

BOARD OF EDUCATION
The School District of Independence

The Board of Education met in regular session Tuesday, June 12, 2012, 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
Mr. Ken Johnston, Director
Mrs. Denise Fears, Director
Mr. Greg Finke, Director

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

A moment of silence was observed for children that have been victims of child abuse or neglect.

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 three students from William Woods University who were auditing the meeting as a course requirement.

Jana Waits made the motion to approve the minutes of the May 8, 2012 meeting as printed. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson stated that several of the items on the Consent Agenda include the annual bids for bakery, dairy, and ice cream products; approval of the bid for playground equipment/fall zones at Three Trails, Sugar Creek, and Korte Elementary Schools; approval of bid for asphalt work at Nowlin, Fairmount, Spring Branch, Van Horn, William Chrisman, and Hanthorn Schools; employment of additional 2012 Summer School staff; and regular approval of the minutes, bills, and personnel.

Greg Finke made the motion to approve the June 12, 2012 Consent Agenda as printed.

1. Minutes – May 8, 2012
2. Approval of June 12, 2012 List of Bills totaling \$11,540,803.70
3. Personnel Recommendation #21
 - A. Resignation of Certificated Staff Effective End of the 2011-2012 School Year
 1. Carrie Hamburg, Special Education/Van Horn High School
 - B. Employment of Certificated Staff for the 2012-2013 School Year
 1. Nathan Muckey, Business/Truman High School
 2. Stephanie Benson, German/Truman High School
 3. Melissa Montesano, FSL/Van Horn High School
 4. Bailey England, Social Studies-Communication Arts/Jim Bridger Middle School
 5. Rachel Smith, Special Education Teacher
 6. Michelle Christensen, Special Education Teacher
 7. Jacklyn Ray, Special Education
 8. Cynthia Travis, Elementary Teacher
 9. Amiee Jones, Special Education Teacher
 10. Christine Tatum, Music Teacher
 11. Dawn Frey, Elementary Teacher
 12. JoAnne MacLean, Elementary Teacher
 13. Jodi McHenry, Elementary Teacher
 14. Stefani Jones, Spanish Teacher
 15. Justin Schmidt, Elementary Teacher
 16. Sabrina Porter, Special Education Teacher
 17. Josue Molina, Instrumental Music Teacher
 18. Steven Billings, Math Teacher
 19. Marlene Mitchell, Special Education Teacher
 20. Jerod Rhodes, Math Teacher
 21. James Grace, Jr., Project Lead the Way

4. Approval of Employment Calendars for the 2012-2013 School Year.
5. Approval to Accept Bid for Playground Equipment/Fall Zones at Three Trails, Sugar Creek, and Korte Elementary Schools.
6. Approval to Accept Bid for Asphalt Work at Nowlin, Fairmount, Spring Branch, Van Horn, William Chrisman, and Hanthorn Schools.
7. Approval of Additional 2012 Summer School Staff.
8. Approval of Bakery Products Bid for 2012-2013 School Year.
9. Approval of Dairy Products Bid for 2012-2013 School Year.
10. Approval of Ice Cream Bid for 2012-2013 School Year.

The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Hinson stated that the 2012 Summer School session was going well and enrollment has increased this year. He also said that we do a lot of things out of tradition. His question was continuing to observe the moment of silence for abused and neglected children at the beginning of the meeting – should this be continued as tradition or because we truly believe in the significance of this observance? He will wait for feedback from the Board of Education.

Several items were presented for the Board of Education's consideration under New Business.

Dr. Hinson explained that 33 metro school districts belong to the Cooperating School Districts of Greater Kansas City organization. The annual dinner/legislative update is scheduled for tomorrow night (June 13) in the Cafeteria at Central Office. Membership is assessed per district at \$2 per student so the District's membership dues cost for 2012-2013 is \$27,342.

Jana Waits made the motion that the Board of Education authorizes the School District to pay membership dues in the amount of \$27,342 to the Cooperating School Districts of Greater Kansas City for the 2012-2013 school year. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Hinson stated that the multi-year agreements are very important in the negotiation process with District employee organizations. The 2012 sessions went extremely well and he complimented the District and organization teams for their diligent in staying on task and resolving all issues. Dr. Scott also said this year was very important as the current three year agreements ended this year. The agreements were renegotiated with all three groups (INEA, IESP, and ITEA). He is excited about the new multi-year agreements that were approved for the next five years.

Ken Johnston made the motion that the Board of Education approves the new five year Collective Bargaining Agreement between the Independence School District and the Independence National Education Association. Jill Esry seconded the motion and it was unanimously approved by the Board of Education.

Jana Waits made the motion that the Board of Education approves the new five year Collective Bargaining Agreement between the Independence School District and the Independence Educational Support Personnel. Matt Mallinson seconded the motion and it was unanimously approved by the Board of Education.

Jill Esry made the motion that the Board of Education approves the new five year Collective Bargaining Agreement between the Independence School District and the Independence Transportation Employees Association. Denise Fears seconded the motion and it was unanimously approved by the Board of Education.

Dr. Herl presented the Certified Salary Schedule for the 2012-2013 school year and explained that the index was increased by \$300.00. This brings the District's certified Salary Schedule to \$36,000 which includes the overlay. The District also pays an additional \$1,200 for the Teacher Academy. Dr. Hinson expressed appreciation to the District and INEA team for their work on the certified Salary Schedule for 2012-2013.

The motion was made by Matt Mallinson, second by Jana Waits, that the Board of Education approves the Certified Salary Schedule for FY2013 school year as presented. The motion was unanimously approved by the Board of Education. (Page 10555)

Dr. Herl said that salaries and benefits are negotiated each year. This year Blue Cross/Blue Shield's proposal includes a premium rate for 2012-2013 as well as a rate cap for the 2013-2014 school year based on the District's participation in health and productivity programs. It includes a three tier structure similar to the one utilized this year. The premium increase is projected to be approximately 8.9%. He recommended approval of the Group

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2012-2013**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$37,200 *					
1	\$36,000	\$36,650	\$38,950	\$39,600	\$41,250	\$44,055
2	\$36,304	\$36,954	\$39,254	\$40,904	\$42,554	\$45,359
3	\$36,607	\$37,257	\$40,557	\$42,207	\$43,857	\$46,662
4	\$36,911	\$38,561	\$41,861	\$43,511	\$45,161	\$47,966
5	\$38,214	\$39,864	\$43,164	\$44,814	\$46,464	\$49,269
6	\$39,518	\$41,168	\$44,468	\$46,118	\$47,768	\$50,573
7	\$40,821	\$42,471	\$45,771	\$47,421	\$49,071	\$51,876
8	\$42,125	\$43,775	\$47,075	\$48,725	\$50,375	\$53,180
9	\$43,428	\$45,078	\$48,378	\$50,028	\$51,678	\$54,483
10	\$44,732	\$46,382	\$49,682	\$51,332	\$52,982	\$55,787
11	\$46,035	\$47,685	\$50,985	\$52,635	\$54,285	\$57,090
12	\$47,339	\$48,989	\$52,289	\$53,939	\$55,589	\$58,394
13	\$48,642	\$50,292	\$53,592	\$55,242	\$56,892	\$59,697
14	\$49,946	\$51,596	\$54,896	\$56,546	\$58,196	\$61,001
15		\$52,899	\$56,199	\$57,849	\$59,499	\$62,304
16			\$57,503	\$59,153	\$60,803	\$63,608
17			\$58,806	\$60,456	\$62,106	\$64,911
18				\$61,760	\$63,410	\$66,215
19				\$63,063	\$64,713	\$67,518
20					\$66,017	\$68,822

(a) The indexed base is \$33,000. Step 1 BS includes a salary overlay of \$3,000. Step 2 BS and Step 1 BS+16 include a salary overlay of \$2,000. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$1,000.

(b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.

(c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.

(D) One-half hours must be graduate for all hours earned after Master's in Field.

(E) National Board Certification will receive a \$3,000 annual stipend.

(*) Reflects \$1,200 Stipend for additional training required of entry level teachers.

Health Insurance plan from Blue Cross/Blue Shield and continuation of full benefits for employee dental, long term disability, and life insurance.

The motion was made by Greg Finke that the Board of Education approves the recommendation to accept the group health insurance proposal from Blue Cross/Blue Shield and approves the continuation of full benefits for employee dental, long term disability, and life insurance. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Hinson reminded the Board of Education that the District provides paid life insurance, accidental death and dismemberment, and long term disability insurance for employees. These are great benefits for employees as sometimes tragic things do happen to our people.

Jana Waits made the motion that the Board of Education approves the recommendation to accept US Able as the Board paid life insurance, accidental death and dismemberment, and long term disability insurance provider for District employees. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl stated that the RFP for conversion of microfilm and hard copy records to an electronic format was very difficult to write. He explained that the process would include an indexing capability so retrieving of files could be readily accessed. The District has well over two million pieces of paper and over one million documents that will need to be transferred to electronic format. This will be a great benefit for the District as it will save time and manpower in maintaining student and human resources records. Dr. Herl said that nine companies submitted bids and two finalists were interviewed and the recommendation was to accept the bid from Select Imaging.

Denise Fears made the motion that the Board of Education approves the contract for microfilm conversion, microfilm search software, and hard copy conversion with Select Imaging. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Hinson reported that the District was recommending increasing the lunch meal price by five cents for the 2012-2013 school year. This is due to increase in food costs, gasoline prices, labor costs, PEERS retirement contribution, and the 2010 Healthy/Hunger-Free Kids Act of 2010. The District's focus is to break even on the Nutritional Services Program.

Jana Waits made the motion that the Board of Education approves the meal prices for 2012-2013 as presented. The motion was seconded by Greg Finke and unanimously approved by the Board of Education. (Page 10557)

Dr. Hinson stated that it is Budget time again and asked Dr. Herl to provide information on issues that affect the District's budgeting process. Dr. Herl said that the State's budget has a large impact on our budget. In preparing the District's budget, the State of Missouri is projecting revenues of \$850 million less than in 2000. The District is prorating the Foundation Formula funding at 92% as the State will not fully fund the Formula. He said the District has two areas of concern: health insurance and what the District can do to contain increases; and the cost of utilities. In 2010 the District spent \$2.3 million in electricity costs and currently the District has spent over \$3.1 million in electricity at this time. The Budget will estimate utilities costs at \$3.6 million for 2012-13 school year. The School District is the largest user of electricity in the community.

Dr. Hinson recognized State Representative Ira Anders who was in attendance. Dr. Hinson stated that a number of legislative bills were introduced and did not pass during the recent session. He said that no legislation passed regarding the Kansas City, Missouri School District. The pre-trial for the five school districts against KCMO School District is schedule for tomorrow and then the trial is later in the month. The individuals that are elected to serve are very important. There are a handful of legislators that have served or worked in public education and they should be relied on by other legislators when considering education funding. As the Superintendent and Board of Education, public education is our special interest. Dr. Hinson said that a large portion of the Cooperating School Districts' annual meeting on June 13th will be to share legislative information on upcoming elections, special interest groups, etc.

A motion was made by Jill Esry, second by Denise Fears, to schedule a special Board of Education meeting on Thursday, June 28 at 7:30 a.m. for the 2012-2013 School District Budget Hearing. The motion was unanimously approved by the Board of Education.

Mr. Robinson's status report on Bond Issue projects included: the ADA lift is being added at Jim Bridger Middle School; John W. Luff's kitchen remodeling work is in progress; Nowlin Middle School's repairs including replacement


of windows, masonry/tuck pointing work is complete; Little Blue Elementary School's- starting to put furniture in the completed rooms, kitchen appliances are being connected to utilities, work on cement floors and gym floor should be completed soon, canopy skylights will arrive mid-July, and substantial completion of the school will be on time for the Open House on July 19; and work on the new West Elementary is progressing: the rough grading work is still going on, drilled piers are fifty percent complete, the contractor, architect and engineer are working on the drawings, the job trailer will be moved to the site following the completion of the Little Blue Elementary, and completion is scheduled for 2013; work on the east parking area at the Ennovation Center is complete and the lower parking deck is currently being used; and the preliminary drawings and specifications for the health clinic at the Ennovation Center will be completed and put out for bid next Tuesday.

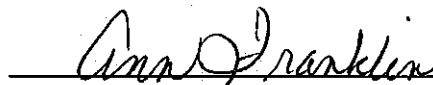
Dr. Hinson reminded the Board of Education that in the last two Bond Issues, approximately \$112 million worth of bonds have been passed by patrons of this School District. This is exciting and very beneficial to our staff, students, and families.

There being no further information to come before the Board; Greg Finke made the motion, second by Ken Johnston, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 6:41 p.m. The motion was approved as follows:

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

Absent:


 Secretary


 President