

## Regular Board of Education Meeting

Monday, July 22, 2024 6:00 PM

Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846

### A. PLEDGE

### B. SILENT REFLECTION

### C. MEETINGS OF NOTE

1. Back to School Convocation, 8:00 AM, August 9, 2024, Garden City High School Gymnasium, four or more board members may be in attendance.

### D. APPROVAL OF AGENDA

1. Additional classified personnel actions for consideration, Item F.3.
2. Remove new policy IIBF-R Acceptable Use Policy - Policy on the Use of Artificial Intelligence (AI) from F.4.a on the consent agenda and move to I.3., New Business, for discussion.

### E. DELEGATIONS, Q & A, PUBLIC COMMENTS, RECOGNITIONS, COMMITTEE REPORTS

1. Recognition of outgoing President John Wiese and outgoing Vice President Jackie Gigot

### F. CONSENT AGENDA

1. Minutes
  - a. Minutes of the July 8, 2024, Regular Board of Education Meeting
  - b. Minutes of the July 17, 2024, Regular Board of Education Meeting.
2. Accounts Payable totaling \$7,409,608.79 noting that all major accounts contain adequate balances to meet current obligations.
3. Personnel
  - a. Certified
  - b. Classified
  4. Other
    - a. Consider adoption of a Resolution Rescinding Policy Actions found in the minutes of this Board of Education prior to June 30, 2024, and adoption of the Board Policy Manual as presented and recommended by the Superintendent of Schools to govern USD 457 during the 2024-25 school year, subject to periodic review, amendment, and revisions by the Board of Education.
    - b. The Board of Education is asked to consider and approve the 2025-26 School Calendar.
    - c. The Board of Education is asked to consider and approve the Crossing Guard Agreement between the City of Garden City, Kansas and the Board of Education, Unified School District No. 457, Garden City Public Schools.

### G. BOARD REPORTS

1. Science of Reading Presentation

### H. UNFINISHED BUSINESS

1. The Board of Education is asked to discuss options for the district's Property & Casualty Insurance.

### I. NEW BUSINESS

1. The Board of Education is asked to consider and approve the renewal of Power School Perform for the dates of October 29, 2024 to October 28, 2025, Personnel, in the amount of \$21,354.06
2. Building Needs Assessment Aggregate Data
3. Discussion of new policy IIBF-R, Acceptable Use Policy - Policy on the Use of Artificial Intelligence (AI).

### J. BOARD OPEN DISCUSSION

- Dr. Mike Dominguez
- John Wiese
- Andy Fahrmeier
- Robin Bergkamp
- Mark Hinde
- Nathan Haeck
- Randy Ralston

K. **NEXT BOARD MEETING**

L. **EXECUTIVE SESSION** - After the completion of all other business, the Board of Education will adjourn to executive session for the following reason:

1. Personnel matters for non-elected personnel.

M. **ACCOUNTS PAYABLE REVIEW** - Nathan Haeck and Robin Bergkamp

N. **ADJOURNMENT**



# **\*DRAFT\* MINUTES \*DRAFT\***

## **Regular Board of Education Meeting Garden City Public Schools USD 457**

**Monday, July 8, 2024 - 6:00 PM**

Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City,  
KS 67846

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The Board of Education of Garden City USD 457 met for a Regular meeting on Monday, July 8, 2024, at 6:00 P.M. in the Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846.

Board members present were Andy Fahrmeier; Jackie Gigot; John Wiese; Mark Hinde; Nathan Haeck via Zoom; Randy Ralston; Robin Bergkamp. Joining board members at the conference table was Superintendent, Dr. Mike Dominguez. Also in attendance were Dr. Maria Gomez-Rocque, Deputy Superintendent; Josh Guymon via Zoom, Assistant Superintendent; Jessica Nothern.

John Wiese called the meeting to order at 6:03 P.M. The meeting opened with the Pledge of Allegiance.

A. **PLEDGE** – Everyone stood for the Pledge of Allegiance.

B. **SILENT REFLECTION** – Thirty seconds of silent reflection was observed.

C. **MEETINGS OF NOTE**

C.1. Boundary Study Subcommittee - July 10th, 1:30–3:30 pm in Conference Room A at the Educational Support Center.

D. **APPROVAL OF AGENDA with the following amendments:**

That the Board of Education approve the meeting agenda with the following amendments: This motion, made by Jackie Gigot and seconded by Nathan Haeck, Carried.

D.1. Additional certified and classified personnel actions for consideration, Item F.2

D.2. Remove Item F.4.d, Adopt the Resolution Rescinding Policy Actions found in the minutes of this Board of Education prior to June 30, 2024, and adopt the Board Policy Manual as presented and recommended by the Superintendent of Schools to govern USD 457 during the 2024-25 school year, subject to periodic review, amendment, and revisions by the Board of Education.

Randy Ralston arrived to the meeting at 6:06 P.M.

Bergkamp: Yea

Fahrmeier: Yea

Gigot: Yea

Haeck: Yea

Hinde: Yea

Ralston: Nay

Wiese: Yea

Yea: 6, Nay: 1

Randy Ralston abstained from voting on.

**E. DELEGATIONS, Q & A, PUBLIC COMMENTS, RECOGNITIONS, COMMITTEE REPORTS**

**E.1. Election of Board of Education President and Vice President**

**E.1.a. President**

President John Wiese declared that nominations for the office of President of the Board of Education were in order.

I would like to nominate Randy Ralston for President of the Board of Education. This motion, made by Jackie Gigot and seconded by Andy Fahrmeier, Carried.

Nominations ceased and the following vote took place.

Bergkamp: Yea

Fahrmeier: Yea

Gigot: Yea

Haeck: Nay

Hinde: Yea

Ralston: Yea

Wiese: Yea

Yea: 6, Nay: 1

Nathan Haeck abstained from voting.

**E.1.b.Vice President**

President-elect Randy Ralston declared that nominations for the office of Vice President of the Board of Education were in order.

I would like to nominate Andy Fahrmeier for Vice President. This motion, made by Jackie Gigot and seconded by John Wiese, Carried.

Nominations ceased and the following vote took place.

Bergkamp: Yea

Fahrmeier: Yea

Gigot: Yea

Haeck: Yea

Hinde: Yea

Ralston: Yea

Wiese: Yea

Yea: 7, Nay: 0

**F.CONSENT AGENDA – All consent agenda items were approved as amended.**

That the Board of Education approve all consent agenda items with the following amendment: Remove the following item from the Certified Personnel Actions Addendum: Supplemental Contract Bilingual, Level 2– Dr. Maria Gomez-Rocque. This motion, made by John Wiese and seconded by Nathan Haeck, Carried.

Bergkamp: Yea

Fahrmeier: Yea

Gigot: Yea

Haeck: Yea

Hinde: Yea

Ralston: Yea

Wiese: Yea

Yea: 7, Nay: 0

#### **F.1. Minutes**

F.1.a.Minutes of the June 20, 2024, Regular Board of Education Meeting

#### **F.2. Personnel**

##### **F.2.a.Certified**

**Resignation:** Michelle Manzano

**Appointment:** Alyssa Windle

##### **Transfers:**

- Natalie Konrade – from second grade position at Jennie Wilson Elementary School to instructional coach position at Jennie Wilson Elementary School.
- Amber Vigil – from fourth grade position at Plymell Elementary School to second grade position at Plymell Elementary School.

##### **TUITION REIMBURSEMENT AGREEMENT:**

Catherine Fick – Master's Degree

##### **POSITION CHANGES:**

Dr. Gomez-Rocque, deputy superintendent, is requesting approval for the revision of four job descriptions for the following positions:

- Director of Curriculum and Instruction
- Coordinator of Curriculum and Instruction
- Coordinator of Supplemental Programs
- Instructional Coach

##### **POSITION REQUESTS:**

Drew Thon, chief human resources officer, is requesting the following position changes for the 2024-25 academic year:

- Close 1.0 adaptive/interrelated position at Bernadine Sitts Intermediate Center.
- Close 9.0 interventionist positions that are currently vacant.

##### **F.2.b.Classified**

**Retirements:** Eduardo Lomelin

**Assignments:** Brandon Anderson, Elena G. Ramirez Carillo, Emmanuel Carrillo, Consuelo Barbosa Martinez, Marisa Ruvalcaba

##### **Transfers:**

- Ashley Baker from Paraprofessional II: Abe Hubert Elementary School to Paraprofessional II: Kenneth Henderson Middle School
- Maria Paula Miranda Gomez to Night Custodian: Custodian I Garden City High School
- Poe Hla Hla from Paraprofessional I: Jennie Barker Elementary School to Special Education Paraprofessional I: Jennie Barker Elementary School

- Antonia I. Hernandez Lopez from Sub-Custodian Plant Facilities to Night Custodian: Custodian I Garden City High School
- Denyse D. Martinez from Special Education Paraprofessional: Garfield Early Childhood Center to Library Para I: Charles O. Stones Intermediate Center
- Kailee McDowell from Library Paraprofessional I: Gertrude Walker Elementary School to Special Education Paraprofessional I: Gertrude Walker Elementary School
- Samantha Perez- Mairena from Special Education Paraprofessional II: Victor Ornelas Elementary School to Special Education Paraprofessional II: Garfield Early Childhood Center
- Essalena Powell from Special Education Paraprofessional II: Charles O. Stones Intermediate Center to Office Assistant II: Kenneth Henderson Middle School
- Angela Andrea Villanueva Luna from Special Education Paraprofessional II: Garfield Early Childhood Center to Special Education Paraprofessional I: Garfield Early Childhood Center

**OTHER:**

Drew Thon, Chief Office of Human Resources, is requesting the Office Assistant II position at Garden City Achieve be moved from a full-time position to a part time position (35 hours a week). This request is on behalf of Lucas Sullivan, Principal at Garden City Achieve.

Gina Galpin, Director of Special Education, is requesting the following position changes for the 2024-2025 academic school year.

- Change the Paraprofessional position at the private schools, held by Hasel Mata to a 0.5 Title I and 0.5 Special Education for the 2024- 2025 academic school year.
- Move a Special Education Paraprofessional II position, formerly held by Maria Cruz, from Bernadine Sitts Intermediate Center to Kenneth Henderson Middle School for the 2024-2025 academic school year. This Paraprofessional position will be added to the Life Skills program at Kenneth Henderson Middle School.
- Move the Certified Special Education position for the 18–21-year-old program, formerly held by Loyal Lappin from Garden City High School to Kenneth Henderson Middle School as a Special Education Resource/CWC position for the 2024-2025 academic school year.
- Move the Gifted Paraprofessional position at Garden City High School held by Joy Schoor to Jennie Wilson Elementary School, as a Paraprofessional I for the 2024-2025 academic school year. This position will be a CWC/Resource position and no longer a Gifted Program position.
- Add a 1:1 Paraprofessional II at Abe Hubert Elementary School for a student who recently obtained a 504 Plan due to medical conditions requiring adult support. Add a Part-Time 1:1 Paraprofessional II for a student attending Victor Orneleas Elementary School due to medical needs. A parent will apply and fill the position. This student will attend school 1 day per week for 180 minutes to start the year. This Paraprofessional will work 3 hours a week.
- Add a Part-Time 1:1 Paraprofessional II for student attending Garfield Early Childhood Center due to medical needs. A parent will apply and fill the position. The student will attend school 2 day a week for 60 minutes to start the year. This Paraprofessional will work 2 hours a week.

Tracy Johnson, Nutrition Service Director, is requesting that all 6.0-hour Nutrition Service Staff be placed under the Educational Support Center or under Nutrition Services, so the district can utilize them as needed, which would be for the following reasons:

1. When someone resigns and a suitable replacement is not available, we have to fill it with an existing employee. Even if a suitable replacement is found, it takes at least two weeks to get them hired and working. If someone actually transfers into that position, the hiring process is further delayed.
2. Depending on the time of year, we are forced to move Nutrition Assistants around to fill voids due to illness, injury and conflicts within the eighteen kitchens in the district.
3. We are always looking to try new things and start new programs that may require moving staff around.

Drew Thon, Chief Human Resources Director, is requesting the following position changes for the 2024-2025 academic year:

Please close the following classified positions:

- 2 para positions at Abe Hubert Elementary School
- 1 para position at Gertrude Walker Elementary School

Please open the following classified positions:

- 1 para position at Buffalo Jones Elementary School
- 2 para positions at Florence Wilson Elementary School
- 0.5 para position at Jennie Wilson Elementary School
- 0.5 para position at Plymell Elementary School
- 1 ISS para at Horace Good Middle School (0.5 SPED/0.5 At-Risk)
- 1 ISS Para at Charles O. Stones Intermediate School (0.5 SPED/0.5 At-Risk)
- 1 ISS Para at Bernadine Sitts Intermediate School (0.5 SPED/0.5 At-Risk)

Please change the following classified para positions:

- 1 ISS para at Garden City High School to 0.5 SPED/0.5 At-Risk
- 1 ISS para at Kenneth Henderson Middle School to 0.5 SPED/0.5 At-Risk

Jessica Nothorn, Chief Financial Officer, is requesting rate changes for Substitutes for the Classified Manual.

- Sub Rates for FY 25:
  - o Emergency/Standard License           \$140/Day
  - o Full Certified License                 \$150/Day

Extra Incentive Pay will be paid in December and June

- After 60 full days \$300
- After 120 full days \$400

### **F.3. Other**

F.3.a. Board of Education Standards

F.3.b. Revised Board Policy CCA, District Organizational Chart

F.3.c. Approval of the following handbooks:

- Classified Handbook
- Administration Handbook

F.3.d. Approved the Kansas State Department of Education Child Nutrition and Wellness 2025 Program Agreement

F.3.e. Approved the disposal of the following technology items no longer in use in the district:

- 46 Device Charging Carts
- 4 Hot Boxes
- 48 Cricket phones
- 110 3rd gen Apple TVs
- 9 iPod Nanos

- 144 M700 Desktops
- 72 M710 Desktops
- 172 L560 Laptops
- 69 L540 Laptops
- 88 Yoga 11e Laptops
- Cisco Catalyst 6509 Switch

**F.4. ANNUAL REORGANIZATION - recommended the following actions be taken:**

F.4.a. Appointment of Board Clerk, Deputy Board Clerk, Treasurer and Attorney - appointed the following individuals:

- Board Clerk: Jennifer Ramos
- Deputy Board Clerk: Ana Tena-Avalos
- Treasurer: Trudy Bogle
- Attorney: Jennifer Cunningham - Doering, Grisell and Cunningham

F.4.b. Adopted a Resolution to Establish Board of Education Regular Meeting Dates

F.4.c. Designation of the official newspaper and depositories - that The Garden City Telegram be named the official newspaper for USD 457 for the 2024-25 fiscal year; and that Commerce Bank and Equity Bank be named official depositories; and that banks and savings and loan associations with home offices in Kansas and branch offices in Garden City be named as additional investment institutions for the 2024-25 fiscal year.

F.4.d. Adopted the Resolution Waiving the Requirements of Accounting and Auditing on the basis of generally accepted accounting principles and fixed asset accounting for fiscal year 2024-25.

F.4.e. Appointed the following program coordinators:

- Title I Coordinator – Dr. Maria Gomez-Rocque
- Title VI and Title VII Coordinator – Drew Thon
- Title VIB Coordinator – Gina Galpin
- Title IX Coordinator – Drew Thon
- Section 504 Coordinator – Gina Galpin
- ADA Coordinator – Drew Thon
- Homeless Coordinator – Monica Diaz
- Foster Care Contact – Josh Guymon

F.4.f. Appointed Representatives for the Nutrition Services Program and KPERS – appoint Tracy Johnson as representative for the School Lunch Program and Jessica Nothorn as representative for the Kansas Public Employees Retirement System for the fiscal year 2024-25.

F.4.g. Appointed District Attendance Officers – appoint the three Youth (Truant) Officers and the Principals, Associate Principals and Admin Interns of each elementary, intermediate and secondary schools as Attendance Officers for USD 457 for the 2024-25 school year.

F.4.h. Appointed Hearing Officer for Free and Reduced Price Meal Application Appeals – appoint Jessica Nothorn as hearing officer for free and reduced price meal application appeals.

F.4.i. Appointed Freedom of Information Officer and records custodians as per Board Policy CN – Public Records – appoint Roy Cessna, Public Information Coordinator, as the Freedom of Information Officer. The clerk is designated as the official custodian of all board records maintained by the district. The superintendent is designated as the official custodian of all district office records maintained by the district. Each building principal and/or program director is

designated as official custodian of all records established and maintained at the building level or other appropriate site.

F.4.j. Adopted a Resolution to Establish Petty Cash Accounts and Limits

F.4.k. Adopted a Resolution to Establish a Student Activities Fund

F.4.l. Adopted a Resolution for a 1,116-hour school term.

F.4.m. Adopted a Manager of Gate Receipts - appoint Matthew Bayer, District Athletic/Activity Director as manager of gate receipts.

F.4.n. Appointed hearing officers/committee members to hear extended term suspension/expulsion due process hearings - appoint the following administrators as hearing officers/committee members for the 2024-25 school year:

|                        |                     |
|------------------------|---------------------|
| Andrea Baker           | Tracy Leiker        |
| Matthew Bayer          | Whitney Linenberger |
| Shane Burns            | Benjamin Luna       |
| Adriana Caro           | Ryan Meng           |
| David DeLoach          | Kathleen Moorman    |
| Dr. Mike Dominguez     | Karen Murrell       |
| Dr. Virginia Duncan    | Steve Nordby        |
| Gina Galpin            | Brandy Ochs         |
| Melanie Garrison       | Jill Reagle         |
| Suzette Goldsby-Lewis  | Melissa Riggle      |
| Dr. Maria Gomez-Rocque | Brad Springston     |
| Josh Guymon            | Heather Stegman     |
| Bradley Hill           | Jarrold Stoppel     |
| Matthew Horney         | Lucas Sullivan      |
| Julie Koerperich       | Drew Thon           |
| Bryan Kott             | Macy Younger        |
| Andrew Lee             |                     |

F.4.o. Appointed Hearing Appeal Officers – appoint all Board of Education members as potential hearing appeal officers and grant authority to the Board President to appoint appeal panels, as needed.

F.4.p. Recognized the collective bargaining unit for the 2025-26 school year – recognize the Garden City Education Association as the collective bargaining unit for the 2025-26 school year.

F.4.q. Adopted a Resolution to Establish Home Rule.

F.4.r. Adopted a Resolution to provide early payment of district bills.

## **G. NEW BUSINESS**

**G.1. Ratification of the Negotiated Agreement** Josh Guymon, Assistant Superintendent  
Reviewed changes to the Negotiated Agreement.

Board members' questions were answered. The following action took place.

Motion: Mr. President, I move we ratify the 2024-2025 Negotiated Agreement that includes the approved 2024-2025 school calendar. This motion, made by Jackie Gigot and seconded by John Wiese, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

**G.2.The Board of Education is asked to consider and approve a proposal from Samsara, Inc. for the purchase of dual-facing cameras for Transportation, in the amount of \$44,570.60.** Shane Burns, Director of Transportation presented the following information: Samsara is a company that provides dual facing cameras, connectors, and GPS for our Transportation fleet. This proposal would put dual facing cameras on 39 buses, 8 vans, and 5 Suburban's. Samsara will also provide training and safety videos for district staff to utilize.

Board members' questions were answered. The following action took place.

That the Board of Education approve the proposal from Samsara, Inc. for the purchase of dual-facing cameras for Transportation as presented. This motion, made by John Wiese and seconded by Mark Hinde, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

**H. The Board of Education is asked to consider and approve the purchase of Cisco Webex Cloud Calling telephone service, Logicalis, in the amount of \$536,906.95.** Roxie Schafer, Director of Technology presented the following information: In 2015, Garden City Public Schools updated the current phone system. That phone system is end of life and end of support. Therefore, the district needs to upgrade the system. Over the last several months, the district, in partnership with Logicalis, looked at purchasing new servers for on premise as well as moving the system to the cloud. After considering the features and price of both options, moving phone services to the cloud is recommended.

Board members' questions were answered. The following action took place.

That the Board of Education approve the purchase of Cisco Webex Cloud Calling telephone service in the amount of \$536,906.95, as presented. This motion, made by Nathan Haeck and seconded by Jackie Gigot, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

The board members took a 5-minute break at 7:39 P.M. The board meeting resumed at 7:44 P.M.

**H.1.The Board of Education is asked to consider and approve the purchase of the back end server for the SWC mass communication project, Lenovo, in the amount of \$22,593.00.** Roxie Schafer, Director of Technology presented the following information: At the March 4th Board meeting, the Board approved the Safety and Security Plan. That plan included the purchase and implementation of SWC's mass communication product. The district is required to provide a server for the software that will assist in running the communication system. As the district moves forward with this project and installs SWC's product in additional schools, this server will be able to support those installations as well.

Board members' questions were answered. The following action took place.

That the Board of Education approve the purchase of the back end server for the SWC mass communication project as presented. This motion, made by John Wiese and seconded by Andy Fahrmeier, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

**H.2.The Board of Education is asked to consider and approve a quote for Capturing Kids' Hearts, in the amount of \$26,650.00.** Dr. Maria Gomez-Rocque, Deputy Superintendent presented the following information: The Capturing Kids' Hearts resource has been used by Buffalo Jones Elementary, Jenny Wilson Elementary, and Bernadine Sitts Intermediate Center for Social-Emotional Learning. This resource has been used since the 2022-23 school year.

Board members' questions were answered. The following action took place.

That the Board of Education approve the purchase of Capturing Kids' Hearts as presented. This motion, made by Andy Fahrmeier and seconded by John Wiese, Carried.

Bergkamp: Yea  
Fahrmeier: Yea

Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

**H.3.The Board of Education is asked to consider and approve the renewal of Workers Compensation Insurance for FY25, RAS, in the amount of \$307,939.00** Jessica Nothern, Chief Financial Officer

Board members' questions were answered. The following action took place.

That the Board of Education approve the renewal of Workers Compensation Insurance for FY25, RAS, in the amount of \$307,939.00 as presented. This motion, made by John Wiese and seconded by Nathan Haeck, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

**H.4.Property and Casualty Insurance Discussion** Jessica Nothern, Chief Financial Officer presented the following information: Proposed changes from EMC Insurance and an option by Iron Insurance through the State pool called KICS. The district is paid through 12/31/204 and will need to decide how they want to proceed past that date.

Board members' questions were answered. The Board requested to hear from Iron Insurance at the next regular Board of Education meeting.

**H.5.The Board of Education is asked to consider and approve the *intent* to exceed the Revenue Neutral Rate (RNR) for FY25.** Jessica Nothern, Chief Financial Officer presented the following information: The district has to notify the County Clerk of the tax rate proposed for the new fiscal year, if planning to exceed the RNR.

Board members' questions were answered. The following action took place.

That the Board of Education authorize Jessica Nothern, CFO, to notify the Finney County Clerk of intent to exceed the revenue neutral rate for FY25. This motion, made by John Wiese and seconded by Mark Hinde, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea

Hinde: Yea  
Ralston: Yea  
Wiese: Yea  
Yea: 7, Nay: 0

## I. BOARD OPEN DISCUSSION

**Mark Hinde** stated that the insurance discussion was interesting. He stated that he misses the school presentations and the kids coming in. He also stated that he hopes the community is understanding of the RNR tax issue and the need for flexibility.

**Robin Bergkamp** stated that like every meeting she is amazed at the complexity of running a school district. She also stated that along with the MIL levy is a delicate dance of trying to keep the teachers happy and getting them to a level that is pleasing to them and also keeping taxpayers happy. She stated that unfortunately we don't sell products and the money has to come from taxpayers. She stated that the board will do their best to keep the tax rate as low as possible while still improving the pay and benefits that they are giving to the teachers.

**John Wiese** stated that he wanted to thank everyone that put a lot of time into the Negotiated Agreement. He also stated that there was also a lot of first of the new fiscal year business on the agenda tonight and thanked everyone for their work in preparing it. He also congratulated Randy Ralston and Andy Fahrmeier in their new roles as President and Vice President of the Board of Education.

**Jackie Gigot** stated that she wanted to thank everyone for putting together the information that was presented to the Board tonight.

**Andy Fahrmeier** stated that he wanted to thank John Wiese and Jackie Gigot for the leadership that they have given the board over the last year and that he appreciates all the additional time and energy that was spent in holding those two positions.

**Nathan Hack** stated that he appreciated being able to Zoom into the meeting and being able to spend time with family. He thanked all of Leadership for their work on the contract negotiations and the hours put into that. He also stated that he appreciated John Wiese and Jackie Gigot for their leadership and leading them into the next things that are going on.

**Dr. Dominguez** stated that there are a lot of great things going on and getting ready for the next year. He also thanked John Wiese and Jackie Gigot for their leadership on the board and congratulated Randy Ralston and Andy Fahrmeier as they move into their new roles.

**Randy Ralston** stated that he wanted to thank everyone and that he is honored and humbled to serve as President. He thanked John Weise and Jackie Gigot for their time serving as President and Vice President. He also stated that he is positive that they are moving in the right direction with negotiations.

**NEXT BOARD MEETING** *The next meeting of the Board of Education will be a Board Retreat, taking place on July 17, 2024, at 5:00 P.M. in the Board Meeting Room at the Educational Support Center, 1205 Fleming St., Garden City, Kansas.*

## J. ADJOURNMENT

That the Board of Education meeting be adjourned at 8:15 P.M. This motion, made by Jackie Gigot and seconded by Robin Bergkamp, Carried.

Bergkamp: Yea  
Fahrmeier: Yea  
Gigot: Yea  
Haeck: Yea  
Hinde: Yea  
Ralston: Yea

Wiese:        Yea  
Yea: 7, Nay: 0

Respectfully submitted,

Approved:

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Jennifer Ramos, Clerk

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Randy Ralston, President



## **\*DRAFT MINUTES DRAFT\***

# **Regular Board of Education Meeting Garden City Public Schools USD 457**

**Wednesday, July 17, 2024 - 5:00 PM**

Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846

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The Board of Education of Garden City USD 457 met for a Regular meeting on Wednesday, July 17, 2024, at 5:00 PM in the Board Meeting Room, Educational Support Center, 1205 Fleming Street, Garden City, KS 67846.

Board members present were Andy Fahrmeier; Jackie Gigot; John Wiese; Mark Hinde; Nathan Haeck; Randy Ralston; Robin Bergkamp. Joining board members at the conference table was Superintendent, Dr. Mike Dominguez. Also in attendance were Josh Guymon, Assistant Superintendent; Jessica Nothorn, Chief Financial Officer; and Drew Thon, Chief Human Resources Officer.

President Randy Ralston called the meeting to order at 5:07 PM. The meeting opened with the Pledge of Allegiance.

**A.PLEDGE** – Everyone stood for the Pledge of Allegiance.

**B.SILENT REFLECTION** – Thirty seconds of silent reflection was observed.

### **C.APPROVAL OF AGENDA**

That the Board of Education approve the meeting agenda as presented. This motion, made by Nathan Haeck and seconded by John Wiese, Carried.

Bergkamp: Yea

Fahrmeier: Yea

Gigot: Yea

Haeck: Yea

Hinde: Yea

Ralston: Yea

Wiese: Yea

Yea: 7, Nay: 0

### **D.DINNER**

### **E.BOARD RETREAT - Boundary Study Discussion and Review**

The Boundary Study Subcommittee has met four times over the summer, they shared summaries of each subcommittee meeting and talked about next steps in the process.

Robin Bergkamp left the meeting room at 6:13 PM and returned at 6:15 PM.

**F.NEXT BOARD MEETING** - *The next meeting of the Board of Education will take place on July 22, 2024, at 6:00 P.M. in the Board Meeting Room at the Educational Support Center, 1205 Fleming St., Garden City, Kansas.*

**G.ADJOURNMENT**

That the Board of Education meeting be adjourned at 6:59 PM. This motion, made by Mark Hinde and seconded by Robin Bergkamp, Carried.

Bergkamp: Yea

Fahrmeier: Yea

Gigot: Yea

Haeck: Yea

Hinde: Yea

Ralston: Yea

Wiese: Yea

Yea: 7, Nay: 0

Respectfully submitted,

Approved:

---

Jennifer Ramos, Clerk

---

Randy Ralston, President

BOARD OF EDUCATION  
**Certified Personnel Actions**  
July 22, 2024

**TUITION REIMBURSEMENT AGREEMENT:**

Ryan Partin – Master's Degree

BOARD OF EDUCATION  
**Classified Personnel Actions**

July 22<sup>nd</sup>, 2024

| <b>RESIGNATIONS</b>         | <b>POSITION</b>                              | <b>BUILDING</b>                    | <b>DATE</b> |
|-----------------------------|----------------------------------------------|------------------------------------|-------------|
| Ashley Baker                | Special Education<br>Paraprofessional II 1:1 | Kenneth Henderson<br>Middle School | 7/11/24     |
| Refugio A. Chairez<br>Lopez | Grounds Keeper:<br>Grounds I                 | Plant Facilities                   | 7/10/24     |

| <b>TRANSFERS</b>    | <b>FROM</b>                                      | <b>TO</b>                                           | <b>DATE</b> |
|---------------------|--------------------------------------------------|-----------------------------------------------------|-------------|
| Yecenia Tena-Meza   | Small Fleet Driver:<br>Transportation            | Sub Bus Driver:<br>Transportation                   | 7/3/24      |
| Alicia Saldana Rojo | Nutrition I: Garden City<br>High School          | Nutrition II: Jennie<br>Barker Elementary<br>School | 8/15/24     |
| Yadhira Ruiz        | Nutrition II: Jennie Barker<br>Elementary School | Nutrition I: Garden City<br>High School             | 8/1/24      |
| Veronica Veloz      | Small Fleet Driver:<br>Transportation            | Sub Bus Driver:<br>Transportation                   | 5/2/24      |

BOARD OF EDUCATION  
**Classified Personnel Actions Addendum**

July 22<sup>nd</sup>, 2024

| <b>RETIREMENTS</b> | <b>POSITION</b> | <b>BUILDING</b> | <b>DATE</b> |
|--------------------|-----------------|-----------------|-------------|
| Jimmy J. Rohrbough | Bus Driver      | Transportation  | 7/16/24     |

| <b>RESIGNATIONS</b> | <b>POSITION</b>                          | <b>BUILDING</b>                     | <b>DATE</b> |
|---------------------|------------------------------------------|-------------------------------------|-------------|
| Emily Lupita Romero | Special Education<br>Paraprofessional II | Victor Ornelas<br>Elementary School | 7/8/24      |

| <b>ASSIGNMENTS</b>            | <b>POSITION</b>       | <b>BUILDING</b>              | <b>DATE</b> |
|-------------------------------|-----------------------|------------------------------|-------------|
| Martin Miranda<br>Gomez       | Sub Custodian         | Plant Facilities             | 7/11/24     |
| Ana Karen<br>Hernandez Romero | Sub Custodian         | Plant Facilities             | 7/15/24     |
| Salvador Monroy               | Sub Custodian         | Plant Facilities             | 7/3/24      |
| Abigail Smith                 | Sub Custodian         | Plant Facilities             | 7/15/24     |
| Rhian Taylor                  | Nutrition Assistant I | Horace Good Middle<br>School | 8/5/24      |

**OTHER:**

LeeAnn Thon, Human Resources Coordinator, would like to approve a correction to the 24-25 Classified Handbook. The “Life Happens” day has been removed to align with similar changes made to the Negotiated Agreement.

Drew Thon, Chief Human Resource Officer is requesting the closing of all ESSER Funded Paraprofessional Positions. This would be for the 2024-2025 academic school year.

Arrangements for dismissal should be made at the request of the principal with the approval of the Superintendent. No time will be charged against emergency leave for time out of school under the provisions of this paragraph.

#### ~~(4) Emergency Leave/Life Happens (Chargeable)~~

~~An employee's supervisor may approve the use of 1 emergency leave day per year for extraordinary events, not otherwise defined, which necessitates the employee not being available to work. Employees must have an accrued emergency day available to use.~~

### **Section B. Unused Emergency Leave**

All classified employees who have more than 50 days of unused emergency leave as of June 30 of the current year and who return to work for the coming year, may elect to forfeit up to 15 days of the unused emergency leave days in excess of 50 in exchange for 75% of the base pay for emergency substitute teachers per day forfeited. For employees working less than 4 hours per day, the unused emergency leave days in excess of 50 may be exchanged for one-half of 75% of the base pay for emergency substitute teachers.

The employee must notify the Business Office in writing, stating the number of days for which reimbursement is requested on or before May 15 of the current year and will be compensated in their September paycheck.

Classified employees that are a 1.0 FTE and do not use any emergency leave days during the current full school year will be given the option, at the beginning of the next school year, to convert one of the unused emergency leave days into a personal day. Employees hired after August 31 of the current school year are not eligible until the following year.

### **Section C. Personal Leave (Chargeable)**

The Board of Education recognizes that situations of an unusual nature arise during the school year for which the employee chooses to be absent and has established the following leave provisions to cover these situations.

Classified employees shall be granted personal leave as follows:

*For employees hired prior to January 1 of a fiscal year* - One day upon completion of initial probationary period and two days each subsequent school year.

*For employees hired between January 1 and June 30 of a fiscal year* – One ½ day upon completion of initial probationary period, one full day for the following fiscal year, and 2 days for each subsequent year.

Personal days will continue to accrue from year to year. No more than 8 days may be accrued as of June 30. All unused personal days in excess of 8 will be converted to an equal number of emergency leave days.

Employees must request personal leave as far in advance as possible. Personal leave may only be taken in full and half day increments.

### **Section D. Vacation Leave**

Full-time classified employees may be granted paid vacation leave. Days will be granted at the end of each month in the following amounts:



**RESOLUTION RESCINDING POLICY ACTIONS  
PRIOR TO JUNE 30, 2024  
AND ADOPTING CURRENT WRITTEN POLICIES**

Be it resolved that all policy statements found in the minutes of this Board of Education prior to June 30, 2024, be rescinded, and that the Board of Education adopt the Board Policy Manual as presented and recommended by the Superintendent of Schools to govern Unified School District No. 457 during the 2024-2025 school year, subject to periodic review, amendment, and revisions by the Board of Education.

Adopted this 22nd day of July, 2024, by the Board of Education of Unified School District No. 457, Finney County, Kansas.

---

President, Board of Education

Attest: \_\_\_\_\_  
Jennifer Ramos, Board Clerk



Unified School District 457 • Garden City, Kansas 67846

# 2025 - 2026 School Calendar

| July 2025 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| 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 2025 |    |    |    |    |    |    |
|-------------|----|----|----|----|----|----|
| 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          |    |    |    |    |    |    |

6-8 New Teacher Inservice (NS)  
 11 Teacher Inservice (NS)  
 12 Teacher Workday (NS)  
 13 School AM (Grades K-4, 5, 7, 9-10 & new students)  
 Teacher Workday PM

| September 2025 |    |    |    |    |    |    |
|----------------|----|----|----|----|----|----|
| 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 |    |    |    |    |

1 Labor Day (NS)  
 25-26 Teacher Inservice (NS)

| October 2025 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| 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 End of Grading Period  
 17 Teacher Inservice AM (NS)  
 Teacher Workday PM  
 23-24 Parent/Teacher Conference (NS)

| November 2025 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| 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            |    |    |    |    |    |    |

24-28 Fall Vacation (NS)

| December 2025 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| 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 End of Grading Period  
 22-31 Winter Vacation (NS)

| January 2026 |    |    |    |    |    |    |
|--------------|----|----|----|----|----|----|
| 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 |

1-2 Winter Vacation (NS)  
 5 Teacher Workday (NS)  
 6 Teacher Inservice (NS)  
 7 School Resumes  
 30 New Teacher Inservice (NS)

| February 2026 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| 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 |

20 Teacher Inservice AM (NS)  
 Teacher Workday PM  
 26-27 Parent/Teacher Conference (NS)

| March 2026 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| 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 |    |    |    |    |

9-13 Spring Break (NS)  
 17 End of Grading Period  
 20 Teacher Inservice (NS)

| April 2026 |    |    |    |    |    |    |
|------------|----|----|----|----|----|----|
| 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 |

3 New Teacher Inservice (NS)  
 6 Teacher Inservice (NS)

| May 2026 |    |    |    |    |    |    |
|----------|----|----|----|----|----|----|
| 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       |    |    |    |    |    |    |

21 Last Day of School  
 22 Teacher Workday AM (NS)

| June 2026 |    |    |    |    |    |    |
|-----------|----|----|----|----|----|----|
| 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 |    |    |    |    |

= New Teacher Orientation (NS)  
 = Holiday/Vacation (NS)  
 = District Work/Inservice (NS)  
 = Parent/Teacher Conference (NS)  
 = Half Day of School  
**NS** = No School

**Inservices** (7) = 8/11, 9/25, 9/26, 10/17\*,  
 1/6, 2/20\*, 3/20, 4/6

**Workdays** (4) = 8/12, 8/13\*, 10/17\*,  
 1/5, 2/20\*, 5/22\*

**Snow Days** (May 1, 4)  
**Graduation Weekend** (May 16-17)

\* = 1/2 Day

**1159 Hour Calendar**  
 (6 hours, 40 minutes)

|                                |      |              |
|--------------------------------|------|--------------|
| 1 <sup>st</sup> Grading Period | 41.5 | } 83.5       |
| 2 <sup>nd</sup> Grading Period | 42.0 |              |
| 3 <sup>rd</sup> Grading Period | 43.0 | } 87.0       |
| 4 <sup>th</sup> Grading Period | 44.0 |              |
|                                |      | <b>170.5</b> |

**Teacher Contract Days 181.5**

## **CROSSING GUARD AGREEMENT**

THIS CROSSING GUARD AGREEMENT (Agreement) is made and entered into this \_\_\_\_ day of July, 2024, by and between the CITY OF GARDEN CITY, KANSAS (City), and the BOARD OF EDUCATION, UNIFIED SCHOOL DISTRICT NO. 457, FINNEY COUNTY, STATE OF KANSAS (USD 457).

WHEREAS, USD 457 and City have a desire to provide a safe environment for students walking to and from USD 457 schools and crossing City streets adjacent or close to USD 457 schools; and

WHEREAS, City and USD 457 have a desire to provide crossing guards for USD 457 students, in an efficient and effective manner.

NOW, THEREFORE, in consideration of the terms and conditions set forth below, the parties agree as follows:

1. PURPOSE. The purpose of this Agreement is to establish policies and procedures between City and USD 457 concerning the staffing, training, and administration of personnel assigned as crossing guards on City streets adjacent or close to USD 457 schools.

2. TERM. The term of this Agreement shall be for the 2024-25 school year, commencing on August 14, 2024, and ending on May 22, 2025.

3. TRAINING. Each person assigned as a crossing guard shall receive:

- (a) A minimum of 4 hours of classroom instruction, which shall include information on methods of traffic control and the duties and responsibilities of adult school crossing guards;
- (b) A minimum of 20 hours of supervised field training;
- (c) Prior to start of each school year, continuing crossing guards will receive 2 hours of retraining and instruction; and
- (d) Substitute crossing guards must also complete the training program prior to assignment as a substitute crossing guard.

4. DUTIES OF CITY. City shall be responsible for the following duties under this Agreement:

- (a) Training of crossing guards through the Garden City Police Department (GCPD);
- (b) Crossing guard placement will be determined by the City through traffic engineering studies and consultation with USD 457;
- (c) Providing USD 457 with applications from citizens who are interested in becoming a crossing guard; and
- (b) Providing each crossing guard with a safety equipment and clothing:
  - i. ANSI Class 3 high-visibility, yellow/lime safety vest;
  - ii. ANSI Class 3 high-visibility, yellow/lime raincoat;
  - iii. MUCTD compliant 18"x18" reflective stop paddle;
  - iv. Whistle with lanyard; and
  - v. High-visibility, yellow/lime reflective ballcap.

5. DUTIES OF USD 457. USD 457 shall be responsible for the following duties under this Agreement:

- (a) Recruitment and hiring of crossing guards;
- (b) Administration of all personnel issues pertaining to crossing guards; and
- (c) Assignment of crossing guards to locations identified by City.

6. SCOPE OF EMPLOYMENT. All crossing guards shall be employees of USD 457, and shall be under the sole and exclusive direction and control of USD 457.

7. ADMINISTRATION OF AGREEMENT. The Chief of Police of the GCPD and the Deputy Superintendent of USD 457 shall be responsible for implementation of this Agreement, and they shall be the contact persons for their respective entities pertaining to any issue involving this Agreement or a crossing guard.

8. AUTHORITY TO CONTRACT. City and USD 457 possess the power, privilege, and/or authority to enter into this Agreement pursuant to K.S.A. 12-101, *et seq.*, K.S.A. 72-8201, and the Kansas Constitution, Article 6, Sec. 5; and Article 12, Sec. 5.

9. ADOPTION. City and USD 457 shall take all appropriate action to adopt and approve this Agreement by ordinance, resolution, or motion. Any subsequent amendment to, or extension of, this Agreement shall also require adoption by appropriate action.

10. SEPARATE ENTITY. It is not the intent of City and USD 457 to create a separate legal or administrative entity to perform the functions of this Agreement.

11. MANNER OF FINANCING. The manner of financing to support the purpose of this Agreement shall be through expenditure of general funds, by City and USD 457.

12. DEFAULT. Should a party fail to abide by the terms and conditions of this Agreement, the other party may declare a default and thereafter, give written notice of intent to terminate by reason of default, said notice to be not less than thirty (30) days. This Agreement shall not limit in any manner, the legal rights or remedies a party might have in the event of a default.

13. LEGAL RESPONSIBILITY. It is not the intent of the City or USD 457 to relieve either party of any obligation or responsibility imposed upon a party by law.

14. CONTROL OF LEGISLATURE/FUNDING. The parties acknowledge and agree that this Agreement is subject to change, termination, or limitations, as may be determined by the Legislature of the State of Kansas. In the event sufficient funds shall not be appropriated by City or USD 457 for any obligations required under the terms and conditions of this Agreement, City and/or USD 457 may terminate this Agreement pursuant to the notice requirements set forth herein.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement the day and year first above written.

CITY OF GARDEN CITY, KANSAS

\_\_\_\_\_  
Date

By \_\_\_\_\_  
Manuel F. Ortiz, Mayor

ATTEST:

\_\_\_\_\_  
Celyn N. Hurtado, City Clerk

BOARD OF EDUCATION, UNIFIED  
SCHOOL DISTRICT NO. 457,  
FINNEY COUNTY, STATE OF KANSAS

\_\_\_\_\_  
Date

By \_\_\_\_\_  
Randy Ralston, President

ATTEST:

\_\_\_\_\_  
Jennifer Ramos, Clerk of the Board

## MEMORANDUM

**TO:** Board of Education  
**THRU:** Dr. Mike Dominguez, Superintendent  
**FROM:** Heather Stegman, Director of Curriculum and Instruction  
**DATE:** July 17, 2024  
**RE:** Science of Reading Presentation

---

### **ISSUE:**

A representative from Amplify, a curriculum publisher, will present a summary of the Science of Reading through Zoom.

### **BACKGROUND:**

Research shows that 95% of students can learn to read if instruction is systematic and explicit. We have learned more about how students' brains learn to read through LETRS training in the last two years. Reading instruction has some important shifts in the way we teach.

This presentation will inform board members of the key components of reading instruction. Resources will be provided to each board member that includes additional information.

### **ALTERNATIVES:**

This presentation is for informational purposes only. No board action is required.

### **RECOMMENDATION:**

N/A

### **FISCAL NOTE:**

N/A

### **ATTACHMENTS:**

Science of Reading Slides

# Science of Reading

Garden City Public Schools  
July 22, 2024



# Science of Reading

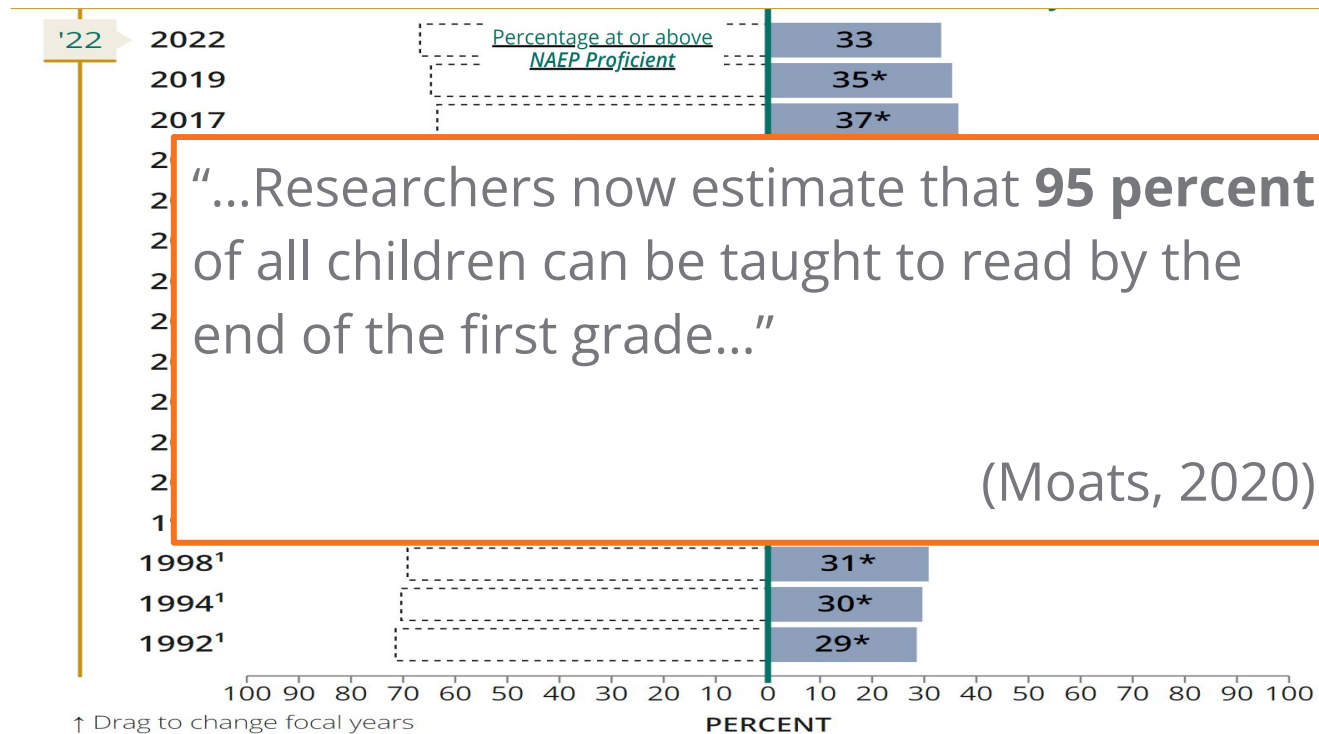
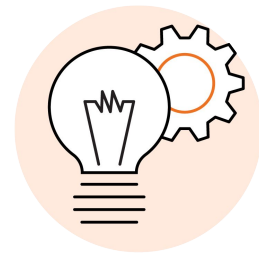
## Defined

The science of reading is a vast, interdisciplinary body of **scientifically-based\* research** about reading and issues related to **reading and writing**. This research has been conducted over the last **five decades** across the world, and it is derived from **thousands of studies** conducted in multiple languages. The science of reading has culminated in a preponderance of **evidence** to inform how proficient **reading and writing develop**; why some have difficulty; and how we can most effectively assess and teach and, therefore, **improve student outcomes** through prevention of and intervention for reading difficulties.

(The Reading League, 2021)

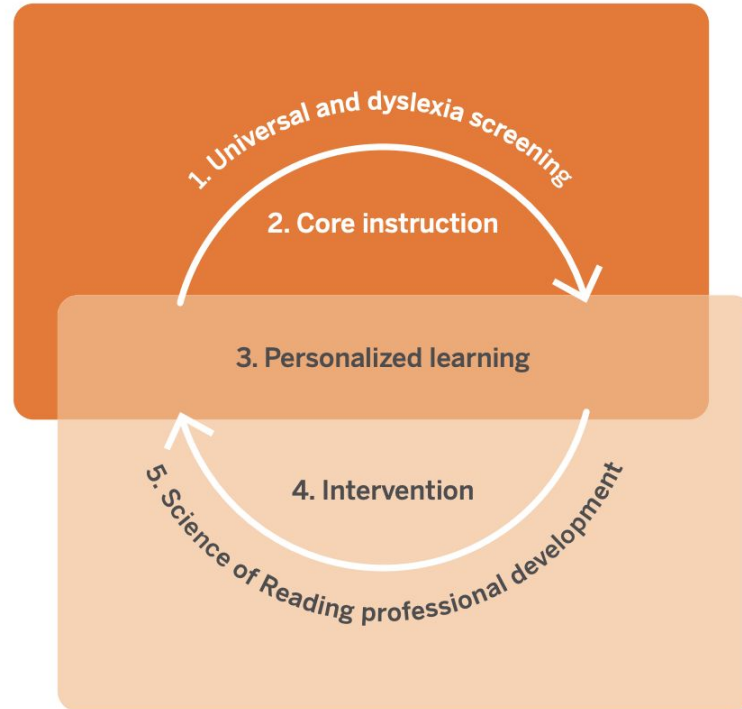
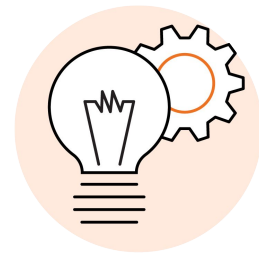


# Science-based reading instruction is a matter of equity.



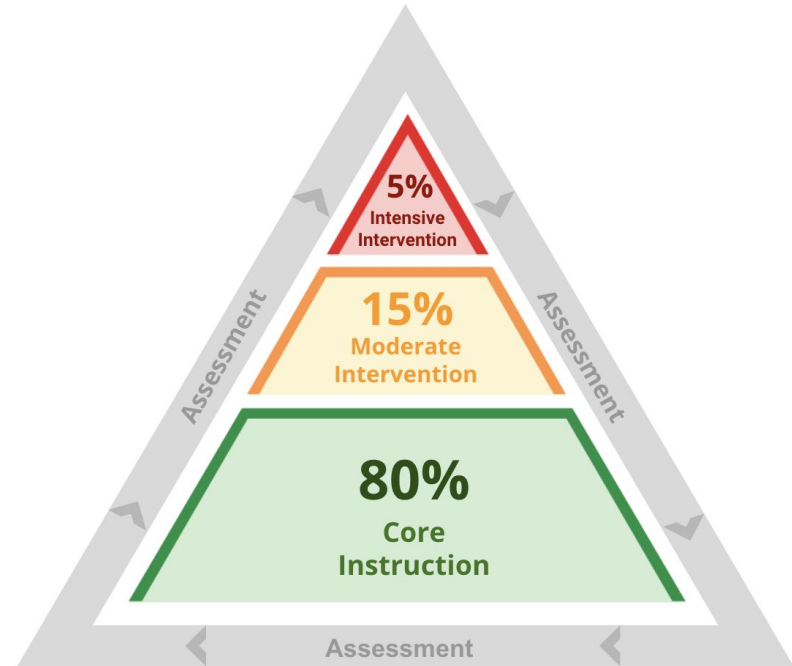
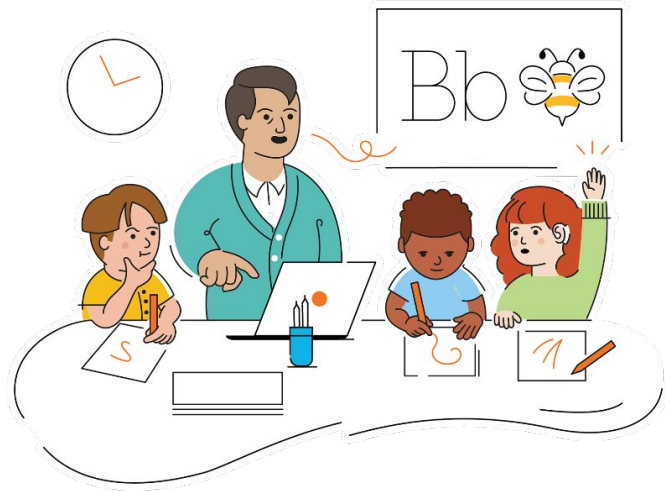
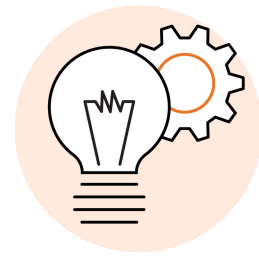
# Science of reading principles

Universal screening and progress monitoring are critical to ensure all students receive the right instruction.



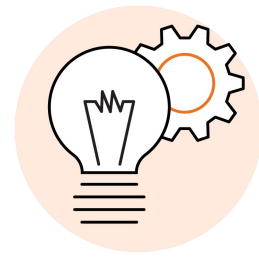
# Science of reading principles

Science-based reading instruction reduces the need for intervention and allows children to move forward as capable, confident readers.



# Science of reading principles

Learning to read proficiently requires both word recognition and language comprehension.



*language  
comprehension*

knowledge

vocabulary

sentences

reasoning

mental model

*increasingly strategic →*

*word  
recognition*

sounds

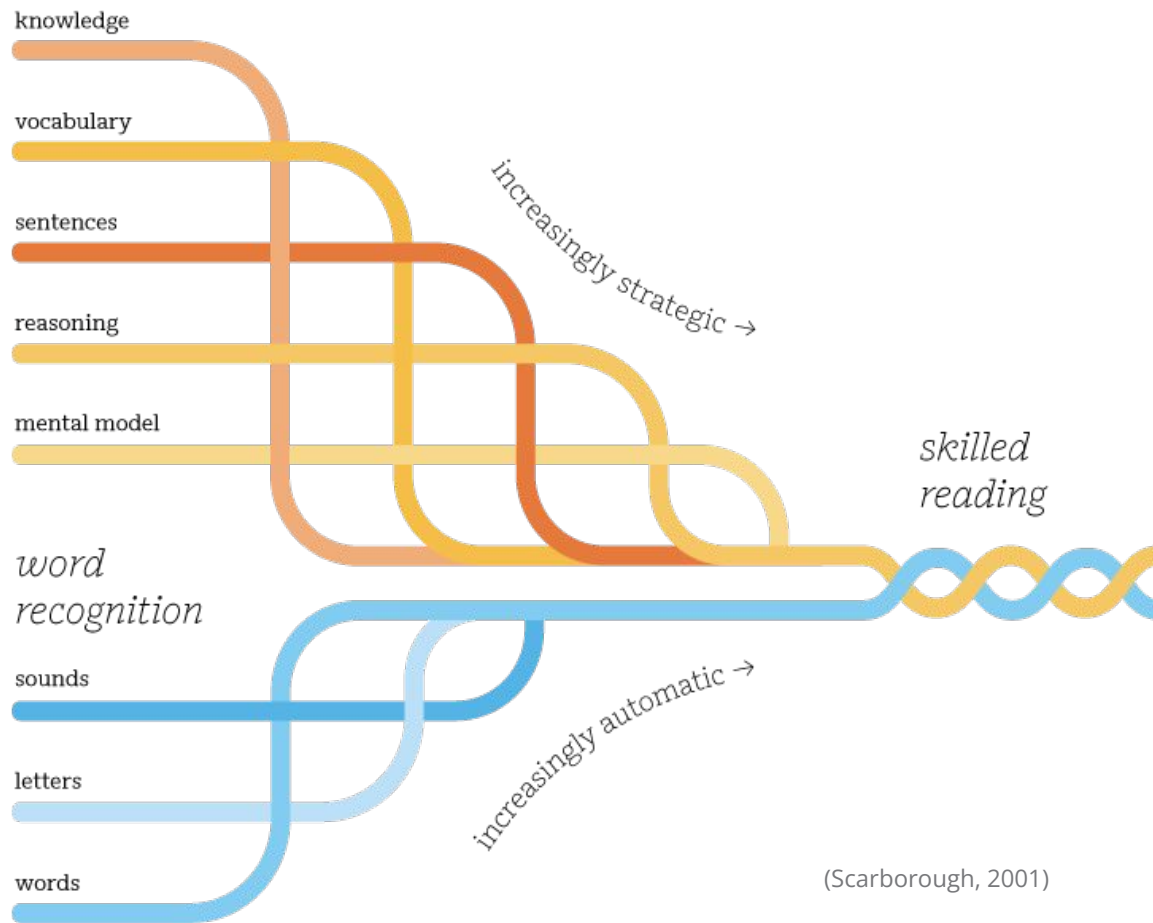
letters

words

*increasingly automatic →*

*skilled  
reading*

(Scarborough, 2001)





Phonemic Awareness  
Phonics  
Fluency  
Comprehension  
Handwriting

Word  
Recognition

language  
comprehension

knowledge

vocabulary

sentences

reasoning

mental model

word  
recognition

sounds

letters

words

increasingly strategic →

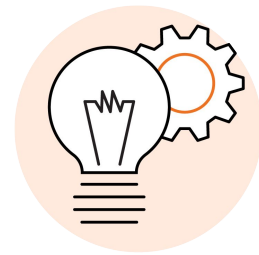
skilled  
reading

increasingly automatic →

(Scarborough, 2001)

# Science of reading principles

Learning to read is not natural and must be taught systematically and explicitly.



## Systematic

- Sequenced progression
- Skill-specific focus
- Mastery orientation
- Direct instruction

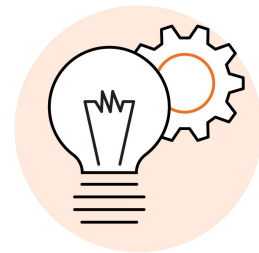


## Explicit

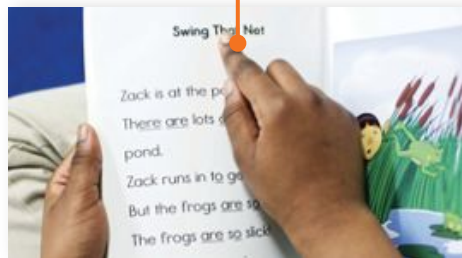
- Clear and direct
- Teacher modeling
- Consistent routines
- Scaffolded support
- Student engagement
- Immediate feedback

# Science of reading principles

Foundational skills instruction must be systematic, explicit, and engaging, using multiple modes and senses.



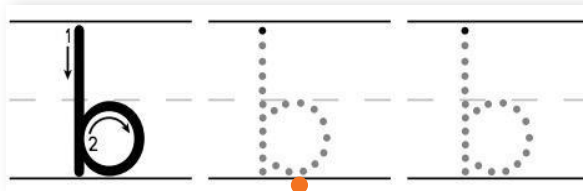
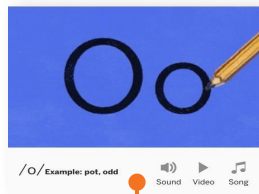
read connected texts



write about text



map sounds to spelling

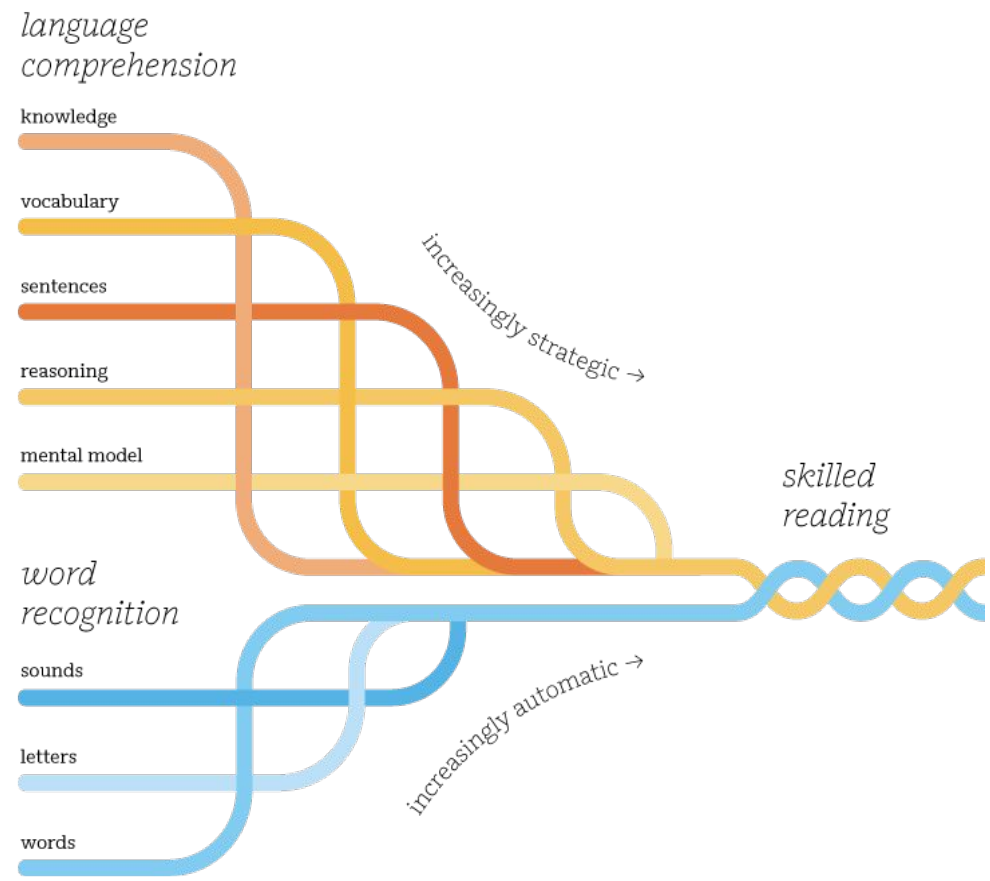


daily practice and reinforcement



# Language Comprehension

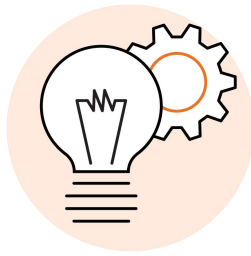
Comprehension  
Knowledge  
Vocabulary  
Sentences  
Reasoning  
Composition



(Scarborough, 2001)

# Science of reading principles

Background knowledge and vocabulary are critical to comprehension and decoding skills.



Every passage that you read omits information...

All of this omitted information must be brought to the text by the reader. Otherwise, the passage will be puzzling, or only partly understood.

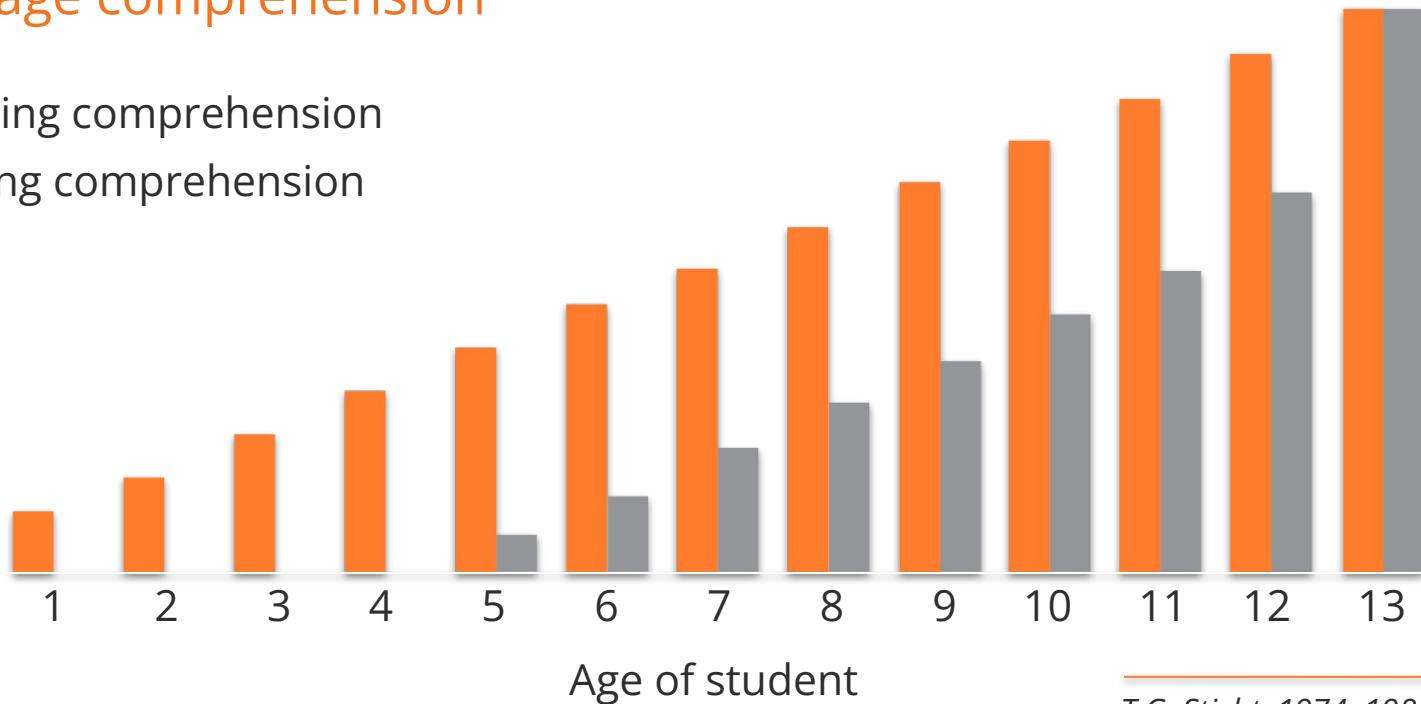
~ Daniel Willingham



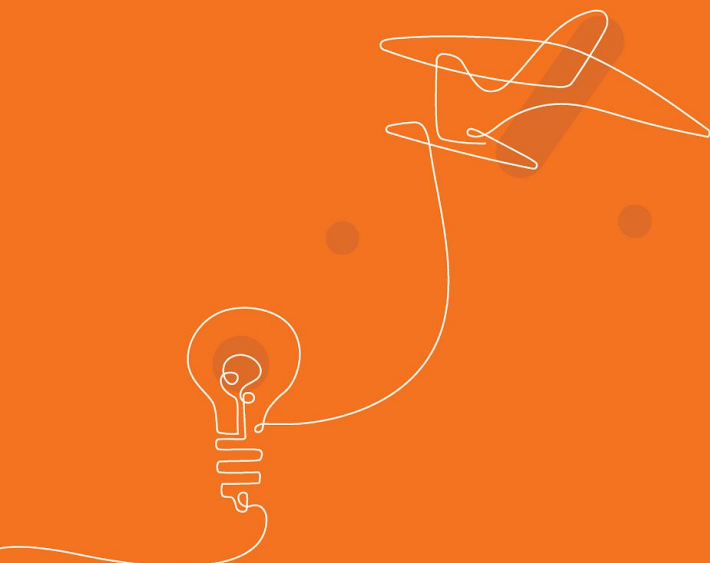
# Strands of the reading rope

## Language comprehension

- Listening comprehension
- Reading comprehension



*T.G. Sticht, 1974, 1984*



# Science of Reading: Shifts in Instructional Practices

# 5 shift for true Science of Reading instruction

- Use decodable readers
- Provide all students with dedicated phonics instruction
- Help students with phonics-based scaffolds
- Teach content
- Follow a clear instructional path



# Use decodable readers



## Why it's important:

- Students need regular practice with grade-level text.
- Texts that are connected to each day's phonics instruction help students apply what they've learned.

## You'll know it's true Science of Reading if:

- There are direct connections between a phonics lesson and the text.
  - Students receive frequent practice with sounds and spellings they've been taught.
- 

## You'll be able to shift away from:

- A workshop model with guided reading and leveled readers or predictable text.
- Decodable readers that don't follow a phonics scope and sequence aligned to instruction.

# Provide all students with dedicated phonics instruction



## Why it's important:

- Learning to read is not innate and must be taught through explicit, systematic instruction.
- Effective phonics instruction requires time for teaching, application, and practice with measurable objectives.

## You'll know it's true Science of Reading if:

- Every student receives phonics instruction—not just some students.
  - At least 60 minutes each day is devoted to foundational skills development.
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## You'll be able to shift away from:

- Phonics instruction that is given only on an as-needed basis.
- Mini-lessons where students alternate among limited phonics, guided reading, writing, and vocabulary practice.

# Help students with phonics-based scaffolds



## Why it's important:

- Learning to decode builds neural pathways that are critical to automatic reading.
- Students need practice, not guesswork, sounding out words.

## You'll know it's true Science of Reading if:

- Students are asked to "sound it out," not simply "Does it make sense?"
- Students are provided with phonics-based scaffolds to help recall spellings they've been taught.

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## You'll be able to shift away from:

- Prompts that encourage students to guess through three-cueing (e.g., "What word would make sense?" or "What's in this picture?").
- Predictable books that enable pattern memorization.



# Teach content

## Why it's important:

- Language comprehension is as important as decoding.
- The more background knowledge students receive, the more prior knowledge and vocabulary they can bring to texts.

## You'll know it's true Science of Reading if:

- You spend two or three weeks on focused domains covering a diverse range of literary, social studies, and science topics.
- Topics build on each other and make connections within and across grade levels, deepening students' understanding and vocabulary.

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## You'll be able to shift away from:

- Spending limited time on each topic, or introducing isolated topics that don't connect to one another or don't fall under relevant knowledge domains.
- Practicing comprehension skills without the foundation of content (e.g., asking students to "find the main idea" or "determine the author's purpose" in disconnected texts).



# Follow a clear instructional path

## Why it's important:

- It offers explicit guidance and a cohesive structure, the most beneficial—yet overlooked—element of teaching reading effectively.
- It gives every student the support they need now, without waiting for intervention.

## You'll know it's true Science of Reading if:

- You're following a definitive instructional path, not a patchwork, with each component working with or building upon the others.
- You understand the purpose of each component and have clear guidance on how to implement effectively.

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## You'll be able to shift away from:

- A “choose your own adventure” model that provides multiple instructional pathways, leading to inconsistencies.
- Programs with so many pieces, it's unclear how to implement each effectively.

# Questions





Never stop  
learning; for when  
we stop learning,  
we stop growing.

## **MEMORANDUM**

**TO:** Board of Education  
**THRU:** Dr. Mike Dominguez, Superintendent  
**FROM:** Jessica Nothern, Chief Financial Officer  
**DATE:** July 22, 2024  
**RE:** Property & Casualty Insurance

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### **ISSUE:**

The Board of Education is asked to discuss options for the district's Property & Casualty Insurance.

### **BACKGROUND:**

The district's Property & Casualty Insurance is currently through EMC Insurance. EMC has seen significant losses for the past several years and has restructured their plans. We are paid through 12/31/2024 under past conditions. New conditions, if we choose to remain with EMC, include 1% deductibles on all claims. The 1% is of the amount we have the specific property insured. We have been presented a new option by Iron Insurance through the State pool called KICS. KICS is roughly \$480,000 more per year but has a defined deductible of \$250,000 per occurrence. There are pros and cons to EMC and KICS. The Board will need to discuss how they would like me to proceed.

### **ALTERNATIVES:**

EMC Insurance  
KICS Insurance

### **RECOMMENDATION:**

1. Discuss the options.
2. Approve one of the options.
3. Recommend an alternative solution.

### **FISCAL NOTE:**

The annual expense for EMC would be around \$680,000. The annual expense for KICS would be \$1,158,824.

### **ATTACHMENTS:**

None

# MEMORANDUM

**TO:** Board of Education  
**THRU:** Dr. Mike Dominguez  
**FROM:** Drew Thon, HR Officer  
**DATE:** 7-8-2024  
**RE:** PowerSchool

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**ISSUE:**

Renew our district certified staff evaluation tool, PowerSchool Perform.

**BACKGROUND:**

You will note that we have observed an increase in the cost compared to last year. We discussed a number of different options including a 3-year or 5-year agreement that might reduce the annual expense. Nonetheless, given the possibility of switching to different software in the future, we decided against committing to a long-term contract. We have used PowerSchool for several years for our evaluation needs.

**RECOMMENDATION:**

Purchase PowerSchool Perform as our district evaluation tool

**FISCAL NOTE:**

Cost

2021-22 – \$18,827.42

2022-23 – \$19,957.07

2023-24 – \$21,354.06

3-year plan – \$21,154.49 with a 6% annual uplift

5-year plan – \$20,954.92 with a 5% annual uplift

**ATTACHMENTS:**

PowerSchool quote



Remit Email: syed.shaukath@powerschool.com  
 Quote Date: 11-JUN-2024  
 Quote #: Q-882221-2

**Sales Quote - This is Not An Invoice**

Prepared By: Syed Shaukath  
 Customer Name: Garden City Unified School District 457  
 Contract Term: 12 Months  
 Start Date: 29-OCT-2024  
 End Date: 28-OCT-2025  
 Billing Frequency: Annually

Customer Contact: Rebecca Partin  
 Title: Certified Personnel Specialist  
 Address: 1205 Fleming  
 City: Garden City  
 State/Province: Kansas  
 Zip Code: 67846  
 Phone #: 6208057024

| Product Description                    | Quantity | Unit     | Extended Price |
|----------------------------------------|----------|----------|----------------|
| Initial Term 29-OCT-2024 - 28-OCT-2025 |          |          |                |
| License and Subscription Fees          |          |          |                |
| Applicant Tracking                     | 1.00     | Students | USD 10,573.87  |
| Perform Data Export PDF                | 1.00     | Each     | USD 0.00       |
| SchoolSpring Job Board Unlimited       | 1.00     | Students | USD 7,394.86   |
| Perform District                       | 1.00     | Students | USD 21,354.06  |

License and Subscription Totals: **USD 39,322.79**

**Quote Total**

|                              |                                  |
|------------------------------|----------------------------------|
| <b>Initial Term</b>          | <b>29-OCT-2024 - 28-OCT-2025</b> |
| <b>Amount To Be Invoiced</b> | <b>USD 39,322.79</b>             |

Fees charged in subsequent periods after the duration of this quote will be subject to an annual uplift. On-Going PowerSchool Subscription/Maintenance and Support Fees are invoiced at the then current rates and enrollment per existing terms of the executed agreement between the parties. Any applicable state sales tax has not been added to this quote. Subscription Start and expiration Dates shall be as set forth above, which may be delayed based upon the date that PowerSchool receives your purchase order. If this quote includes promotional pricing, such promotional pricing may not be valid for the entire duration of this quote.

All invoices shall be paid before or on the due date set forth on invoice. All purchase orders must contain the exact quote number stated within. Customer agrees that purchase orders are for administrative purposes only and do not impact the terms or conditions reflected in this quote and the applicable agreement. Any credit provided by PowerSchool is nonrefundable and must be used within 12 months of issuance. Unused credits will be expired after 12 months.

This renewal quote will continue to be subject to and incorporate the terms and conditions of the main services agreement executed between PowerSchool and Customer that is in effect at the time of this quote, or if no such agreement is in effect, then the terms and conditions found at [https://www.powerschool.com/MSA\\_Mar2024/](https://www.powerschool.com/MSA_Mar2024/), as may be amended.

By either (i) executing this quote or (ii) accessing the services described herein, Customer agrees that the subscription for such services will continue for succeeding subscription periods on the same terms and conditions as set forth herein (subject to a standard annual price uplift) unless Customer provides PowerSchool with a written notice of its intent not to renew at least sixty (60) days prior to the end of the current subscription period.

THE PARTIES BELOW ACKNOWLEDGE THAT THEY HAVE READ THE AGREEMENT, UNDERSTAND IT AND AGREE TO BE BOUND BY ITS TERMS.

POWERSCHOOL GROUP LLC

Garden City Unified School District 457

Signature:

Signature:

A handwritten signature in black ink, appearing to read "Eric Shander".

Printed Name: Eric Shander

Printed Name:

Rebecca Partin

Title: Chief Financial Officer

Job Title:

HR Specialist

Date: 15-DEC-2023

Date:

PO Number: \_\_\_\_\_

## MEMORANDUM

**TO:** Board of Education  
**THRU:** Dr. Mike Dominguez, Superintendent  
**FROM:** Dr. Maria Gomez-Rocque, Deputy Superintendent  
**DATE:** July 17, 2024  
**RE:** Building Needs Assessment Identified Priorities

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### **ISSUE:**

A presentation will be provided to the BOE on the process followed for the Building Needs Assessment.

### **BACKGROUND:**

In the presentation a description of the process will be shared and how the priorities were identified for the district. Input from the BOE will be requested, which will assist in informing the budget for the 2024-2025 fiscal year.

### **ALTERNATIVES:**

This presentation is for informational purposes only. No board action is required.

### **RECOMMENDATION:**

N/A

### **FISCAL NOTE:**

N/A

### **ATTACHMENTS:**

Buildings Needs Assessment Slides



# Building Needs Assessment

FY 2025



# Process

1. **Buildings utilized Building Leadership teams to complete the needs assessment and state assessment review.**
2. **A committee of three principals and four district office administrators reviewed all the schools' need assessments and identified the budgeting priorities.**
3. **The priorities will be presented to the BOE during the next scheduled meeting for input.**
4. **The summary of the priorities will be used during the budgeting process for the 2025 fiscal year.**

# Common Themes

- High-quality professional development
- Pay teachers for professional development outside their contract hours
- Continue focus on the Science of Reading
- Retention and Recruitment of highly qualified staff
- Resources and support for Tier 2 and Tier 3 interventions
- Social Emotional Learning Resources
- ESL strategies
- Efforts to decrease Absenteeism

## Next Steps

- Take any input from the BOE
- Submit any questions to Dr. Dominguez
- The needs assessment process will be finalized as part of the budget adoption on September 9, 2024.

Thank you