

The Board of Education met in regular session Tuesday, January 8, 2013, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Dr. Matt Mallinson, Vice President
Mrs. Jill Esry, Treasurer
Mrs. Jana Waits, Director
Mrs. Denise Fears, Director
Mr. Greg Finke, Director

Members Absent: Mrs. Ann Franklin, President
Mr. Ken Johnston, Director

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

The meeting was called to order by the Vice President, Dr. Matt Mallinson, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller. Dr. Mallinson welcomed everyone to the meeting.

Jana Waits made the motion to approve the January 8, 2013 Agenda as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson asked Mr. Don Coffman to present the American Field Service (AFS) Program Exchange Students that were in attendance. Mr. Coffman said the 2012-2013 AFS students represent nine different countries. The students introduced themselves, their host families, and talked about their involvement and experiences at their respective schools. Lucas Chen-Brazil; Charipyaphon Pla Klaphom-Thailand; Petra Kamben-Faroe Island; Elena Fuerler-Italy; Greger Dalheim-Norway; Vilde Lunde-Norway; Steven Abreu-Germany; Chiaki Hashimoto-Japan, Annalisa Casanova-Italy; Sunniva Slaatto-Norway; Nicolas Belenguer-Spain. They stated that this Program provides them an opportunity to experience a different culture and possibly change their opinion by coming to Independence in the United States. The all plan to return and finish high school in their home countries and some expressed that would like to come back and attend college in the United States. Two students: Jacqueline Temperli-Switzerland (illness) and Lucas Bru-Argentina) were unable to attend. Mr. Coffman also introduced the adult volunteers that work with the AFS Program: Kathy Mallinson, Brenda Stahl, Bruce Lowry, Sue Ridings, Cheryl Coffman, and Cheryl Davis. He said they appreciate the opportunity for the students to meet the Board of Education and for the support that the Board and School District provide the students during their stay.

Greg Finke made the motion to approve the January 8, 2013 Consent Agenda as printed.

1. Minutes – December 11, 2012 – Regular session.
2. Approval of January 8, 2013 List of Bills totaling \$8,188,776.40
3. Personnel Recommendation #12
 - A. Request to Assume Retirement Status Effective End of the 2012-2013 School Year
 1. Antoinette Mallams, Principal/John W. Luff Elementary School
 - B. Request to Assume Retirement Status Effective End of the 2012-2013 School Year
 1. Keith Peterson, Social Studies/William Chrisman High School
 2. Amy Baker, Math/Van Horn High School
 3. Patricia Willis, Process Coordinator/George Caleb Bingham Middle School
 - C. Employment of Certificated Staff for the 2013-2014 School Year
 1. Gregg Webb, Social Studies/Truman High School
4. Approval to Let Bids for Installation of a Wood Gym Floor at the West Elementary School – No bids were received during the previous bidding process, so the bid is being let again.

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

Dr. Hinson stated that two videos would be shared. The first one is for the January Community Member of Character. Ms. Lisa Temple-Young is full of ambitious ideas and initiatives. She chose to devote her life to our community after doctors diagnosed her with Hodgkins Lymphoma cancer and told her she only had months to live. Serving as Van Horn's Caring Communities LINC Site Council Chair for over a decade, she has not only made her dreams for the community come true, she's helped others realize their own ambitions. She runs the Van Horn Community Food Pantry organizing food drives, holiday baskets, food deliveries, and currently teaches a life skills class to a group of young adult women weekly at Van Horn High School. She has devoted her life to helping people

in Independence and continues to share her time and support with others. On behalf of the Board of Education and School District, Dr. Hinson presented Ms. Temple-Young with a framed certificate in honor of her recognition.

The second video featured the MindStream Program and the students that attended the MS Academy in South Carolina for the first semester. It shared how the students experienced real changes (inside and outside) including their perception of themselves and their physical appearance. Everyone is proud of their hard work and now they will become health ambassadors. Some of the students will return for their second semester to the MindStream Academy. Nancy Lewis, Director of Public Relations, expressed appreciation to the students and their families for embarking on this tremendous undertaking and for sharing the success that the students achieved. The NBC TV Today Show will feature a segment on the MindStream Program this coming Friday (January 11).

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

Dr. Hinson said it is time for the annual approval of the District's Property, Liability, Worker's Compensation, Auto, and Umbrella Insurance Coverage. Dr. Herl provided an overview of the process in securing bids for insurance coverage. He said there was a small increase for most of the coverage except for the large increase for Worker's Compensation due to the number of large claims filed last year. He went on to say the measures are being taken to reduce Worker's Comp claims such as adding the health clinic along with additional education and training for employees.

The motion was made by Greg Finke, second by Denise Fears, that the Board of Education approves WRMA Insurance Company to provide property, liability, automobile, crime, umbrella, and school leadership insurance and approves Missouri Employer's Mutual (MEM) to provide Worker's Compensation Insurance for the calendar year of 2013. The motion was unanimously approved by the Board of Education.

Dr. Hinson stated that the District has received the 2012 Annual Audit. Dr. Herl said the annual audit is due Dec. 31 of each year. He recognized Molly Johnson and the Business Office staff for their excellent work. He said that Molly and several others were here the day after Christmas to work on the audit. The District received a clean audit - with no material weaknesses.

Denise Fears made the motion that the Board of Education approves the School District audit for the 2011-2012 school year as presented. Jana Waits seconded the motion and it was unanimously approved by the Board of Education.

The School District has had an administrative residency requirement since 2002. The revisions to Regulation 4130 proposes several things: it changes the notification from May 15 to April 15; it is for all individuals on Administrative Contract (defined as an individual who has contracted with the District to provide administrative duties including the supervision or evaluation of other employees); there is a two year period of time for establishing residency (February 2015); and allows for multi-year contracts. If administrators have spouses that have residency requirements with their current employment, that may be recognized as a basis for exemption. Written requests for exemption from the requirements of this Regulation need to be sent to the Superintendent of Schools prior to commencement of a contract.

Comments by the Board of Education - Mrs. Waits stated that she believes the decision to revise Regulation 4130 is the right thing to do based on what is best for our School District. Some changes may occur for some employees by putting this in writing. It is important to support our community and have our educators raising their families in this community and being involved. Our community will flourish and benefit from quality people moving into the District. Mrs. Fears stated that this affects multiple stakeholders: kids, families, tax payers, and administrators. This will cause an increase in loyalty, contribute to our tax base, reduce absenteeism, reduce travel costs, and help create a better understanding of the unique needs in our community. Mrs. Esry stated that by law Board members have to live in the District. This will be a huge benefit for administrators to live here. Greg Finke stated that the School District is one of the largest employers in the City of Independence and this will have a tremendous impact on the economic development of this community. He stated that he was disappointed that some of his colleagues have chosen to move and raise their families in other communities/cities. He is pleased that the District will continue to keep employing some of the best and brightest as leaders in this District and that this is the right step in building future leaders of our community. Dr. Mallinson stated for a number of years it was understood that administrators would live in the District and that this is a good thing for our community.

The motion was made by Jana Waits that the Board of Education approves this reading of changes and additions to Board of Education Regulation 4130 as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Pages 10621-10622)


Dr. Hinson provided a Legislative update and reviewed some of the Bills introduced this week and that there may be some common themes in the Bills before the Legislature this session although the Bills go from one extreme to another. A Bill has been introduced allowing conceal and carry of weapons by administrators and teachers of which a majority of organizations will probably oppose. The Governor has stated that more attendance hours need to be required for student education. The Administration and Board will continue to monitor the fiscal notes and respond as necessary. He said the Board and Administration need to stay extremely involved based on the impact some of the legislation could have on public education.

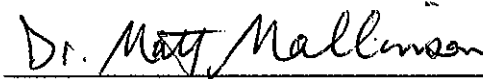
Bob Robinson updated the Board on the remaining Bond Issue projects. He stated that his list is getting shorter as we near the end of the Bond projects. The roof replacement contracts have been sent to the contractors; pre-bid meeting for mudjacking and pier work was held January 5 and bids will be opened and reviewed on January 11; and work on the Abraham Mallinson Elementary School is going well – roof is complete over the gymnasium and music/art areas, roof top air handling units should arrive by mid-January, temporary power is on throughout the facility, installation of face brick has been slowed due to the weather, overhead plumbing work is in progress, floor slab in the Cafeteria will be replaced when the weather allows, metal stud framing between classrooms has started, and substantial completion is scheduled for July 2013.

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 6:52 p.m. The motion was approved as follows:

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

Absent: Ann Franklin
Ken Johnston


Secretary


Vice President

PERSONNEL SERVICES**Regulation 4130****Employment****Certificated Staff Contracts****Probationary**

Teachers without previous teaching experience will receive a probationary contract for each of their first five (5) years of full-time employment or for the corresponding period of part-time service.

Probationary teachers will be notified in writing of the Board's intent to reemploy them for the next school year. This written notice will be provided on or by April 15. Teachers who are not provided a timely notice will be automatically re-employed for the next school year.

Probationary teachers will be provided with a written contract on or by May 15 and will be required to provide the Board with a written acceptance or rejection within fifteen (15) days of receipt of the contract. Failure to provide a timely acceptance of the contract will be deemed a rejection of the Board's employment contract.

Permanent

Permanent teachers will be provided with an indefinite contract as provided by state statute. Indefinite contracts may be modified by the Board on or before May 15 with respect to the school year and with respect to annual compensation. Permanent teachers will receive copies of contract modifications within thirty (30) days of Board adoption.

Administrative

All administrators will be provided with contracts of from one-to-three-year duration. Administrative personnel, other than the Superintendent, who are employed under a one multi-year contract, will be notified on or before April 15 of the Board's wish to reemploy them in their present administrative position. Failure to provide a timely notice of reemployment will result in the administrator's reemployment in the present position and salary. Administrators employed on one multi-year contracts and who are notified of renewal will receive a written contract on or by May April 15 and will have fifteen (15) days to accept the contract.

The District currently requires certain administrators of the District to reside within the boundaries of the District. The Board believes this requirement is essential to successful leadership by District administrators. District administrators are expected to assume a leadership role in the community and consistently interact with the students and parents of the District. Furthermore, the District is funded in part by the taxpaying residents of the District. Accordingly, the Board of Education believes that by residing in the District, administrators will

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demonstrate a greater loyalty to the community, increase support for the local tax base and have enhanced opportunities to interact with students, parents and patrons of the District.

The following provision of this Regulation does not apply to current Administrators who were issued contracts with **the understanding** notice that they had are required to live in the District as part of their job requirements:

Current Administrators not living within the Independence School District boundaries:

- a. Will have two (2) years (until February 1, 2015) to establish residency within the District or their contract will not be renewed;
- b. Following the effective date of this Regulation, the salary for a current administrator will not be increased are frozen until such a time as they reside within the Independence School District boundaries unless otherwise required by contract; and
- c. Administrators may be offered a multi-year contract once residency has been established.

Current Administrators living within the Independence School District boundaries;

- a. May be awarded a multi-year contract.

Residency for purposes of this Regulation shall require Administrators to physically reside in, and maintain as their permanent resident, a domicile located within the boundaries of the District. This regulation is applies to for all Administrators of the District. The term "Administrator" for purposes of this Regulation is defined as an individual who has contracted with the District to provide administrative duties on an administrative contract that including the supervision or evaluation of other individuals employees.

Written requests for exemption requests from the requirements of this Regulation need to be sent to the Superintendent of Schools prior to commencement of a contract or prior to the administrator's relocation outside the Independence School District boundaries during the term of a contract. Relocation will only be considered based upon the employment requirements of a spouse. If an Administrator, who is subject to the residency requirements provided for in this Regulation, relocates outside of the District during the term of a contract without prior authorization by the Superintendent, such relation may be considered a breach of the Administrator's contract and form the basis of the termination of the contract.