loaned or advanced against the salary of any employee.

Funds in the petty cash fund shall remain district funds but shall not be considered school money for purposes of K.S.A. 72-1136 and the provisions of K.S.A. 12-105b shall not apply.

**RESOLUTION TO ESTABLISH A DISTRICT OFFICE PETTY CASH FUND**

**WHEREAS**, the Board of Education of Unified School District No. 410, Marion County, Kansas, has determined that the creation of a petty cash fund is an efficient method to pay expenses for school district purposes in emergencies; and

**WHEREAS**, Kansas law authorizes the establishment of petty cash funds; and

**NOW THEREFORE, BE IT RESOLVED**, by the Board of Education of Unified School District No. 410, Marion County, Kansas, that a petty cash fund designated as the District Office Petty Cash Fund is created for the purpose of receiving and expending funds for needed expenditures in an emergency. The fund shall be in the amount of \$1,500.

The fund shall be administered by The Superintendent. The District Treasurer shall keep a record of all receipts and expenditures of the fund and shall prepare and file with the Board a statement showing all receipts, expenditures and the balance at the end of each month and at the end of each school year. An itemized receipt shall be maintained for each expenditure. Any person authorized to administer a petty cash fund shall be bonded by the school district.

Upon proper report to the board, the petty cash fund shall be replenished by payment from the appropriate fund of the school district.

The petty cash fund shall not be loaned or advanced against the salary of any employee.

Funds in the petty cash fund shall remain district funds but shall not be considered school money for purposes of K.S.A. 72-1136 and the provisions of K.S.A. 12-105b shall not apply.

12. Motion to approve the sale of used laptops to TEEN for \$25 each and to approve the disposal of technology deemed unusable by the USD 410 Technology Director.
13. Motion to recognize the USD 410 Education Association as the official bargaining unit for the USD 410 teaching staff
14. Motion to adopt the following Home Rule Resolution:

**RESOLUTION**

**WHEREAS**, the Board of Education of Unified School District No. 410, Marion County, Kansas, has determined that the exercise of powers granted by the legislature is of benefit to the board and local patrons; and

**WHEREAS**, Kansas law authorizes the board to transact all school district business; and

**WHEREAS**, the board intends to adopt policies that the board deems appropriate to perform its constitutional duty to maintain, develop and operate local public schools; and

**WHEREAS**, the board acknowledges that the power granted by law shall not be construed to relieve the board from any obligations to comply with state law; and

**WHEREAS**, the board acknowledges that the powers granted by law and this resolution shall not be construed to relieve any other unit of government of its duties and responsibilities prescribed by law; and

**WHEREAS**, the board acknowledges that the powers granted by law do not create any responsibility on the part of the district to assume the duties or responsibilities that are required of another unit of government;

**NOW THEREFORE, BE IT RESOLVED**, by the Board of Education of Unified School District No. 410, Marion County, Kansas, that the board shall exercise the power granted by law and by this resolution.

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15. Motion to designate the Hillsboro Star-Journal as the official newspaper for USD 410.
16. Motion to approve the USD 410 2022 – 2023 membership in the Kansas Association of School Boards
17. Motion to approve USD 410 2022 - 2023 participation in the Kansas Association of School Boards' Legal Assistance Fund
18. Motion to approve the USD 410 Transportation Handbook
19. Motion to delete Policy CMA Administrative Rules and Regulations and adopt the following policies:

BBE	Attorney
BDA	Developing, Adopting, Amending, and Repealing Board Policy
BG	Memberships
CEC	Superintendent Recruitment
CM	Policy Implementation
DB	Budget Planning
DC	Annual Operating Budget
DFAB	Standard of Conduct for Federally Funded Contracts
DFAC	Federal Fiscal Compliance
DJFAB	Administrative Leeway
EBA	Insurance Program
ED	Student Transportation Management
EDAA	School Buses and Vehicles
FC	Memorials, Funerals, and Naming of District Facilities
GAA	Goals and Objectives
GBRJ	Substitute Teaching
GCIA	Evaluation of Coaches and Sponsors
GCRG	Leaves
IB	School Site Councils
IDAE	Student Privacy Policy
IF	Textbooks Instructional Materials and Media Centers
IIA	Performance-Based Credit
IIBGB	Online Learning Opportunities
ING	Animals and Plants in the School
JA	Goals and Objectives
JBC	Enrollment
JBE	Truancy
JCAC	Interrogation and Investigations
JGCD	Health Screenings
JGFF	Student Transportation
JGG	Transportation
JHC	Student Organization
KB	Public Information Programs
KBA	District or School Websites
KGA	Use of District Personal Property and Equipment
KGC	Bullying by Parents
GAAF	ESI Documentation Form
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20. Motion to approve the Case Management Services and Clinical Therapist Services Memorandums of Understanding with Prairie View for two case workers and one clinical therapist to work with USD 410 students for the 2022 – 2023 school year.

21. Motion to approve the joint contract for nursing services between USD 410 and Marion County Special Education Cooperative

**C. Citizens' Open Forum**

Jim Paulus arrive at 7:03 p.m.

**D. Action/Discussion Items**

1. Student Fees for 2022 – 2023

Jim Paulus moved to approve the following student fees with no consumable materials fees and no activity fees. Motion seconded by Rod Koons. Carried 6-0.

HES Consumable Materials Fee - Kindergarten

Full Price Meals	\$ 0.00 Per Year
Reduced Price Meals	\$ 0.00 Per Year
Free Meals	\$ 0.00 Per Year

HES Consumable Materials Fee – Grades 1 - 5

Full Price Meals	\$ 0.00 Per Year
Reduced Price Meals	\$ 0.00 Per Year
Free Meals	\$ 0.00 Per Year

HES Preschool Tuition

Half Day (4 Days Per Week)	\$185.00 Per Month
Full Day (5 Days Per Week)	\$445.00 Per Month

HMHS Laptop Accidental Insurance Fees

Full Price Meals	\$ 40.00 Per Year
Reduced Price Meals	\$ 20.00 Per Year
Free Meals	\$ 10.00 Per Year

HMHS Activity Fee	\$ 0.00 Per Year
HMHS Transcript Fee	\$ 5.00 Per Transcript
Driver Education Fees	\$225.00 Per Class

2. 2022 – 2023 Meal Prices

Rod Koons moved to approve the following 2022 – 2023 meal prices and the transfer of additional non-federal funds to the food service program as required. Motion seconded by Sara Wichert. Carried 6-0.

Breakfast (Preschool – Grade 12)	\$2.10
Breakfast (Adult)	\$2.80

Lunch (Preschool – Grade 5)	\$2.85
Lunch (Grades 6 – 12)	\$3.10
Lunch (Child Visitor)	\$3.05
Lunch (Adult - Staff)	\$4.20
Lunch (Adult - Non-Staff)	\$4.50

3. District Unpaid Meal Policy

Jim Paulus moved to approve the district unpaid meal policy. Motion seconded by Jessey Hiebert. Carried 6-0.

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4. Sale of District House  
Jessey Hiebert moved to approve the sale of the district house at 508 East A Street for \$45,000 to Jill Bailey. Motion seconded by Rod Koons. Carried 6-0.
5. KDHE COVID Testing Grant  
Jim Paulus moved to approve joining the KDHE COVID testing grant to use on an as needed basis. Motion seconded by Sara Wichert. Carried 6-0.
6. New Ford Transit Connect Purchase  
Jessey Hiebert moved to approve the purchase of a 2022 Ford Transit Connect for \$36,348 from Hillsboro Ford. Motion seconded by Jim Paulus. Carried 6-0.
7. Technology Assistant Contract with Marion County Special Education Cooperative  
Scott Winter moved to approve the technology assistant contract with Marion County Special Education Cooperative. Motion seconded by Jim Paulus. Carried 6-0.

### **E. Executive Session – Negotiations**

Jared Jost moved for the Board to go into executive session at 7:49 p.m. with the Superintendent and the Clerk of the Board to discuss negotiations pursuant to the exception for employer-employee negotiations under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 8:00 p.m. in this room. The executive session is required to protect the Board's negotiating interests. Motion seconded by Rod Koons. Carried 6-0.

#### **Regular Session**

Jared Jost moved for the Board to go into executive session at 8:00 p.m. with the Superintendent and the Clerk of the Board to discuss negotiations pursuant to the exception for employer-employee negotiations under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 8:10 p.m. in this room. The executive session is required to protect the Board's negotiating interests. Motion seconded by Rod Koons. Carried 6-0.

#### **Regular Session**

Jared Jost moved for the Board to go into executive session at 8:10 p.m. with the Superintendent and the Clerk of the Board to discuss negotiations pursuant to the exception for employer-employee negotiations under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 8:20 p.m. in this room. The executive session is required to protect the Board's negotiating interests. Motion seconded by Rod Koons. Carried 6-0.

#### **Regular Session**

Jared Jost moved for the Board to go into executive session at 8:20 p.m. with the Superintendent and the Clerk of the Board to discuss negotiations pursuant to the exception for employer-employee negotiations under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 8:30 p.m. in this room. The executive session is required to protect the Board's negotiating interests. Motion seconded by Rod Koons. Carried 6-0.

#### **Regular Session**



**F. Executive Session – Personnel**

Jared Jost moved for the Board to go into executive session at 8:32 p.m. with the Superintendent to discuss hires, pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 8:40 p.m. in this room. The executive session is required to protect the privacy rights of identifiable individuals. Motion seconded by Rod Koons. Carried 6-0.

**Regular Session**

Jared Jost moved for the Board to go into executive session at 8:40 p.m. with the Superintendent to discuss hires, pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 8:50 p.m. in this room. The executive session is required to protect the privacy rights of identifiable individuals. Motion seconded by Rod Koons. Carried 6-0.

**Regular Session**

**G. Personnel**

1. Hires

a. Dylan Felpel – District Technology Assistant

Jessey Hiebert moved to approve hiring Dylan Felpel to serve as District Technology Assistant for \$15.00 per hour for 40 hours per week effective July 5, 2022. Motion seconded by Sara Wichert. Carried 6-0.

b. Jonathan Douglas – District Bus Driver/Custodian

Jim Paulus moved to approve a rate of \$11.35 per hour for District Bus Driver/Custodian Jonathan Douglas until he obtains his commercial driver's license (CDL) at which time his rate will increase to \$13.35. Motion seconded by Scott Winter. Carried 6-0.

c. Dennis Boldt – Career and Technical Education Director

Scott Winter moved to approve the issuance of a contract to Dennis Boldt to serve as Career and Technical Education Director for \$3,750 per year. Motion seconded by Sara Wichert. Carried 6-0.

2. 2022 – 2023 Master Contract

Jessey Hiebert moved to approve the 2022 – 2023 Master Contract. Motion seconded by Scott Winter. Carried 6-0.

3. Classified Staff Wages and Defined Benefit

Jim Paulus moved to approve the following for classified staff including Marion County Parents as Teachers staff. Motion seconded by Scott Winter. Carried 6-0.

A wage increase of \$0.75 per hour for each classified employee

A wage increase of \$0.68 per hour for Connie Beavers, who is subject to a KPERs working after retirement adjustment

A health insurance contribution equivalent to a \$1,400 deductible single coverage health insurance premium through the ESSDACK Health Insurance Group

An increase in the payment for unused sick leave days lost to \$30.00 per 8 hours

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4. Administrator Salaries and Defined Benefit

Jessey Hiebert moved to approve the following for administrators. Motion seconded by Jim Paulus. Carried 6-0.

A 4.19% salary increase for Hillsboro Elementary School Principal Nathan Hiebert, Hillsboro Middle/High School Principal Tyler Weinbrenner, Hillsboro Middle/High School Assistant Principal and District Activities Director Robert Rempel, and Technology Director Brad Just

A salary of \$70,000 for District Business Manager Jerry Hinerman

A health insurance contribution equivalent to a \$1,400 deductible family coverage health insurance premium through the ESSDACK Health Insurance Group

5. 2022 – 2023 Retention Bonus Plan

Rod Koons moved to approve the 2022 – 2023 retention bonus plan. Motion seconded by Jim Paulus. Carried 6-0.

6. Families and Communities Together (FACT) Director Contract

Jim Paulus moved to approve the following for Families and Communities Together (FACT) Director Terry Bebermeyer. Motion seconded by Rod Koons. Carried 6-0.

A 3% salary increase

A health insurance contribution equivalent to a \$1,400 deductible single coverage health insurance premium through the ESSDACK Health Insurance Group

7. Hillsboro Middle/High School Online Spanish I and II Contract

Jim Paulus moved to approve the issuance of a contract to Terry Bebermeyer to serve as Hillsboro Middle/High School Online Spanish I and II Teacher for \$875.00 per semester per class plus \$17.50 per student per semester. Motion seconded by Scott Winter. Carried 6-0.

8. Supplemental Contracts

a. Dennis Boldt – Senior Class Sponsor

Rod Koons moved to approve the issuance of a supplemental contract to Dennis Boldt to serve as Hillsboro High School Senior Class Sponsor. Motion seconded by Sara Wichert. Carried 6-0.

## H. Reports

1. Superintendent's Report

a. Classified Employee Manual First Reading

2. TEEN Report

3. MCSEC Report

4. Business Manager's Report

a. Fiscal Year 2022 Cash Balances Report

b. Approval of Payment of Bills and Financial Reports

Jim Paulus moved to approve the payment of bills totaling \$426,001.81 and the following reports. Motion seconded by Scott Winter. Carried 6-0.

USD 410 Activity Account Report

USD 410 Activity Account Bank Reconciliation

**I. Adjournment**

President Jared Jost declared the meeting adjourned at 9:13 p.m.

Jerry Hinerman, Clerk

**UNIFIED SCHOOL DISTRICT NO. 410**  
**Durham-Hillsboro-Lehigh**

**MINUTES – SPECIAL BOARD MEETING**  
**USD 410 District Office Conference Room**  
**July 7, 2022 6:00 p.m.**

**Members Present:**

Jared Jost  
Tim Kaufman  
Sara Wichert

Rod Koons  
Jim Paulus

Jessey Hiebert  
Scott Winter

**Administrator:**  
Clint Corby

**Others:**

Jerry Hinerman, Clerk

Gary Sechrist

Lori Blake

**A. Meeting Called to Order**

President Jared Jost called the meeting to order at 6:12 p.m.

**B. Superintendent Goals and Expectations**

1. Kansas Association of School Boards Leadership Specialist Gary Sechrist

**C. Adjournment**

Jared Jost declared the meeting adjourned at 9:18 p.m.

Jerry Hinerman, Clerk

**TECHNOLOGY EXCELLENCE IN EDUCATION NETWORK**  
**July 21, 2022, Regular Board Meeting Minutes**  
**USD 408 Marion - Florence District Office**  
**6:00 p.m.**

**Members Present:**

**Mark Wendt, Chairperson**  
**Jessey Hiebert (via phone)**

**Eric Carlson**  
**Stacey Parks (via phone)**

**Member Absent:**

**Jan Helmer**

**Others Present:**

**Lena Kleiner, Director**

**Jerry Hinerman, Clerk**

**1. Call to Order**

Mark Wendt called the meeting to order at 6:00 p.m.

**2. Election of Officers**

The Board took no action.

Note: The Board appointed Mark Wendt as its Chairperson for 2022 and Jan Helmer as its Vice Chairperson for 2022 at its January 12, 2022, meeting.

**3. Approval of Regular and Consent Agenda**

Jessey Hiebert moved to approve the regular and consent agendas. Motion seconded by Eric Carlson. Carried 4-0.

Items on the consent agenda included the following:

- a. Motion to approve the minutes of the June 15, 2022, regular board meeting
- b. Motion to appoint Jerry Hinerman as TEEN Clerk
- c. Motion to appoint Carla Harmon as TEEN Treasurer
- d. Motion to select Vintage Bank Kansas as the bank to continue to handle the TEEN account
- e. Motion to select the Marion County Record as the official TEEN newspaper
- f. Motion to approve the following list of persons as authorized to write checks and conduct other financial functions for TEEN:

Mark Wendt, TEEN Board Chairperson  
Jan Helmer, TEEN Board Vice-Person  
Jerry Hinerman, TEEN Clerk of the Board  
Carla Harmon, TEEN Treasurer  
Pati Funk, USD 410 District Office Administrative Assistant

- g. Motion to approve Lena Kleiner and Jerry Hinerman as TEEN credit card holders with credit limits of \$10,000

## July 21, 2022, Regular Board Meeting Minutes

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- h. Motion to adopt the following resolution granting waiver of Generally Accepted Accounting Principles

**Resolution to Waive the Annual Requirement of  
Generally Accepted Accounting Principles and Fixed Asset Accounting**

WHEREAS, the Board of the Technology Excellence in Education Network, Interlocal 632, Marion and Dickinson Counties, Kansas, has determined that the financial statements and financial reports for the year ended June 30, 2023, to be prepared in conformity with the requirements of K.S.A. 75-1120a(a) are not relevant to the requirements of the cash basis and budget laws of this state and are of no significant value to the Board of the Technology Excellence in Education Network, Interlocal 632, or the members of the general public of this interlocal and

WHEREAS, there are no revenue bond ordinances or resolutions or other ordinances or resolutions of the Interlocal which require financial statements and financial reports to be prepared in conformity with K.S.A. 75-1120a(a) for the year ended June 30, 2023.

NOW, THEREFORE BE IT RESOLVED, by the Board of the Technology Excellence in Education Network, Interlocal 632, in Marion and Dickinson Counties, Kansas, in regular meeting duly assembled this 21<sup>st</sup> day of July, 2022, that the said Board waives the requirements of K.S.A. 75-1120a(a) as they apply to the Interlocal for the year ended June 30, 2023.

BE IT FURTHER RESOLVED that the Board shall cause the financial statements and financial reports of the Interlocal to be prepared on the basis of cash receipts and disbursements as adjusted to show compliance with the cash basis and budget laws of this State.

- i. Motion to approve the TEEN Board meetings to begin at 6:00 p.m. and be located at the USD 408 Marion – Florence District Office on the following dates:

July 21, 2022  
August 17, 2022  
September 21, 2022  
October 19, 2022  
November 16, 2022  
December 21, 2022  
January 18, 2023  
February 15, 2023  
March 22, 2023  
April 19, 2023  
May 17, 2023  
June 21, 2023

#### 4. **Approval of Virtual Funding Return**

Eric Carlson moved to approve the virtual funding return of \$12,500 each to USD 398 Peabody – Burns, USD 408 Marion – Florence, USD 410 Durham – Hillsboro – Lehigh, and USD 487 Herington. Motion seconded by Mark Wendt. Carried 4-0

#### 5. **Approval of Payment of Bills and Financial Reports**

Mark Wendt moved to approve the payment of bills totaling \$173,422.25 and the June 30, 2022, Income and Expense Reports. Motion seconded by Eric Carlson. Carried 4-0.

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#### 6. Business Items

- a. Audit Contract  
Stacey Parks moved to approve a \$4,500 audit contract with Summer, Spencer & Company, P.A. for the Fiscal Year 2022 TEEN financial audit. Seconded by Jessey Hiebert. Carried 4-0.

- b. Outside Teacher Contracts  
Mark Wendt moved to approve the issuance of the following TEEN online and TEEN Virtual Academy teacher work agreements. Motion seconded by Stacey Parks. Carried 4-0.

A contract for the 2022 – 2023 school year for Kim Coover to serve as an Anatomy and Physiology (Year-Long Course) and Health Care Work Experience (Year-Long Course) online teacher for \$1,000 per semester and \$20 per student per semester per course

A contract for the 2022 – 2023 school year for Ellen Haslouer to serve as a Teaching as a Career (Year-Long Course) online teacher for \$880 per semester plus \$17.50 per student per semester per course

A contract for the 2022 – 2023 school year for Elanor Klenda to serve as an Introduction to Health Care (Year-Long Course) and Introduction to Health Care (Semester Course) online teacher for \$1,000 per semester and \$20 per student per semester per course

- c. E-Rate Consulting Services Agreement  
Eric Carlson moved to approve a \$2,200 e-rate consulting services agreement with BTU Consultants, LLC for 2022 – 2023. Motion seconded by Stacey Parks. Carried 3-0.

Mark Wendt moved for the Board to go into executive session at 6:27 p.m. to discuss non-elected personnel pursuant to the non-elected personnel exception under the Kansas Open Meetings Act (KOMA) and to return to open meeting at 6:45 p.m. in this room. The executive session is required to protect the privacy rights of identifiable individuals. Motion seconded by Jessey Hiebert. Carried 4-0.

#### Regular Session

- d. Director Compensation  
Eric Carlson moved to approve a 4.19% increase in salary for TEEN Director Lena Kleiner for Fiscal Year 2023, to approve a \$1,200 retention bonus with \$600 to be paid in January 2023 and \$600 to be paid in June 2023, and to approve a monthly health insurance contribution equal to the premium of the ESSDACK Health Insurance Group \$1,400 deductible family health insurance.

#### 7. Other/Discussion

- a. TEEN By-Laws Review
- b. TEEN Virtual Academy Graduation

#### 8. Next Meeting

#### 9. Adjournment

Mark Rooker adjourned the meeting at 6:48 p.m.

Jerry Hinerman, Clerk

## USD 410 TEMPORARY EMPLOYEES

### HEALTH INSURANCE BENEFIT ELIGIBILITY POLICY & PROCEDURES

POLICY ADOPTED EFFECTIVE **OCTOBER 1, 2022**

Policy purpose: Determine when USD 410 temporary employees will be considered health insurance benefit eligible under the Affordable Care Act (ACA). Once status has been determined, the eligible employee will be offered an opportunity to enroll in the health insurance plan(s) provided through the ESSDACK consortium.

In accordance with the ACA Employer Shared Responsibility requirements, USD 410 will follow the "Look-Back Measurement Method" in determining which temporary employees will qualify as health insurance benefit eligible. This determination only applies to the offering of health insurance benefits and should not be construed as applying beyond this determination.

#### **POLICY APPLICABLE TO USD 410 TEMPORARY EMPLOYEES HIRED PRIOR TO **08/01/21**:**

If it **can be** reasonably determined that a temporary employee will meet the full-time ACA definition (expected to average a minimum of 30 hours per week or 130 hours per month), such employee will be offered health insurance benefits as follows:

- Eligible temporary employees will have the option to accept or decline participation in the health insurance plan(s) offered by USD 410 for an effective date of October 1, **2022** or according to the insurance carriers special enrollment provisions for qualifying events occurring during the **2022** plan year.
- Eligible temporary employees will receive a Temporary Employee Defined Benefit which would allow for satisfaction of the Federal Poverty Level (FPL) 'affordability' provisions of the ACA. USD 410 will contribute an amount equivalent to **90%** of the premium for a \$2,200 deductible single coverage per temporary employee that elects to participate in the ESSDACK consortium health insurance plan. The balance of premium for the health insurance option selected by the temporary employee will be deducted from the employee's paycheck.

If it **cannot be** reasonably determined that a temporary employee will meet the new full-time ACA definition (expected to average a minimum of 30 hours per week or 130 hours per month), such employee will be measured to determine if they do or do not meet the new full-time ACA definition. If, after the following measurement procedure, it is determined that the temporary employee does meet the full-time definition, such employee will be offered health insurance benefits as follows:

#### **LOOK BACK MEASUREMENT PERIODS for Existing Temporary Employees hired prior to **08/01/21**:**

MEASUREMENT PERIOD	12 Months	<b>07/19/21 – 07/17/22</b>
ADMINISTRATIVE PERIOD	60-90 Days	<b>07/18/22 – 09/30/22</b>
STABILITY PERIOD	12 Months	<b>10/01/22 – 09/30/23</b>

- Eligible temporary employees will have the option to accept or decline participation in the health insurance plan(s) offered by USD 410 for an effective date of **October 1, 2022** or according to



the insurance carriers special enrollment provisions for qualifying events occurring during the 2022 plan year.

- Eligible temporary employees will receive a Temporary Employee Defined Benefit which would allow for satisfaction of the Federal Poverty Level (FPL) 'affordability' provisions of the ACA. USD 410 will contribute an amount equivalent to 90% of the premium for a \$2,200 deductible single coverage per temporary employee that elects to participate in the ESSDACK consortium health insurance plan. The balance of premium for the health insurance option selected by the temporary employee will be deducted from the employee's paycheck.

#### **POLICY APPLICABLE TO USD 410 TEMPORARY EMPLOYEES HIRED AFTER 08/01/21:**

If it **can be** reasonably determined that a temporary employee will meet the new full-time ACA definition (expected to average a minimum of 30 hours per week or 130 hours per month), such employee will be offered health insurance benefits as follows:

- Eligible temporary employees will have the option to accept or decline participation in the health insurance plan(s) offered by USD 410 at their Initial Eligibility.
- Initial Eligibility is the first of the month following or coinciding with the date of hire or August 1, 2022, whichever date is later.
- Eligible temporary employees will receive a Temporary Employee Defined Benefit which would allow for satisfaction of the Federal Poverty Level (FPL) 'affordability' provisions of the ACA. USD 410 will contribute an amount equivalent to 90% of the premium for a \$2,200 deductible single coverage per temporary employee that elects to participate in the ESSDACK consortium health insurance plan. The balance of premium for the health insurance option selected by the temporary employee will be deducted from the employee's paycheck.

If it **cannot be** reasonably determined that a temporary employee will meet the new full-time ACA definition (expected to average a minimum of 30 hours per week or 130 hours per month), such employee will be measured to determine if they do or do not meet the new full-time ACA definition. If, after the following measurement procedure, it is determined that the temporary employee does meet the full-time definition, such employee will be offered health insurance benefits as follows:

#### **LOOK BACK INITIAL MEASUREMENT PERIODS for New Variable Hour Employees:**

INITIAL MEASUREMENT PERIOD	12 Months	Beginning with the Hire Date
INITIAL ADMINISTRATIVE PERIOD	~30 Days	Time between Completion of the Measurement Period and the start of the Stability Period
INITIAL STABILITY PERIOD	12 Months	Starting with the first day of the fourteenth (14 <sup>th</sup> ) month following Hire Date

- Eligible temporary employees will have the option to accept or decline participation in the health insurance plan(s) offered by USD 410 as of their Initial Stability Period or according to the insurance carriers special enrollment provisions for qualifying events occurring during the Initial Stability Period.

- Eligible temporary employees will receive a Temporary Employee Defined Benefit which would allow for satisfaction of the Federal Poverty Level (FPL) 'affordability' provisions of the ACA. USD 410 will contribute an amount equivalent to 90% of the premium for a \$2,200 deductible single coverage per temporary employee that elects to participate in the ESSDACK consortium health insurance plan. The balance of premium for the health insurance option selected by the temporary employee will be deducted from the employee's paycheck.

## **TRANSITIONING A NEW, TEMPORARY EMPLOYEE TO AN ON-GOING TEMPORARY EMPLOYEE**

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A new temporary employee hired after 08/01/2021 will be tracked during their applicable Initial Measurement Period. Once their tracking overlaps the Standard Measurement Periods outlined below, the employee will also be tracked during the Standard Measurement Period to determine eligibility for health benefits during the Standard Stability Period. If an employee is determined to be health insurance benefit eligible in either period, he/she must be offered coverage for the entire applicable Stability Period. When the Initial Measurement Period has closed, the temporary employee will continue to be tracked during subsequent Standard Measurement Periods to determine eligibility for subsequent Stability Periods or Plan Years.

### **LOOK BACK STANDARD MEASUREMENT PERIODS for On-Going Temporary Employees:**

STANDARD MEASUREMENT PERIOD	12 Months	07/18/22 – 07/16/23
STANDARD ADMINISTRATIVE PERIOD	60-90 Days	07/17/23 – 09/30/23
STANDARD STABILITY PERIOD	12 Months	10/01/23 – 09/30/24

*This policy is subject to change based on further understanding of the provisions outlined by the ACA and any additional guidance released on this topic. It is our intent to comply with the provisions of the Employer Shared Responsibility provisions of ACA and have drafted such policy in good faith compliance efforts.*

## AGREEMENT for CLERICAL SUPPORT

Agreement between TEEN and USD 410 to Provide Clerical Support for the TEEN.

1. **Clerk Services**--USD 410 will provide clerk services to TEEN at a rate of \$450.00 per month. In return for this payment, the USD 410 Clerk, will provide TEEN with accounts payable management, budget development, creating reports for board meeting, recording minutes of the TEEN board meetings, and assisting in other areas of business management.
2. **Treasurer Services**--USD 410 will provide treasurer services to TEEN at a rate of \$100.00 per month. The USD 410 Treasurer will serve in this capacity. Treasurer's duties will include, but not be limited to, recording cash receipts, depositing cash receipts, and reconciling the bank statement.

The agreement shall become effective when signed by both parties and shall continue until either party takes action to amend or terminate the agreement.

Signed:

For USD 410:

\_\_\_\_\_

Date\_\_\_\_\_

For TEEN:

\_\_\_\_\_

Date\_\_\_\_\_

## AGREEMENT for OFFICE SUPPORT

Agreement between TEEN and USD 410 to Provide Office Support for the TEEN.

1. **Office Support**--USD 410 will provide the TEEN director with office support that will include, but not be limited to, copying, telephone, postage, and office supplies. For this support USD 410 will receive payment from TEEN of \$50 per month.

The agreement shall become effective when signed by both parties and shall continue until either party takes action to amend or terminate the agreement.

Signed:

For USD 410

\_\_\_\_\_

Date\_\_\_\_\_

For TEEN:

\_\_\_\_\_

Date\_\_\_\_\_

## USD 410 Covid Protocols (August 2022)

### Positive Case

- ☐ Student/staff isolates at home for 5 full days from positive test result.
- ☐ If symptoms are improving and no fever for 72 hours without the use of fever reducing medication, may return to school with a well fitting mask for 5 full days.
- ☐ Activity participation can resume 10 days after a positive test, unless participants wear a well fitting mask while participating, then it can resume after 5 days.
- ☐ If there is a positive case in the household other than the student, please consider testing the student before sending the child to school.

### Testing Options

- ☐ Testing will be available on Thursday and Friday morning from 8:00-9:00 at the Hillsboro Elementary circle drive.
- ☐ At home tests will be available. They can be picked up at each school office. Please call the school office you need tests from and they will be brought to your car.
- ☐ If you take a home test please communicate with the appropriate school office.

### Other Information

- ☐ Home tests **are allowable** results for return.
- ☐ School contacts are not subject to contact tracing.
- ☐ If you think you child may have been a close contact and develops symptoms please keep your child home and test as soon as you can.

## 2021-2022 School Year Building Needs Assessment for 2022-2023 Budget Considerations

District: USD 410 Durham- Hillsboro- Lehigh

Hillsbor

O Hillsboro Elementary School

Bldg #

5812

Grades Served:

6-12

Please consider the following questions as you complete the needs assessment for your building.

### SECTION 1: Student Needs

	Notes
a. Student Headcount	306
b. Percentage of students with an active IEP	19.00%
c. Percentage of students enrolled in English Language Learner (ELL) services	2.94%
d. Percentage of students identified as At-Risk (Free lunch)?	20.00%
e. Pupil-Teacher Ratio Average	1:15
f. Pupil-Teacher Ratio Median	1:15
g. Are the needs of Foster Care Students being met? If no, what supports are needed?	Yes
h. Are there gaps in student success among race/ethnicity student subgroups?	No
i. Is there a tiered system of support to target reading growth?	Yes
j. Is there a tiered system of support to target math growth?	Yes
k. Are there local assessments to measure reading growth?	Yes
l. Are there local assessments to measure math growth?	Yes
m. Are there learning opportunities for students to focus on academic needs outside the traditional classroom setting?	Yes
n. Reviewing state assessment data, what steps are you taking for all students to maximize their scores?	Yes
o. Are there set targets/goals to move students out of proficiency Levels 1 and 2 on state assessments?	Yes

We are working to ensure all state standards are aligned to the curriculum that is being taught  
Yes. 75% of students will be at level 3 and 4 by 2030. This goal is currently being met.

### SECTION 4: Educational Capacities (pursuant to K.S.A. 72-3218)

	Notes
b. Subjects and areas of instruction necessary to meet the graduation requirements adopted by the state board of education are taught. (only if building serves Grade 12)	
c. Is every child in your school provided at least the following capacities?	Yes
1. Sufficient oral and written communication skills to enable students to function in complex and rapidly changing civilization.	Yes
2. Sufficient knowledge of economic, social, and political systems to enable students to make informed choices.	Yes
3. Sufficient understanding of governmental processes to enable the student to understand the issues that affect his or her community, state and nation.	Yes



## 2021-2022 School Year Building Needs Assessment for 2022-2023 Budget Considerations

District: USD 410 Durham- Hillsboro- Lehigh Hillsbor	Bldg #	Grades Served:
0 Hillsboro Elementary School	5812	6-12

Please consider the following questions as you complete the needs assessment for your building.	
4. Sufficient self-knowledge and knowledge of his or her mental and physical wellness.	Yes
5. Sufficient grounding in the arts to enable each student to appreciate his or her cultural and historical heritage.	Yes
6. Sufficient training or preparation for advanced training in either academic or vocational fields so as to enable each child to choose and pursue life work intelligently.	Yes
7. Sufficient levels of academic or vocational skills to enable students to compete favorably with their counterparts in surrounding states, in academics or in job market.	Yes

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## 2020-2021 State Assessments Review for 2022-2023 Budget Considerations

District: USD 410	Bldg #	Grades Served:
School: Hillsboro Elementary	5812	PreK-5

### (A) Identify the barriers that must be overcome for each student to achieve grade level proficiency on assessments.

We need to keep in mind that as our poverty rate increases we are using strategies and resources in order to meet those needs.  
Chronic Absenteeism rates need to decline.  
We must maintain and recruit high quality employees.  
We need to make sure our curriculum is aligned to our state standards  
Facilities should be kept up to date so that there is a positive learning environment.

### (B) Identify the budget actions that should be taken to address and remove those barriers.

Increase staff pay to retain and recruit highly talented individuals to work with our students.

Create a sustainable curriculum budget to ensure our resources meet the need of the current state standards.

Increase building budgets ensure educators have the most effective tools possible.

Consider after school programs with the ESSER dollars available.

Time will be dedicated to review of state standards and curriculum.

Due to an increased enrollment and an increase in Base State Aid this was possible this year. However, it is unlikely that trend will continue.

In order to continue to do this year after year It would be extremely beneficial for the federal government to fund 40% of special education costs as they are required to do per IDEA rather than the current rate of 16% as they have done.

An additional step that needs to be completed is going back to a KPERS system that will help school employees to the profession. Nation wide there are drastic teacher shortages and something needs to be done to address the issue on a legislative side to be proactive. Within 3 years 30% of the state's teachers will no longer be in the profession. We have to act now to make sure our students have the best opportunity to succeed.



## 2020-2021 State Assessments Review for 2022-2023 Budget Considerations

District: <u>USD 410</u>	Bldg #	Grades Served:
School: <u>Hillsboro Elementary</u>	5812	PreK-5

(C) Identify the amount of time the board estimates it will take for each student to achieve grade level proficiency on the state assessments if the budget actions would be implemented.

KSDE has stated the goal of achieving 75% of all students will be College and Career ready by 2030. Using that goal as a guide USD 410 plans to meet this goal on or before 2030.

## 2021-2022 School Year Building Needs Assessment for 2022-2023 Budget Considerations

District: USD 410 Durham- Hillsboro- Lehigh

Hillsbor

O Hillsboro Middle/High School

Bldg #

5814

Grades Served:

6-12

Please consider the following questions as you complete the needs assessment for your building.

### SECTION 1: Student Needs

	Notes
a. Student Headcount	306
b. Percentage of students with an active IEP	19.00%
c. Percentage of students enrolled in English Language Learner (ELL) services	2.94%
d. Percentage of students identified as At-Risk (Free lunch)?	20.00%
e. Pupil-Teacher Ratio Average	1:15
f. Pupil-Teacher Ratio Median	1:15
g. Are the needs of Foster Care Students being met? If no, what supports are needed?	Yes
h. Are there gaps in student success among race/ethnicity student subgroups?	No
i. Is there a tiered system of support to target reading growth?	Yes
j. Is there a tiered system of support to target math growth?	Yes
k. Are there local assessments to measure reading growth?	Yes
l. Are there local assessments to measure math growth?	Yes
m. Are there learning opportunities for students to focus on academic needs outside the traditional classroom setting?	Yes
n. Reviewing state assessment data, what steps are you taking for all students to maximize their scores?	Yes
o. Are there set targets/goals to move students out of proficiency Levels 1 and 2 on state assessments?	Yes
We are working to ensure all state standards are aligned to the curriculum that is being taught	
Yes. 75% of students will be at level 3 and 4 by 2030. This goal is currently being met.	

### SECTION 4: Educational Capacities (pursuant to K.S.A. 72-3218)

	Notes
b. Subjects and areas of instruction necessary to meet the graduation requirements adopted by the state board of education are taught. (only if building serves Grade 12)	Yes
c. Is every child in your school provided at least the following capacities?	Yes
1. Sufficient oral and written communication skills to enable students to function in complex and rapidly changing civilization.	Yes
2. Sufficient knowledge of economic, social, and political systems to enable students to make informed choices.	Yes
3. Sufficient understanding of governmental processes to enable the student to understand the issues that affect his or her community, state and nation.	Yes

## 2021-2022 School Year Building Needs Assessment for 2022-2023 Budget Considerations

District: USD 410 Durham- Hillsboro- Lehigh

Hillsboro

O Hillsboro Middle/High School

Grades Served:

6-12

Bldg #

5814

Please consider the following questions as you complete the needs assessment for your building.

4. Sufficient self-knowledge and knowledge of his or her mental and physical wellness.
5. Sufficient grounding in the arts to enable each student to appreciate his or her cultural and historical heritage.
6. Sufficient training or preparation for advanced training in either academic or vocational fields so as to enable each child to choose and pursue life work intelligently.
7. Sufficient levels of academic or vocational skills to enable students to compete favorably with their counterparts in surrounding states, in academics or in job market.

Yes  
Yes  
Yes  
Yes

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board



## 2020-2021 State Assessments Review for 2022-2023 Budget Considerations

District: <u>USD 410</u>	Bldg #	Grades Served:
School: <u>Hillsboro Middle High School</u>	5814	6-12

### (A) Identify the barriers that must be overcome for each student to achieve grade level proficiency on assessments.

We need to keep in mind that as our poverty rate increases we are using strategies and resources in order to meet those needs.  
Chronic Absenteeism rates need to decline.  
We must maintain and recruit high quality employees.  
We need to make sure our curriculum is aligned to our state standards.  
Facilities should be kept up to date so that there is a positive learning environment.

### (B) Identify the budget actions that should be taken to address and remove those barriers.

Increase staff pay to retain and recruit highly talented individuals to work with our students.

Create a sustainable curriculum budget to ensure our resources meet the need of the current state standards.

Increase building budgets ensure educators have the most effective tools possible.

Time will be dedicated to review of state standards and curriculum.

Consider after school programs with the ESSER dollars available.

Due to an increased enrollment and an increase in Base State Aid this was possible this year. However, it is unlikely that trend will continue.

In order to continue to do this year after year It would be extremely beneficial for the federal government to fund 40% of special education costs as they are required to do per IDEA rather than the current rate of 16% as they have done.

An additional step that needs to be completed is going back to a KPERS system that will help school employees to the profession. Nation wide there are drastic teacher shortages and something needs to be done to address the issue on a legislative side to be proactive. Within 3 years 30% of the state's teachers will no longer be in the profession. We have to act now to make sure our students have the best opportunity to succeed.

2020-2021 State Assessments Review for 2022-2023 Budget Considerations

District: USD 410	Bldg #	Grades Served:
School: Hillsboro Middle High School	5814	6-12
<p>(C) Identify the amount of time the board estimates it will take for each student to achieve grade level proficiency on the state assessments if the budget actions would be implemented.</p> <p>KSDE has stated the goal of achieving 75% of all students will be College and Career ready by 2030. Using that goal as a guide USD 410 plans to meet this goal on or before 2030.</p>		

**District: USD 410**

**2020-2021 State Assessments Review for 2022-2023 Budget Considerations**

Based upon your schools Needs Assessment and State Assessment results, please identify the following:

- (A) The barriers that must be overcome for each student to achieve grade level proficiency on assessments
- (B) The budget actions that should be taken to address and remove those barriers
- (C) The amount of time the board estimates it will take for each student to achieve grade level proficiency on the state assessments if the budget actions would be implemented.

Board President	Date

School	Grades Served	(A) Barriers Related to Student Needs	(B) Budget Actions	(C) Time for students to Achieve	Board Rationale/Comments
Hillsboro Elementary	PreK-5	Increasing Enrollment Increasing Poverty Rates Increased costs ELA-17% of students at level 1 and 2 Math- 19% of students at Level 1 and 2	Added Kindergarten Teacher Increased admin budget line to allow flexibility in high need areas. More dollars budgeted to cover costs Title Services will be provided to more	75% of students achieve level 3 & 4 on state assessments by 2030.	Addressing students needs in the budget is something we consider each year.
Hillsboro Middle High School	6-12	Increasing Enrollment Increasing Poverty Rates Increased Costs ELA 30% at Levels 1 and 2 Math- 28% at levels 1 and 2	Increased admin budget line to allow flexibility in high need areas. More dollars budgeted to cover costs Title services will be provided to more students.	75% of students achieve level 3 & 4 on state assessments by 2030.	Addressing students needs in the budget is something we consider each year.





# USD 410

## Durham-Hillsboro-Lehigh

### 2022 - 2023

BOE Approved 02/14/22; Revised

	Class in Session
	Prof. Learning and / or Work Day (No Classes)
	New Teacher Orientation
	School not in Session

July 2022						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 2022						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

10 Days

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

21 Days

October 2022						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

19 Days

November 2022						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

19 Days

December 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

12 Days

August	
12	New Teacher Orientation
15 - 17	Professional Learning Days (No Classes)
18	1st Day of Classes

September	
5	Labor Day (No School)
28	Early Release Day (1:30 PM Release)

October	
14	End of First Quarter
17	Professional Learning / Work Day (No Classes)
28	No School

November	
16	Early Release Day (1:30 PM Release)
23-25	Thanksgiving Break (No School)

December	
16	End of First Semester
19-30	Christmas Break (No School)

January	
2	Christmas Break (No School)
3	Professional Learning / Work Day (No Classes)
4	1st Day of Second Semester
16	Professional Learning Day (No Classes)

February	
15	Early Release Day (1:30 PM Release)
24	No School

March	
2	End of Third Quarter
3	Professional Learning / Work Day (No Classes)
13-17	Spring Break (No School)

April	
7	Good Friday (No School)
10	No School

May	
12	Senior's Last Day
20	Graduation
18	End of Second Semester
19	Professional Learning Day (No Classes)

1st Quarter	41	days	
2nd Quarter	40	days	
Semester			81 days
3rd Quarter	40	days	
4th Quarter	47	days	
Semester			87 days

Certified Teacher Contract	D	Days	Hours
Student Contact Days	168		(1,156.25)
Prof Learning / Work Days	8		(25.75)
Trade-Off Days	2		(0.50)
TOTAL	178		(1,182.50)

January 2023						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

19 Days

February 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

19 Days

March 2023						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

17 Days

April 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

18 Days

May 2023						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

14 Days

June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## Unified School District No. 410 Retention Bonus Plan 2022 – 2023 School Year

Unified School District No. 410 will pay a retention bonus totaling up to \$1,200 in two payments to all employees working 630 hours or more during the 2022 – 2023 school year who are eligible for Unified School District No. 410 benefits.

The first retention bonus payment of up to \$600 will be distributed in the regular payroll on January 3, 2022. To be eligible for the full \$600 distributed on January 3, 2022, an employee must have been regularly scheduled to work and working during all or a part of August, September, October, November, and December. Employees who do not work in all or part of one or more of these months will receive a prorated retention bonus based on the number of months worked so long as they are still employed by Unified School District No. 410 on December 31, 2022, or have completed their contracted or scheduled work for December 2022. Individuals not employed by Unified School District No. 410 on December 31, 2022, will not receive the first retention bonus payment if they have not completed their contracted or scheduled work for December 2022.

The second retention bonus payment of up to \$600 will be distributed in the regular payroll on June 2, 2023. To be eligible for the full \$600 distributed on June 3, 2023, an employee must have been regularly scheduled to work and working during all or a part of January, February, March, April, and May. Employees who do not work in all or part of one or more of these months will receive a prorated retention bonus based on the number of months worked so long as they are still employed by Unified School District No. 410 on May 31, 2023, or have completed their contracted or scheduled work for May 2023. Individuals not employed by Unified School District No. 410 on May 31, 2023, will not receive the second retention bonus payment if they have not completed their contracted or scheduled work for December 2023.

The Families and Communities Together (FACT) Executive Director and the Technology Excellence in Education (TEEN) Director will only receive these retention bonus payments if the payments are approved by the FACT Board and TEEN Board respectively and funded by FACT and TEEN respectively.

This retention bonus is for the 2022 – 2023 school year only and will not continue past the 2022 – 2023 school year without further action by the Unified School District No. 410 Board of Education.