CALL TO ORDER
At 7:00 p.m., Board President Jessica Beeson called to order the regular meeting of the Board of Education.

ROLL CALL

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<tr>
<th><strong>Board Members Present</strong></th>
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<tr>
<td>Jessica Beeson, president</td>
<td>Dr. Anthony Lewis, superintendent of schools</td>
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<td>Melissa Johnson, vice president</td>
<td>Anna Stubblefield, deputy superintendent</td>
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<td>Jill Fincher</td>
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<td>G.R. Gordon-Ross</td>
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<td>Rick Ingram</td>
<td>David Cunningham, executive director, human resources/chief legal counsel</td>
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<td>Kelly Jones</td>
<td>Julie Boyle, executive director, communications</td>
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<td>Shannon Kimball</td>
<td>Kevin Harrell, executive director, student services/special education</td>
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<td>Kathy Johnson, executive director of finance</td>
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<td>Paula Murrish, executive director, nutrition &amp; wellness, printing &amp; purchasing</td>
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Absent

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<td>Alyse Donnell, board clerk</td>
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Others Present (Including Administration and Staff)

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<tr>
<td>Darcy Kraus</td>
<td>Samrie Devin</td>
<td>Laurie Folsom</td>
<td>Rick Henry</td>
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<td>Patrick Kelly</td>
<td>Ron May</td>
<td>Elvin Jones</td>
<td>Jim Lentz</td>
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<td>Johnny Paradise</td>
<td>Eric Hyde</td>
<td>Jeannie Merritt</td>
<td>Caitlin McAndrew Beckman</td>
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<td>Andy Bricker</td>
<td>S. Roth</td>
<td>Marti Proctor</td>
<td>Lori Greenfield</td>
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<td>Don Owen</td>
<td>Reggy Owen</td>
<td>Austin Thurke</td>
<td>Jackson Powelka</td>
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<td>Ethan Sharp</td>
<td>Charlie Johnson</td>
<td>Dash Spears</td>
<td>Ben Shryock</td>
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<td>Laura Elder</td>
<td>Kaelyn McCay</td>
<td>Jim Lentz</td>
<td>Senada Pehusic</td>
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<td>Martin Sim</td>
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APPROVAL OF AGENDA
Upon a motion by Jill Fincher, seconded by Shannon Kimball, the board voted in a unanimous voice vote to approve the agenda, as published.

SPECIAL RECOGNITION
Kansas 6A State Cross Country Championship Runner-Up, Free State High School Boys’ Cross Country Team
Presented by Steve Heffernan, Kansas 6A Cross Country Coach of the Year

The EPIC Project
Presented by Ginny Barnard, Lawrence High Human Growth & Development, Personal Finance, and Introduction to Human and Public Services teacher; Monica Dittmer, Boys and Girls Club of Lawrence; and Michael Lemon, Center for Public Partnerships and Research Project Lead

REPORT OF PRESIDENT OF BOARD OF EDUCATION
Board President Beeson participated in the following events:

- November 29, Attended Douglas County Superintendent’s Meeting
- November 29, Interviewed strategic planning firms, no decision was made
- December 1, Attended Kansas Music Education Association Northeast District Concert
- Noted that KASB held their Annual Conference in Overland Park

Board President Beeson will participate in the following upcoming events:

- December 12, Dr. Lewis Birthday
- Next Monday - Equity Advisory

REPORT OF SUPERINTENDENT ANTHONY LEWIS
Superintendent Lewis

- Educate Lawrence, our parent legislative advocacy committee, has begun meeting again. Lawrence parents Norine Spears and Amy Gottschamer are leading the group. We are asking each school to identify a representative to serve on the committee. They would like board member representation as well. They have scheduled their next meeting at 6 p.m. on January 3 here at the district office.

- The Kansas Department for Children and Families will announce a Kansas Reading Roadmap grant of $262,200 to fund after-school, summer, and family engagement around literacy at Pinckney, Schwegler, and Kennedy Elementary Schools. DCF Secretary Gina Meier-Hummel will be at Pinckney at 11:30 a.m. on Thursday to announce this partnership. DCF is inviting state legislators, state board members, media, and others to
attend. At the event, KRR will also release its statewide evaluation and annual report. Board members are welcome to attend.

- With the use of the inclement weather day on November 26, Lawrence schools will be in session on April 19. That is the inclement weather makeup day that was built into our school calendar.

- QuestBridge announced its National College Match of full scholarships to the nation's top colleges for more than 1,000 high-achieving, low-income high school seniors. Congratulations to Lawrence High’s Emily Guo, who will be attending Washington University, and Gary Schmidt, accepted to Stanford University.

- Several of our middle and high school student musicians were part of a Guinness Book of World Records Tuba Christmas performance of 835 tuba and euphonium players at Municipal Auditorium last week.

- A number of our high school student artists and photographers had work accepted into the 22nd Annual High School Visual Arts Competition hosted by the Merriam, Kansas, Parks and Recreation Department. Their work will be publicly displayed until December 29th at the Irene B. French Community Center in Merriam.

- Upcoming Events:
  - December 11, Board Breakfast is at Sunflower Elementary School at 8 a.m
  - January 24, ONE DREAM Martin Luther King Jr. Celebration at Southwest Middle School. The gallery opens at 5:30 with the program and MLK Awards to follow at 6:30 p.m.

PATRON COMMENTARY

- Eric Hyde, former para and community voice, spoke in reference to pay of paraprofessionals.
- Caitlin McAndrew-Beckman, student at Free State High School, spoke in encouragement of later high school start times.
- Laura Elder, parent at Deerfield Elementary spoke regarding the lack of substitute teachers at the school.
- Jeanie Merritt, of Team Steam Robotics, invited board members to the upcoming Team Steam Tournament.

BOARD COMMENTARY

Shannon Kimball
...Attended KASB Annual Conference in Overland Park
...Attended Facility Planning Committee meeting

Rick Ingram
...Attended the High School Start Time Committee meeting, next meeting will be January 7 with final recommendation

GR Gordon-Ross
...Attended two PowerSchool Team meetings

Kelly Jones
...Attended the Native American Student Service Meeting
...January 23 is the Indian Youth Pageant at BMMS
...Attended Policy Committee Meeting
...Met with Laurie Basham and Kevin Harrell at KU Center for Public Partnership and Research along with their leadership team
...Attended LOLA Art Fair

Melissa Johnson
...Encouragement to high schoolers for final exams

APPROVAL OF CONSENT AGENDA
Following a motion by Melissa Johnson, seconded by Shannon Kimball, the board voted, in a **7-0 roll call vote**, to adopt the items listed on the consent agenda.

The consent agenda included the following:

- The minutes of the November 26, 2018 regular meeting
- The December 10, 2018 personnel report
- The monthly vouchers in the following account totals:
Approvals of the following:

1. Acceptance of Audit for FY June 30, 2018
2. Instructional Coaching Group, Jim Knight Institute (amendment)
3. Disposal of School Property – obsolete football jerseys
4. Amendment to 2017 Bond Construction Management Agreement w/McCownGordon – Liberty Memorial Central & West Middle Schools
5. Amendment to Owner-Architect Agreement with Clark|Huesemann
7. Lakemary Center contracted services
NEW BUSINESS

The Lawrence Board of Education approved tonight the Master Agreement reached following mediation with the Lawrence Education Association. In addition to changes in the language of the agreement, the board approved giving every certified teacher a $1,200 pay increase (prorated by FTE). Teachers who have earned additional educational credits will also be eligible to move horizontally on the certified salary schedule. There will be no vertical movement on the schedule for years of service this year. The total increased cost to the district of the teacher compensation package, including fringe, is $2,137,382 (2.64%). The board also approved pay raises for classified employees and administrators. The total increased cost to the district of classified salary increases, including fringe, is $969,462 (2.64%), and for administrator compensation, $169,805 (2.0%).

In order to fund all three compensation packages ($3,276,649), the board approved $319,646 in budget cuts for the current fiscal year. These include a $37,500 cut to the administrative salary pool; a $21,720 reduction in substitutes hired for professional development activities during the remainder of the fiscal year; a 5% across-the-board cut to building and district departmental budgets, totaling $250,426; and the elimination of an historically unused budget allocation of $10,000 to the Lawrence Diploma-Completion Program. In order to begin to review budget and program proposals for the 2019-2020 school year, the board voted to re-establish a Budget and Program Review Committee. It will consider budget additions, reductions, and reallocations as part of the district’s upcoming strategic planning process.

“I am excited about this. It’s important to evaluate the effectiveness of what we do, and to do that on an ongoing basis,” said Rick Ingram, board member. “The program evaluation piece is critical.”

2018-2019 Budget Reductions (mid-year)
Following a motion by Rick Ingram, seconded by GR Gordon-Ross, the board voted, in a 7-0 roll call vote, to approve the outlined budget reductions for the 2018-2019 fiscal year, as outlined above.

Approval of Administrator & Classified Staff Compensation for 2018-2019
Following a motion by Melissa Johnson, seconded by Shannon Kimball, the board voted, in a 7-0 roll call vote, to approve the administrator and classified staff compensation packages, including fringe benefits previously approved on 5/29/2018, for the 2018-2019 school year in the amount of $169,805 for administrators and $969,462 for classified staff.
Ratification of 2018-2019 Master Agreement
Following a motion by Shannon Kimball, seconded by Rick Ingram, the board voted, in a **7-0 roll call vote**, to approve the tentative agreement and ratify the 2018-2019 Master Agreement and the certified compensation and fringe package (previously approved on 5/29/18) in the total amount of $2,137,382.

Establishment of a Board Committee for Budget and Program Evaluation
Following a motion by GR Gordon-Ross, seconded by Melissa Johnson, the board voted, in a **7-0 roll call vote**, to approve the establishment of a board committee for Budget and Program Evaluation to begin this fiscal year for the development of the 2019-20 budget.

Approval of 2019 Legislative Priorities
Led by board member Shannon Kimball and Kelly Jones, the board reviewed and adopted a list of priorities for the 2019 Kansas legislative session. These fall under four general areas: Kansas Constitution and state election laws, tax policy and the school finance formula, the spheres of authority of local boards and the state board of education, and recruitment and retention of highly qualified teachers and staff. The board advocates for stable, reliable, adequate, and equitable funding of the current school finance formula, and inflationary adjustments to the formula; full funding of special education services at the required 92% of excess cost, and expanded funding for universal preschool and before- and after-school programs. Other funding priorities include competitive compensation for teachers and support staff and a long-term, sustained commitment to state funding for KPERS.

Following a motion by Rick Ingram, seconded by Kelly Jones, the board voted, in a **7-0 roll call vote**, to approve the 2019 legislative priorities, as outlined.

**OLD BUSINESS**
Board Policy Committee Recommendation
Following a motion by Shannon Kimball, seconded by Kelly Jones, the board voted, in a **7-0 roll call vote**, to approve the revision of the referenced policy by removing the section pertaining to class size goals.

**REPORTS**
Superintendent’s Post-Entry Plan
Superintendent Anthony Lewis shared with the board some of what he learned during his first 100 days with the district. He outlined updates to the Entry Plan that he presented to the board with goals and action steps, including transparency,
collaboration, trust, and instructional focus. Dr. Lewis also shared progress on his personal entry plan, designed to help he and his family become acquainted with Lawrence by getting a library card and finding a go-to brunch, lunch, and dinner spot, for example.

“My first 100 days have been rewarding, eye-opening, and enlightening,” Lewis said. “I have been working to get out into the community to learn and to establish trust. I have made myself visible and available, speaking to groups and trying to motivate people around the idea of making Lawrence Public Schools the best school district in the country.”

Nearly 500 attendees participated during six Listening and Learning Tour sessions, and nearly 800 online surveys were submitted. They provided input about district strengths and areas for improvement, and ways to raise the bar of academic achievement for all students, while closing achievement gaps. They also gave their suggestions related to budget priorities.

“We must continue to move with a sense of urgency,” Lewis said. “The work that we need to do in this district is transformational work. There are good things going on in the district. How do we get people, processes, programs, and structures all going in the right direction?”

He outlined some next steps, including continuing to develop a strong and trusting relationship with the board with a focus on governance, policy, budget, and supervision of the superintendent; maintaining an instructional focus with culturally relevant teaching, high expectations, and positive relationships; increasing organizational effectiveness and efficiency through strategic planning; identifying barriers and opportunities; and continuing to build trust and relationships throughout the district and community.

“The listening and learning doesn’t stop here,” he said, sharing a timeline for working with the community to develop a five-year strategic plan. The goal is to bring the plan to the board for approval by the summer of 2019.

ADJOURNMENT
At 9:15 p.m., a motion was made by Shannon Kimball, seconded by Melissa Johnson, to adjourn the regular meeting of the Board of Education. The motion passed by a unanimous voice vote.

Alyse Donnell
Board Clerk, Board of Education