



**Board of Directors Meeting
Friday, September 25, 2020 - 9:00 a.m.-12:00 p.m.
Online Only**

Minutes in Review

Attendance:

Michael Argabright, Southern Lyon County USD 252 - KSSA
Ben Boothe, Gardner-Edgerton USD 231 - KanSPRA
Rena Duewel, Turner USD 202 - KPA
Becca Flowers, Skyline USD 438 - KSSA
Cory Gibson, Valley Center USD 262 – KSSA
Volora Hanzlicek, Valley Falls USD 338 – KASCD
Amy Haussler, Holton Special Education Coop, KASEA
Ryan Jilka, Goddard USD 265 – Past President
Andy Koenigs, Derby USD 260, KASPA
Christie Meyer, Goddard USD 265 – President
Steve Noble, Seaman USD 345 – President-Elect
P.J. Reilly, Wichita USD 259 – KLCTE
Deanna Scherer, Atchison County Community USD 377 - KPA
Glen Suppes, Smoky Valley USD 400 – KSSA
G.A. Buie, USA-Kansas Executive Director
Jerry Henn, USA-Kansas Assistant Executive Director

The meeting was called to order by President Christie Meyer at 9:03 a.m.

1. Welcome

- President Christie Meyer welcomed Board Members, who then introduced themselves. Christie talked about positivity, and though we are unable to meet in person now, we hope to later this year.

2. Consent Agenda

- Cory Gibson moved to approve the consent agenda which included the agenda, minutes from the May 2020 meeting, and the 2020-2020 USA-Kansas Board Officers. Seconded by Rena Duewel. Approved unanimously.

3. President Report

- President Christie Meyer thanked everyone. As a representative in the field, a high school principal, it is super busy but she is surviving. She has been focusing on gratitudes. With so many negatives, she is trying to focus on the positives, how much has been successful. Hard work and planning are coming to fruition, though some are hitting

a wall/getting overwhelmed. Let's make sure we are watching out for the social emotional health of staff. Make sure we are sharing with our staff how proud we are, and what they are doing right.

4. Executive Director's Report

- Executive Director G.A. Buie thanked Christie for her positivity. He had just returned from Arizona, and said news around schools and Covid was very similar to what he's hearing in the KC area. We are all going through this together.
- G.A. discussed the Financial Report for June, July, and August. We finished strong, even without the conference. We held the money from conference cancellations until September. We are still in good shape and were able to reduce expenses on the conference. We will continue to be vigilant not knowing what things will look like next year.
 - PJ Reilly moved to approve the Financial Report. Seconded by Steve Noble. Approved unanimously.
- G.A. discussed the 2020-2021 budget, which was introduced at the May meeting.
 - Volora Hanzlicek moved to approve the 2020-2021 Budget. Seconded by Ryan Jilka. Approved unanimously.
- G.A. explained we needed to Approve a Secretary/Treasurer.
 - Glen Suppes moved to appoint G.A. as Secretary, and Eric Hansen as Treasurer. Seconded by Becca Flowers. Approved unanimously.
- G.A. gave an update on membership. We were at 804 on the 16th, now at 969. We finished last June at 1432, so this is fantastic. As you know, we talked about the potential of a 15% decrease. At this point we may or may not see that. He is hopeful we can get closer to 90-95% of where we were last year. Other associations are coming out well as well. They are on track to push numbers to where they were last year. KPA is about half of where they finished last year. The name change might be confusing. They sent their first newsletter out yesterday and are working on building name recognition. Rena suggests pushing membership on principal forums.
 - G.A. discussed the PLN. We are above where we ended last year. The biggest challenge will be getting people to attend. What can we do to support members? Understanding the hectic, unpredictable year, it is important to bring people together for conversations. He is open to ideas about what PD topics members need. We are having a session on October 28 over avoiding burnout. It will be small groups (20 person limit) in 4 locations and online. We will require masks and social distancing. Dr. Will Miller will be presenting.
- G.A. asked the board for ideas on PD needs.
 - Cory Gibson asked if it would be possible for his admin team to gather in their district and Zoom in to the burnout meeting. This is a great idea. Mike Argabright suggested getting groups together, maybe leagues, and doing it in a safe way across the state.
 - Amy Haussler commented that KASEA meetings have shared the same sentiment. We have been operating on high level since March, at some point we are all going to crash. Focusing on social emotional and burnout is important. Real life connection is critical. PD where there is new learning has not been well attended. Everyone is Zoomed out, and while they have the best of intentions on

attending, it's too easy to get busy doing something else. Everyone is operating on full capacity every day as it is.

- G.A. asked what we can do to get principals out of the building.
 - Rena explained that they are not allowed to leave the building in their district because leaving and coming back could cause Covid cross contamination and makes contact tracing difficult.
 - Ryan explained it's already going to be difficult to get in all of their observation time with the late start.
 - Volora said the 6 superintendents in Jefferson County meet regularly. They have a weekly meeting with county health officials, then about an hour to chat and vent afterward. They are careful with the admin team to not be in the same place at the same time because in a small district they can't afford to all have to quarantine at the same time.
- G.A. gave an update on summer activities. USA staff is mostly back in the office. Sara and Jessi switch off days because they share an office. All wear masks. Summer activities went well.
- G.A. spoke about KPA's leadership. With Duane Dorshorst's untimely and heartbreaking passing, we now have a have an absence of leadership in the organization. Duane was so passionate about his work with KPA. We have started principal forums back up, and with the help of Joe Coles we will be putting together a newsletter. He explained it is up to the KPA Board, but he expects to start looking to fill the KPA Executive Director role in March or April. With the upcoming legislative session, Jim Carlskin will work as our lobbyist as G.A. and Jerry are spread thin. The portion of Duane's salary that was coming from USA will now go to Jim.

5. KSDE Committee Appointments

- Teresa Tosh – Professional Standards Committee
- Cody Calkins – Licensure Review Committee
- Renee Scott – Evaluation Review Committee
- We were able to select 3 folks to step on to committees. This is another great connection with KSDE.

6. Conference Review

- Jerry Henn explained it was definitely different this year. We had about 250 registered, and only 40-50 show up live. People are now going back and viewing the session recordings. For the most part it went as well as it could have. Rena commended the presenters. For some of them it was like presenting to a wall. They were prepared and professional. Christie commented she appreciates all we did to make it happen. Timing was difficult. Many administrators were in the middle of absolute chaos. This makes the recorded sessions that much more important. G.A. commented we have started sending out reminders to registrants to go back and view the sessions. We definitely learned some lessons. Maybe one day only, or more days but less time. It is difficult to devote time to an online conference when you are still in the building. With vendors it's important to make sure they understand it's not going to be like anything they've done in the past. Some were hoping for more personal contact. Mike Argabright suggested board members sending thank you notes to the vendors.

7. Communication

- Jerry explained that while Under the Umbrella has started back up, it has been like pulling teeth to get articles. Everyone is already so busy. He will share out the monthly themes with the board. Jerry also talked with the board about the Higher Logic community site.
- G.A. talked about the podcast. It will be done monthly, and he's trying to do more of a panel discussion on relevant information.
 - Andy discussed the success of KASPA's weekly calls. They have now been switched to every other Friday. They discuss hot topics, answer questions, legal advice. It's been very helpful, especially to new HR. It's been very lively and much needed.

8. Committee Work

- Legislative Advocacy/Elections
 - Continued conversation from KSSA meeting. G.A. discussed a possible hold harmless looking at what Covid has done to enrollment. What's the best alternative? Second count date? Past 3 years highest enrollment?
 - Other topics discussed: Fully funding SPED; SPED challenges, potential lawsuits, support through legislative policy, lack of staffing due to funds; state aid and bond interest; closing the achievement gap – how do we do it, how do we fund it? It likely grew last spring.
- USA-Kansas Conference
 - Theme around pivotal leadership/pivoting. Leaves it open for what you are doing in leadership, tech, athletics, instruction, social emotional.
 - Dates are June 2-4 at the moment
 - Plan to meet in person
 - Golf, wine, pub crawl. Other venues? Outdoors on site?
- Policies and Procedures
 - Two main items discussed. With the principal groups combining, now a much larger organization, they need adequate representation on the board. Right now the cap is 3. We need to make sure we address their needs. We are adding in a couple more sections. We are adding 1 more member for each additional 100 members, capped at 6. Please take this back to your organizations and make sure they are ok with this. KPA can decide their breakdown. The other item has to do with the transition period before G.A. came on. There were issues with KSSA and USA. KSSA members must be USA members. KSSA is the only organization that requires this. There is an understood rule, though not officially in the bylaws, that KSSA gets seats based on membership numbers, plus their executive board if they wish, so a total of 6 seats. We would like feedback from the other organizations. Christie will get this written up, and we will follow up at the next meeting.

9. Executive Session

- The board went into executive session from 10:59-11:14 a.m.

10. New Business

- There was no new business.

11. Adjourn

- The meeting was adjourned at 11:14 a.m.