

The Board of Education met in regular session Tuesday, January 12, 2016, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Ann Franklin, President
 Mrs. Denise Fears, Treasurer
 Mr. Ken Johnston, Director
 Dr. Matt Mallinson, Director
 Mr. Greg Finke, Director
 Mr. Blake Roberson, Director

Member Absent: Mrs. Jill Esry, Vice President

Also Present: Dr. Dale Herl, Superintendent
 Dr. Dred Scott, Dr. Lance Stout, Dr. Beth Savidge, Dr. Brad MacLaughlin,
 Dr. Linda Gray-Smith, Dr. Cindy Grant, Dr. Janet Richards, Mr. Robert
 Burkey, Mr. Brent Catlett, Mrs. Jana Corrie, INEA, PTA, Press, interested
 patrons and staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Franklin welcomed those in attendance.

Dr. Herl shared a video on NGL Academy students working in the construction trades by renovating a current foreclosure house purchased by the School District. The Construction Trades teacher, Scott Engleman stated that having students perform jobs "hands on" is so much better than sitting in a classroom and trying to explain the construction processes. In the Career Academies, it is important for students to explore their options in the work/career fields. Turning a foreclosed/blighted house into a home will give them the opportunity to learn firsthand what skills are required for each job. Dr. Herl stated that the District is looking at parcels of land where blighted houses can be torn down and new homes be built. This will help create a better future for the community and for Independence School District students and families.

Denise Fears made the motion to approve the January 12, 2016 Agenda as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl introduced Mr. Don Coffman, American Field Service Student Foreign Exchange Program director. Mr. Coffman thanked the District and the Board of Education for supporting the AFS Program and providing this opportunity for the students to come and learn more about our country and its culture. He said the student numbers are down some but the quality of the students is still great. There are 10 students in the area with some attending in the Ft. Osage School District. The District is sponsoring five students this year and 3 are in attendance this evening. The students introduced themselves: Elsa Molin from Sweden is attending William Chrisman High School, Kodchaport (Earn Earn) Chansawang from Thailand attends Truman High School, and Manon Allard from Belgium attends William Chrisman High School. The students introduced themselves, their host families, shared their different school activities, talked about their plans for the future, and expressed appreciation for having the opportunity to attend the Independence School District. Mr. Coffman said that there are many people involved in the AFS program: his wife, Cheryl Coffman; Brenda Stahl, Marilyn Gunn, and Dan Harper to name a few. He also thanked the host families for opening their homes to the students and for becoming involved in the AFS Program.

Mrs. Franklin asked if there were District patrons or staff that wished to address the Board of Education in open session. She explained that addressing the Board of Education regarding a student matter or personnel matter, the Board would need to go into closed session to hear their remarks. The Board goes into closed session to discuss any matters related to individual students or relating to individual staff members. Due to the confidential nature of student and personnel information, only one individual at a time would be permitted to address the Board. In the event both parents of a student are present, they could address the Board at the same time.

Board Policy 0412 addresses comments by the public in Board meetings and specifies that public comments by District residents or staff will occur during the first part of Board meetings and allocates a total of 30 minutes for the public comment session. Each individual, or set of parents, will be allotted 5 minutes to make remarks, in order to ensure everyone has an opportunity to address the Board. Individuals would need to give their name and home address prior to their statement.

In order to determine if the Board needs to go into closed session for public comments, please raise your hand if you would like to address the Board regarding your student and/or regarding District employees. Seeing that there were several parents that wished to address the Board in closed session, Mrs. Franklin asked them to see Dave

Lamken to sign up to speak to the Board. She stated that a closed session will be held following the regular session.

Roman Davis, 2920 South Ralston, Independence, Missouri 64056, stated that he is a Recovery Room Interventionist for the School District at Nowlin Middle School. In his position, he works with children in crisis situations. He said the isolation/safe rooms are used as a last resort with children to allow them to get in control of themselves following an issue. He stated that he communicates with parents about the procedures and use of the isolation/safe room when having to use it and that it is to keep their child safe as well as other students. Nothing is allowed in the room that students can use to harm themselves and they are monitored during that time. He said that communication is definitely necessary when using the isolation/safe room and that it can be very effective with students during crisis situations. He hoped that providing this information was helpful.

Toni Brende, 501 West Colonel Drive, Independence, Missouri 64050, said isolation rooms were used back in the 80's and she was personally put in one and it only built the anger up inside her. She said it did nothing to help with her behavior issues. She said that these rooms are the same as a jail cell. Ms. Brende said the laws are too broad regarding their use. She said they are being misused by people who are not trained. She stated that parents, teachers, and Board of Education members need to come together and develop a plan for these students because they deserve an education and sometimes their disability is beyond their control. The Board needs to rethink Policy for all schools.

Sara Baker, 12405 East Park Street, Sugar Creek, Missouri 64054, she said she is not attacking the District but a solution needs to be found for this problem within the School District. She said that students need to be educated and yes, that teachers, students, and faculty need to be safe. She read that 500 kids are placed in isolation rooms daily across the nation. She read comments from Keith Albo, Barb Trader, Senator Harken, and Representative Miller about ways to keep students safe. She said that when Sensory Rooms and the PBIS Program were used, the data showed a significant drop in student issues. She asked the District to develop a committee to review this issue.

Tracie Leeting, 24224 Yokum Rd., Independence, Missouri, said she is a business owner and supports the District through PTA. She said that the isolation rooms are being misused and that there are other options than using isolation/restraints for children. She said that she supports the positive behavior intervention system called PBIS. She said that putting a child in a room that they cannot get out of is traumatizing and escalates the situation. She said that she is a product of sexual, emotional, and physical abuse and related the story of being placed in a dark room as a form of punishment. She recommended that the District use more positive interventions to de-escalate behavior problems.

Dr. Herl explained that the District does use the PBIS Program and Trauma Sensitive Schools Program. The isolation rooms are used only for children whose behavior is out of control in order to give them time to de-escalate and gain control of themselves again. Mrs. Franklin thanked the parents for expressing their concerns.

Dr. Herl stated that the January list of Bills is significantly less (approximately \$4 million) compared to last year at this time due to the holidays and when remittances for PSRS and Blue Cross Insurance were received. The District received quotes for ordering 90 Chromebooks and also pocket tables and benches for Randall and Santa Fe Trail Elementary Schools. He explained that the decrease in ADA (Average Daily Attendance) for 2015 Summer School was due to a reduced schedule of a four (4) day week instead of the five (5) day week as in the summer of 2014 which meant that less hours were required.

Denise Fears made the motion, second by Blake Roberson, to approve the January 12, 2016 Consent Agenda as printed.

1. Minutes – December 8, 2015
2. Approval of January 12, 2016 List of Bills totaling \$4,959,342.32
3. Personnel Recommendation #13
 - A. Employment of Certificated Staff for the 2015-2016 School Year.
 1. Taylor Shore, Elementary Teacher
 2. Kelly Francis, Elementary Teacher
 3. Rachel Daniel, Early Childhood Special Education Teacher
 - B. Employment of Certificated Staff for the 2016-2017 School Year.
 1. McKenzie Freeze, Elementary Teacher
 2. Ariana Sherk, Elementary Teacher
 3. Sydney Neale, Science Teacher
 4. Alexis Grubb, Elementary Teacher
 5. Katherine Allen, Elementary Teacher
 6. Kailey Halsey, Special Education Teacher

C. Request to Resign Effective End of the 2015-2016 School Year.

1. Courtney Turner, Second Grade/Randall Elementary School
4. Approval to Accept Quote for Toshiba Chromebooks.
5. Approval to Accept Quotes for Scheduled Replacement of Pocket Tables and Benches at Randall Elementary School and Santa Fe Trail Elementary School.

The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl reported that the Legislative Session has begun and a number of Bills have been filed concerning Ethics Reform as well as five bills regarding public school calendars. Some of the legislation proposed would not allow school districts to start school until after the State Fair in August. This would have an effect on the District's Summer School Program which is used to negate loss of education during the summer. Dr. Herl asked Dr. Beth Savidge to provide a PowerPoint and information on the District's academic growth.

Dr. Savidge shared that the District has data revealing an unprecedented academic growth for any large school district. Our students knocked it out of the park again. The District's program is for teachers to teach, inspire, and support students. The same assessment that was used in August was used in December to check on how students were learning. In English and Math for grades 2-5 showed 37 points in growth; Language Arts for K-1 had a 69 point growth; and grades 2-5 increased 29 points. Secondary assessments: reading and math for grades 6-8; science in 8th grade; Algebra in 9th grade; biology and English II in 10th grade; in 11th grade the ACT is used; and 12th grade is required to take the American Government assessment. Dr. Savidge stated that different instruments are used to measure student growth at the secondary level. She said that students showed the following growth: 6-8 grade in English Language Arts – 10 points and math -22 points; 8 grade science – 91 points; 10th grade English II – 7 points and Algebra – 95 points; 11th grade biology – 130 points; and American Government was a -12 points. She stated that the District needs to celebrate the achievement and growth of both the students and staff. The end of February or first of March, another assessment check will be made with the big assessment in April. Dr. Herl reported that these tests are all nationally normed and in comparison, the District students' learning is growing at a faster rate than other students in the nation. He thanked the teachers for the incredible work they are doing and he believes this growth pattern will continue.

Items on the Agenda under New Business included the following information for the Board of Education's consideration.

Dr. Herl reported on the District's FY2015 audit and said that thousands of hours go into this process. The District received an exceptionally clean audit with no significant deficiencies. Two items that were noted included: 1) finding an investment of greater than 5 years which is because a scholarship funder used TVA Bonds as the investment tool for the \$2 million that he gave to the School District; and 2) some accounts were not reconciled in a timely fashion and this was due to DESE changing account coding and also the turnover of staff in the Business Office. Dr. Herl recognized Mrs. Molly Johnson and her staff for their outstanding work.

Denise Fears made the motion that the Board of Education approves the Audit for the 2014-2015 school year as presented. The motion was seconded by Blake Roberson and approved unanimously by the Board of Education.

Dr. Herl reported that the Calendar Committee (composed of parents, administrators, and teachers) met and are recommending the proposed 2016-2017 School Year District Calendar. School would start on August 11, 2016 and end on May 18, 2017.

Blake Roberson made the motion that the Board of Education approves the 2016-2017 School District Calendar as presented. The motion was seconded by Greg Finke and unanimously approved by the Board of Education. (Page 11015)

Dr. Herl said the Administration is recommending approval of the HVAC replacement bids for George Caleb Bingham Middle School and the Central Warehouse at a cost of \$1,295,000. He said the District received four very competitive bids.

Matt Mallinson made the motion that the Board of Education approves the bids from Van Hoecke, Inc. for HVAC replacement at George Caleb Bingham Middle School and the Central Warehouse for a total cost of \$1,295,000. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl reported that due to the earlier rains, the retaining wall at the apartment complex where the MU Fellows are housed needs to be repaired. The repair cost is \$100,025.00 and FEMA will cover 75% of this cost.

The motion was made by Matt Mallinson, second by Greg Finke, that the Board of Education approves the base bid, alternate #1, and alternate #2 from KJ Remodeling for repairs of the retaining wall at the Maple Arms

INDEPENDENCE PUBLIC SCHOOLS 2016-17 SCHOOL CALENDAR

JULY 2016					AUGUST 2016					SEPTEMBER 2016					OCTOBER 2016				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5				1	2	3	4	5	6	7
4	5	6	7	8	8	9	10	11	12	12	13	14	15	16	10	11	12	13	14
11	12	13	14	15	15	16	17	18	19	19	20	21	22	23	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	26	27	28	29	30	24	25	26	27	28
25	26	27	28	29	29	30	31			27	28	29	30		31				
Student Attendance - 15 Teacher Contract - 19					Student Attendance - 20 Teacher Contract - 21					Student Attendance - 19 Teacher Contract - 21									
NOVEMBER 2016					DECEMBER 2016					JANUARY 2017					FEBRUARY 2017				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4				1	2	1	2	3	4	5			1	2	3
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	12	13	14	15	16	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	19	20	21	22	23	23	24	25	26	27	20	21	22	23	24
28	29	30			26	27	28	29	30	30	31				27	28			
Student Attendance - 19 Teacher Contract - 19					Student Attendance - 14 Teacher Contract - 15 End of First Semester, Dec. 20					Student Attendance - 19 Teacher Contract - 20					Student Attendance - 18 Teacher Contract - 19				
MARCH 2017					APRIL 2017					MAY 2017					JUNE 2017				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3	3	4	5	6	7	1	2	3	4	5				1	2
6	7	8	9	10	10	11	12	13	14	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	17	18	19	20	21	15	16	17	18	**19	12	13	14	15	16
20	21	22	23	24	24	25	26	27	28	**22	**23	**24	**25	**26	19	20	21	22	23
25	26	27	28	29						29	**30	31			26	27	28	29	30
Student Attendance - 17 Teacher Contract - 18					Student Attendance - 18 Teacher Contract - 19					Student Attendance - 14 Teacher Contract - 14					Summer School TBA				

Anticipated Final Student Attendance Day, May 18, 2017

Non-Student Attendance/Non-Contract

Non-Student Attendance/Contract Day

Non-Student Attendance/Professional Development

Parent Conference Week

First/Last Day of School

ELEMENTARY/SECONDARY

First Quarter	40
Second Quarter	47
Third Quarter	45
Fourth Quarter	41
	173

TEACHER CONTRACT DAYS

First Quarter	45
Second Quarter	50
Third Quarter	47
Fourth Quarter	43
	185

****All Attendance and contract days that are postponed due to inclement weather will be added to the calendar.****(** are protected as potential attendance and contract days and will be used first as makeup days in the case of adverse weather)****(*** are protected as potential attendance and contract days and will be used after ** days)****Student Evaluation Schedule**

First Quarter (Grades K-8)	August 11, 2016 through October 7, 2016
End of First Semester	December 20, 2016
Third Quarter (Grades K-8)	January 4, 2017-March 10, 2017
End of Second Semester	May 18, 2017

HR 1/5/2016

Apartments for a cost of \$100,025.00. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the Performance Based Evaluation instrument has been updated to include rubrics for Guidance Counselors, Library Media Specialists, and Speech Pathologists.

Denise Fears made the motion that the Board of Education approves the Performance Based Evaluation Instrument for certificated staff as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl reported that the recommended change in the Administration Evaluation Instrument focuses on student growth with measures that look at academic growth in the buildings.

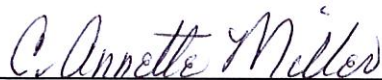
The motion was made by Greg Finke, second by Denise Fears, that the Board of Education approves the Administrator Evaluation Instrument as presented. The motion was unanimously approved by the Board of Education.

The Board of Education Election is scheduled for April 5, 2016 and it is necessary for the Board of Education to schedule a Special Board meeting to certify candidates that meet the filing requirements.

Blake Roberson made the motion that the Board of Education approves scheduling a special Board of Education meeting on Monday, January 25, 2016 at 7:30 a.m. to certify candidates for the April 5, 2016 School Board Election. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

There being no further information to come before the Board, Blake Roberson made the motion, second by Ken Johnston, to adjourn the meeting and go into executive session for legal, personnel, and real estate issues at 7:02 p.m. The motion was approved as follows:

Ayes:	Ann Franklin	Absent:	Jill Esry
	Denise Fears		
	Ken Johnston		
	Matt Mallinson		
	Greg Finke		
	Blake Roberson		



Secretary



President