

BOARD OF EDUCATION
The School District of Independence

The Board of Education met in regular session Tuesday, June 11, 2013, 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
Dr. Matt Mallinson, Vice President
Mrs. Jill Esry, Treasurer
Mrs. Jana Waits, Director
Mrs. Denise Fears, Director
Mr. Greg Finke, Director

Member Absent: Mr. Ken Johnston, Director

Also Present: Dr. Jim Hinson, Superintendent
Dr. Dred Scott, Dr. Dale Herl, Dr. Jason Dial, Dr. Beth Savidge, Dr. Linda Gray Smith, Dr. Gloria Stephenson, Mrs. Sherry Potter, Mr. Bob Robinson, Mrs. Nancy Lewis, Ms. Kelly Evenson of *The Examiner*, interested patrons and staff, and Mrs. Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller. Mrs. Franklin welcomed everyone especially Senator Paul LeVota and Representative Ira Anders. She also recognized four former Board of Education members in attendance: Mrs. Susan Jones, Mr. Chuck Donaldson, Mr. Blake Roberson, and Representative Ira Anders.

Representative Anders presented Dr. Hinson with a Resolution from the Missouri House of Representatives (No. 3257) recognizing Dr. Jim Hinson for his exceptional service and dedication to public education in Missouri.

Senator Paul LeVota presented Dr. Hinson with a Resolution from the State of Missouri Senate (No. 737) in recognition of his significant contributions to public education. Senator LeVota expressed his appreciation, as a parent and legislator, and extended best wishes to Dr. Hinson as he retires from public education in the State of Missouri.

Mrs. Franklin thanked Senator LeVota and Representative Anders for their presentations and recognition of Dr. Hinson as he prepares to retire from the Independence School District. She also stated that due to their busy schedules they were welcome to stay for the Board of Education meeting or they could leave if necessary.

Jana Waits made the motion to approve the June 11, 2013 Agenda as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson stated that the administration was recommending approval of the Consent Agenda including the monthly list of Bills totaling \$10,235,954.79, Personnel Recommendation #23, Bakery Products Bid, and Dairy Products Bid.

Greg Finke made the motion to approve the June 11, 2013 Consent Agenda as printed.

1. Minutes of May 14, 2013
2. Approval of June 11, 2013 List of Bills totaling \$10,235,954.79
3. Personnel Recommendation #23
 - A. Request to Assume Retirement Status Effective End of 2012-2013 School Year
 1. Vicki Massey, Special Services/William Chrisman High School
 2. Janice Gumerman, Library Media Specialist/George Caleb Bingham Middle School
 - B. Resignation of Certificated Staff Effective End of 2012-2013 School Year
 1. Lacey Bruner, Kindergarten Transition Teacher/Procter Elementary School
 2. Megan House, Math/Truman High School
 3. Kelly Frogge, Math/Pioneer Ridge Middle School
 4. Brandon Armstrong, Math/Truman High School
 5. Rebecca Mason, Counselor/Fairmount Elementary School
 6. Casey Dudek, Physical Education/Randall Elementary School
 7. Kathryn Nicolaus, Math/Truman High School
 8. Lori Crozier, Title 1/Randall Elementary School
 9. Kyle Legg, Social Studies/William Chrisman High School

10. Kristin Haberberger, Math/William Chrisman High School
11. Elizabeth Reeder, Special Education/William Chrisman High School
- C. Employment of Certificated Staff for the 2013-2014 School Year
 1. Kelsey Countryman, Art Teacher
 2. Judy Boutz, Library Media Specialist
 3. Jenny Gordon, Elementary Teacher
 4. Sharon Cleaverland, Library Media Specialist
 5. Josh Hurt, Instrumental Music
 6. Laura Brunin, Science Teacher
 7. Kelly Heath, Special Education Teacher
 8. Brittany DeBeeld, English/Independence Academy
 9. Megan Pallo, Science/Independence Academy
 10. Cally Small, Elementary Teacher/Christian Ott Elementary School
 11. James Underwood, Social Studies Teacher
 12. Amanda Watson, Art Teacher
 13. Amanda Aidnik, Kindergarten Teacher
 14. Karen Estep, ELL Teacher
 15. Ashley Bridges, Elementary Teacher
 16. Chelsea Kalata, Math Teacher
 17. Shanna Tempel, Elementary Counselor
 18. Travis Foerschler, Full Time Substitute
 19. Aletha Cassity, Part Time Family and Consumer Science Teacher
 20. Andrew Smithson, Social Studies Teacher
 21. Amy Hullet, Elementary Teacher
 22. Bethann Podjenski, Special Education Teacher
 23. Allison Predmore, Math Teacher
 24. Lisa Parker, Special Education Teacher
4. Approval of Bakery Products Bid for the 2013-2014 School Year.
5. Approval of Dairy Products Bid for the 2013-2014 School Year.

The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson asked Jennifer Walker and Erica Smith to share information on the Learn to Swim Program for second graders in the District. Ms. Walker stated the District just completed the second year of the program. The District partnered with the YMCA who provide the instructors. The students attend twice a week for 45 minutes. This program helps give them confidence, teaches socialization skills, spend time with their family, and provides safety instructions. The Transportation Department has been very helpful with getting the students to the Henley Aquatic Center at Jim Bridger Middle School. School age grants fund the program along with the YMCA who has allocated \$5,000 for instruction for next year to help cover the cost of the instructors. The ratio is one YMCA certified instructor per eight students. Last year 445 second graders participated with 463 participating this year for a total of 908 students that have learned to swim since the inception of this program. Ms. Walker said they are looking forward to continuing the program next year. Melanie from the YMCA was introduced.

Dr. Hinson stated that the Missouri Supreme Court rendered a decision regarding students from the St. Louis School District attending in other districts (Breitenfeld case). The ruling stated that this case did not violate the Hancock Amendments and it was referred back to the Circuit Court. Dr. Hinson said that some of our issues are similar to the case but some are different. North Kansas City, Raytown, Blue Springs, and Lee's Summit School Districts are part of this litigation with Independence. The Administration will continue to monitor the progress of this case.

Several new Business Items were presented for the Board of Education's consideration.

Jill Esry made the motion that the Board of Education approves the Independence School District's membership dues of \$27,668.00 (dues are based on \$2 per District student) for the 2013-2014 school year with the Cooperating School Districts of Greater Kansas City. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Herl reported that the District's Insurance Committee is recommending approval of the group health insurance proposal from Blue Cross/Blue Shield for the 2013-2014 school year. The Board paid base plan will be \$442.42 per employee. This will be a three tier structure with six options, similar to the one utilized for the 2012-2013 school year. Dr. Herl expressed appreciation to Jill Monroe and Chelsea Zess for providing programs through the

Wellness Center that helped to keep the increase down for the coming year. Part of this year's increase will pay for a health insurance excise tax, comparative effectiveness fee, and the reinsurer fee due to the Affordable Care Act (ACA).

Denise Fears made the motion, second by Jana Waits, that the Board of Education approves the recommendation to accept the group health insurance proposal from Blue Cross/Blue Shield and group dental proposal from Delta Dental for the 2013-2014 school year. The motion was unanimously approved by the Board of Education.

Dr. Gray-Smith shared information on the Administrator Evaluation. She stated that a District committee had reviewed the current administrator evaluation process and formulated the revised instrument. It addresses the seven guiding principles as approved by the State Board of Education. This process will assist administrators as they lead their teachers and then in turn the students.

Jana Waits made the motion that the Board of Education approves the Administrator Evaluation as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson reported that the School District has contracted with the Midwest Division-Centerpoint Medical Center for our athletic trainer services for the middle and high schools. He said it provides a great service to our students and families by providing well trained health care professionals at our District events. The cost is \$6,253.67 per month for 10 months.

The motion was made by Jana Waits, second by Denise Fears, that the Board of Education approves contracting with Midwest Division-Centerpoint Medical Center for Certified Athletic Trainer services. The motion was unanimously approved by the Board of Education.

Dr. Gray-Smith discussed the 2013-2014 Career Ladder Revisions and said the Career Ladder Plan will be presented to the Board of Education for review and adoption on an annual basis.

Matt Mallinson made the motion, second by Jill Esry, that the Board of Education approves the 2013-2014 Career Ladder Plan revisions as presented. The motion was unanimously approved by the Board of Education.

Dr. Scott stated that the District, INEA, IESP, and ITEA negotiation teams had reached agreement on the addendums to the Collective Bargaining Agreements. Dr. Scott expressed appreciation to the teams for their hard work and support. He explained that on the INEA Addendum teachers will receive one vertical step on the indexed salary scheduled, \$125 will be added to the indexed base, DARE officers and Sergeant Rapp will be relocated to strategic locations in the District, middle school lunch schedule will be adjusted to allow teachers 25 minutes for lunch where possible, and a committee will review professional development and early release schedules at the high school level during the 2013-2014 school year.

Denise Fears made the motion, second by Jill Esry, that the Board of Education approves the First Addendum to the Collective Bargaining Agreement between the Independence National Education Association and the School District of the City of Independence, Missouri. The motion was unanimously approved by the Board of Education.

Jana Waits made the motion, second by Greg Finke, that the Board of Education approves the First Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Educational Support Personnel. The motion was unanimously approved by the Board of Education.

Greg Finke made the motion, second by Jill Esry, that the Board of Education approves the First Addendum to the Collective Bargaining Agreement between the Independence School District and the Independence Transportation Employees Association. The motion was unanimously approved by the Board of Education.

Dr. Hinson said the Administration is recommending US Able Insurance Company as the Board Paid Life Insurance, Accidental Death and Dismemberment, and Long Term Disability Insurance provider for the 2013-2014 school year. There will not be an increase in the premium for the fiscal year.

Jana Waits made the motion, second by Denise Fears, that the Board of Education approves the recommendation to accept US Able Insurance Company as the Board Paid Life Insurance, Accidental Death and Dismemberment, and Long Term Disability Insurance provider for District employees for the 2013-2014 school year. The motion was unanimously approved by the Board of Education.

The motion was made by Greg Finke that the Board of Education approves the certified salary schedule for the 2013-2014 school year as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson said the Administration is recommending approval of a Captive Insurance Plan for the Worker's Compensation Fund. He stated that it is new for the District but it will provide a cost saving also. Dr. Herl said this would establish a restricted fund for Worker's Compensation and is similar to a self-insured fund. This could save the District between \$275-\$300,000 this year.

Jill Esry made the motion that the Board of Education approves the resolution to create a fund for the purpose of utilizing captive insurance for the District's Worker's Compensation Insurance. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

The motion was made by Greg Finke, second by Jill Esry, to schedule the annual Budget Hearing (for the 2013-2014 school year) for Thursday, June 27, 2013 at 7:30 a.m. at Central Office. The motion was unanimously approved by the Board of Education.

Mrs. Franklin asked Mrs. Jana Waits to speak on behalf of the Board of Education.

Mrs. Waits addressed Dr. Hinson, as this is his last official Board of Education meeting before retiring and moving on as Superintendent of the Shawnee Mission School District. She said that the Board and District have seen many positive changes due to his leadership. A major one was pulling the entire community together for support of the annexation issue where the District received seven schools from the Kansas City, Missouri School District. She said that it has been a pleasure and honor for the Board to work with him and that his leadership reflects his integrity, morals, humbleness, and caring. His leadership summarizes his work in the District to always make sure that "what is best for kids" was the main focus. She said "thank you" for inspiring the Board and the District to plan for the future, for his leadership, his vision, and heart. She compared him to "the perfect storm" in that he was always willing to take a risk if it meant improving a child's life. She said that men make history and not the other way around. She presented *The Essence of Leadership* plaque to Dr. Hinson on behalf of the Board of Education.

Dr. Hinson took this opportunity to present Mrs. Waits with her Van Horn High School diploma, as she had not been able to locate her original diploma.

Dr. Hinson then talked about the past 12 years he had spent in the Independence School District and community. He said that everything that has been accomplished was always through a team effort. He said that it took everyone working together to make necessary changes. He said that he was so honored to have worked here, lived here, and to have called Independence home and that his family has been far more blessed. He said the District and the community had been great but the best days for the Independence School District are yet ahead. He said that Dr. Herl is the right person to make this happen. Dr. Hinson said that Independence will forever be in his heart due to great memories that he will go with him. He said that he doesn't walk away with pride in his heart for anything done here because it has always been a collective decision. He is thrilled with the direction of this School District and that Independence has a great track record of electing phenomenal school board members. He said that unless you have lived here you do not know the greatness of this community and that it has been an honor for him to have worked for the children and families. He said thank you to the Board, current and former members, for allowing him the opportunity to have been part of the Independence School District.

There being no further information to come before the Board; Greg Finke made the motion, second by Jana Waits, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 7:00 p.m. The motion was approved as follows:

Ayes: Ann Franklin
Matt Mallinson
Jill Esry
Jana Waits
Denise Fears
Greg Finke

Absent: Ken Johnston


Secretary


President