

UN-OFFICIAL MINUTES
U.S.D #399 NATOMA-PARADISE-WALDO
BUDGET HEARING
NATOMA HIGH SCHOOL, IDL ROOM – 7:00 P.M.
MONDAY, SEPTEMBER 8, 2025

MEMBERS PRESENT

Debra Alexander
Jill Gonzalez
Adam Kocinski
Kristin Lyle
Justin Schultze
Bret Somers
Bill Bagshaw, Superintendent/Principal
Cynthia Beisner, Treasurer
Cambria Ellis, Clerk

OTHERS PRESENT

Kelli Johnson, Gudenkauf & Malone
Kristi Mettlen
Chris Broeckelman

I. Call to Order

Kristin Lyle called the meeting to order with the Pledge of Allegiance at 7:00 p.m.

II. Budget Hearing

The board held the scheduled budget hearing.

III. Adjourn

Kristin Lyle moved, seconded by Debra Alexander, to adjourn the meeting at 7:15 p.m. Motion carried, 6-0.

Board President

Date

Board Clerk

Date

**UN-OFFICIAL MINUTES
U.S.D #399 NATOMA-PARADISE-WALDO
REGULAR MEETING
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MEMBERS PRESENT

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Bill Bagshaw, Superintendent/Principal
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OTHERS PRESENT

Kelli Johnson, Gudenkauf & Malone
Kristi Mettlen
Chris Broeckelman

I. Call to Order

Kristin Lyle called the regular meeting to order at 7:15 p.m.

II. Agenda

Bret Somers moved, seconded by Jill Gonzalez, to approve the agenda as presented. Motion carried, 6-0.

III. Consent Agenda

- a. Consideration of Bills**
- b. Approval of Minutes**
- c. Transfers**

Debra Alexander moved, seconded by Adam Kocinski, to approve the consent agenda as presented. Motion carried, 6-0.

IV. Open Forum

Chris Broeckelman shared an update on the installation of the dust collection system and suggested the board look into chip sealing the high school parking lot. Hoisington came and watched the sawmill cutting process one afternoon.

Two thank yous for scholarships were read from Rylee Conlin.

V. Treasurer's Report

Bret Somers moved, seconded by Debra Alexander, to approve the August 2025 Treasurer's Report. Motion carried, 6-0.

VI. Fiscal Year 2025 Audit Presentation

Kelli Johnson presented the Fiscal 2025 Financial Audit with no issues to report.

Kristin Lyle moved, seconded by Justin Schultze, to approve the Fiscal 2025 Financial Audit as presented. Motion carried, 6-0.

VII. Personnel (Action and/or Executive Session)

a. Supplemental contracts

Bret Somers moved, seconded by Adam Kocinski, to approve the supplemental contracts as presented (listed below). Motion carried, 6-0.

Supplemental	Staff
Junior Class	Teresa Brandenburg(1000)/Shari Paget(206)
Student Council	Rhonda Murphy
Yearbook	Kurt Grafel

National Honor Society	Shari Paget
SADD	Kim Hoisington
Dance Team	Shari Paget
Test Coordinator	Rhonda Murphy
PDC Chairman	Shari Paget
7th Grade	Chris Broeckelman
6th Grade	Chris Broeckelman

VIII. New Business

a. Acceptance of Gifts

Debra Alexander moved, seconded by Jill Gonzalez, to accept gifts of \$1,000 from the Trinity Community Thrift Store for the activity fund, \$1,578.20 from Perfect Print for the Labor Day 5K to the activity fund and \$500 from the Central KS Library System. Motion carried, 6-0.

b. 25-25 Budget Approval

Kristin Lyle moved, seconded by Jill Gonzalez, to approve the LOB Resolution authorizing USD 399 to use a 33 percent Local Option Budget. Motion carried, 6-0.

Kristin Lyle moved, seconded by Bret Somers, to approve the 2025-2026 budget after review and evaluation of the building needs assessments and state assessments for the budget approval process. Motion carried, 6-0.

c. Approval of 2025 Financial Audit

Motion done with the presentation above.

d. Crisis Plan Review

At 7:40 p.m., Kristin Lyle moved, seconded by Bret Somers, to enter into executive session with Bill Bagshaw to discuss the district crisis plan pursuant to the exception under KOMA for school security matters to ensure the security of the school, its buildings and/or its systems is not jeopardized and that the open meeting will resume in the IDL room at 7:50 p.m. Motion carried, 6-0.

The board returned to open session at 7:50 p.m.

Kristin Lyle moved, seconded by Adam Kocinski, to approve the 2025-2026 District Crisis Plan. Motion carried, 6-0.

e. Appropriate Board Member Conduct

Kristin Lyle read a statement regarding Board Member Conduct, which has been entered as a part of the minutes as an attachment.

Adam Kocinski stated that he felt it was appropriate to have the individual board member publicly apologize to the staff of USD 399 for breaching trust in the board.

Additional board discussion involved concern and dissatisfaction regarding the severity of the damaging behavior expressed in the statement read.

Return to Personnel

At 8:04 p.m., Adam Kocinski moved, seconded by Kristin Lyle, to enter into executive session with Bill Bagshaw to discuss an individual employee's concerns pursuant to the non-elected personnel exception under KOMA and that the open meeting will resume in the IDL room at 8:15 p.m. Motion carried, 6-0.

At 8:15 p.m., Kristin Lyle moved, seconded by Bret Somers, to enter into executive session with Bill Bagshaw to discuss an individual employee's concerns pursuant to the non-elected personnel exception under KOMA and that the open meeting will resume in the IDL room at 8:20 p.m. Motion carried, 6-0.

At 8:20 p.m., Kristin Lyle moved, seconded by Adam Kocinski, to enter into executive session with Bill Bagshaw to discuss an individual employee's concerns pursuant to the non-elected personnel exception under KOMA and that the open meeting will resume in the IDL room at 8:23 p.m. Motion carried, 6-0.

The board returned to open session at 8:23 p.m.

IX. Adjourn

Bret Somers moved, seconded by Jill Gonzalez, to adjourn the meeting at 8:24 p.m. Motion carried, 6-0.

_____ Board President	_____ Date	_____ Board Clerk	_____ Date
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A Statement read by Board President Kristin Lyle:

At the August 11th school board meeting, a certified teacher was denied a supplemental contract by a vote of 2-5. The day and days following that board meeting, several conversations have ensued creating a concern of potential inappropriate board member behavior.

It appears, with evidence, that "executive session" conversation and information is being discussed outside of executive session and is a violation of board member conduct.

On Tuesday morning, August 12, a student approached a teacher in their classroom to ask if they had heard about what happened the night before in executive session. The student went on to paraphrase board conversation that took place in the publicly closed executive session. It is difficult to understand how this could happen without a board member having shared this confidential information.

Another teacher, uninvolved in the situation described, contacted a board member to express concern for perceived inappropriate board member behavior as it diminishes board credibility and creates a lack of trust teachers may develop on behalf of the school board as a whole.

It is also noted that at least one board member has been heard making personal comments about staff members to other board members and has engaged with members of the community as well. These comments may be opinion, unfounded or untrue. They can be hurtful and inappropriate when shared by an elected official charged with creating board policy, approving budgets and hiring the superintendent. School boards function as a local governing body, working as a team with the superintendent to make decisions impacting the school environment and student education.

Board members are not involved in day-to-day operations of the schools. Board members should direct concerns to the superintendent for any staff or student issue for the superintendent to handle.

Continued instances like these negatively impact our staff, students, district, and the trust of fellow board members. It also inhibits effective team work, along with reluctance to contribute to executive session discussions. Past efforts have been made to address these behaviors privately. However, due to the repeated occurrence, the issue is being publicly addressed.