

The Board of Education met in regular session Tuesday, May 11, 2010, at 6:00 p.m. in the Large Classroom at George Caleb Bingham Middle School, 1716 South Speck Road, Independence, Missouri.

Members Present: Mr. Ken Johnston, President
Mrs. Ann Franklin, Vice President
Mrs. Jana Waits, Treasurer
Dr. Matt Mallinson, Director
Mrs. Jill Esry, Director
Mrs. Denise Fears, Director

Member Absent: Mr. Blake Roberson, Director

Also Present: Dr. Jim Hinson, Superintendent
Mr. Dred Scott, Mr. Dale Herl, Ms. Sandi Kiehne, Dr. Beth Savidge, Dr. Gary Hogue, Mrs. Claudia Ketterlin, Ms. Cindy Konomos, Dr. Gloria Stephenson, Mrs. Nancy Lewis, Mr. Bob Robinson, INEA, PTA, 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, Mr. Ken Johnston, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller. Mr. Johnston welcomed students from the Truman High School Leadership Class that were in attendance.

Ann Franklin made the motion to approve the May 11, 2010 Agenda and all items as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Mr. Johnston introduced Laurie Countryman, first grade teacher at William Southern. Seven of Mrs. Countryman's students presented their program "It's Our Country, Man Roll Call" for the Board. The students talked about their location in Independence, Jackson County, State of Missouri, United States, North American Continent, and in the Milky Way Solar System and Universe. The Board thanked Mrs. Countryman and the students for their excellent presentation.

Mr. Johnston asked if any staff member or patron would like to address the Board of Education.

Christopher Eager, 1819 South Leslie Avenue, presented a book to each of the Board of Education members - *The Death and Life of the Great American School System: How Testing and Choice Are Undermining Education* written by Diane Ravitch. This book critiques today's most popular ideas for restructuring schools, including privatization, standardized testing, accountability, and charter schools. She makes the case that public education today is in peril. *The Death and Life of the Great American School System* is written for anyone dealing with the future of the American public education system. In the book, it says she was wrong regarding testing as it has achieved nothing except to undermine the public education system. She says that education is meant to prepare students to be citizens of the United States and this is not what is happening.

Dr. Hinson explained several items on the Consent Agenda including: bills totaling \$10,934,041.86 of which \$3,210,850.04 is Bond money; various renovation/remodeling bids for Bond projects; annual bids for elevator inspection services; district-wide trash service; lease purchase approval for Phase 3 of IREC (this is TIF money not District money); moving programs/staff from Windsor to IREC is beginning; approval of construction bids for Phase 3 at IREC, and the fiber optic battery backup to support the District's fiber optic network.

Matt Mallinson made the motion to approve the May 11, 2010 Consent Agenda as printed.

Minutes – April 13, 2010.

Approval of May 11, 2010 List of Bills totaling \$10,934,042.86

Personnel Recommendation 20.

4. Approval to Accept Bid for Masonry/Waterproofing at Three Trails Elementary School.
5. Approval of Lease Purchase for the Financing of IREC and Future Central Office Renovations.
6. Approval to Accept Bid for Windsor Classroom Remodel – Phase 2.
7. Approval to Accept Bid for Elevator Inspection Service for the 2010-2011 School Year.
8. Approval to Accept Bid for District Trash Service for the 2010-2011 School Year.
9. Approval to Accept Bids for Phase 3 Construction at IREC.
10. Approval to Accept Bids for Additions to Blackburn and John W. Luff Elementary Schools.

**FIRST AMENDMENT TO AGREEMENT BETWEEN
THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE AND
INDEPENDENCE NATIONAL EDUCATION ASSOCIATION**

IT IS HEREBY AGREED, between the Board of Education of the School District of the City of Independence, located in Jackson County, in the State of Missouri (hereinafter called the "Board"), and the Independence-National Education Association (hereinafter the "Association"), that the Agreement between the parties dated June 15, 2009, is hereby amended in the following respects:

1. Joint Training on Performance Based Teacher Evaluation:

The Association and the Board agree that the Performance Based Evaluation (PBE) Committee will develop a Power Point presentation to be used by the Human Resources department to train principals and association building representatives jointly. Building PBE training, facilitated by the building principal(s) and building association representative, will be required in every building annually.

2. Meetings on Election Day:

The Association and the Board agree that there shall be no regularly scheduled district or school meetings scheduled on the regular election day in November and April, excluding any emergency meeting as determined by the District or building administration.

3. National Board Certification:

The Association and the Board agree that teachers who obtain National Board Certification (NBC) should be recognized and honored. The Board agrees to honor NBC certified teachers annually at opening day ceremonies.

4. Sick Leave Accumulation for New Teachers:

- a. In the Agreement, the Association and the Board agree to separate the provisions regarding accumulation for Teacher Unit sick leave from Para Unit sick leave.
- b. Para Unit sick leave accumulation as is currently in the Agreement will remain unchanged, Section 9.2, re-titling as necessary.
- c. The following provision shall be added to the Agreement:

Section 9.3 – Teacher Unit Sick Leave Accumulation

Annual allowable sick leave days are accumulated immediately upon assuming responsibilities during said year and are designated current days. For purposes of sick leave accumulation, members of the Teacher Unit assume their responsibilities on the first day of regular student attendance.

5. Examination of Sick/Personal Leave Policies:

The Association and the Board agree to meet between the end of 2010 negotiations and the beginning of the 2010-2011 school year to collaboratively examine the district's sick and personal leave policy and to research the effectiveness of other systems. Based on this examination of policies, either the Board team or the Association may, at its discretion, develop a proposal to submit for consideration during the 2011 negotiations. This Agreement does not indicate that the current sick/personal leave policies will be changed as a result of the research conducted.

6. Re-evaluation:

The Association and the Board agree to that the District will amend its PBE document as follows:

If an educator is marked "needs improvement" or "does not meet expectations" on any criteria, ~~for the purpose of Career Ladder eligibility~~, the educator may request a re-evaluation to be completed on or before October 1st of the following year. This request must be made in writing prior to the end of the school year in which the initial summative is completed.

7. Salary Schedule:

The Association and the Board agree that all certificated staff and paraprofessionals will remain at their current "step" for the 2010-2011 school year. Horizontal or "lane" movement will be granted but such movement shall be limited to one time during the 2010-2011 school year.

8. Teacher Contract Days:

The Association and the Board agree to reduce teacher contract days from 187 to 185 for example, in the 2010-011 school year, January 3, 2011 and April 25, 2011 shall be converted to "Non-Student Attendance/Non-Contract" days.

9. Career Ladder:

If the State of Missouri fails to fully fund its portion of the District's Career Ladder program, the Association and the Board agree to utilize the funds allocated by the Board for the local portion of the District's Career Ladder program, based upon 2010-2011

eligibility, to fund services and activities identified in the District Career Ladder Plan. The district career ladder committee may modify the district career ladder plan as necessary to determine how the local contribution will be distributed.

10. Third Party Representation

The Association and the Board agree to reopen negotiations regarding Third Party Representation after the conclusion of the May district administrators' meeting.

All other terms and conditions of the aforesaid Agreement between the Board and Association shall remain unchanged and are hereby ratified by the parties.

WITNESSETH THE HANDS of the parties hereto on this 18 day of May 2010.

SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE

By: Ken Johnston
President of the Board of Education
"BOARD"

ATTEST:

Annette Miller
Annette Miller, Secretary

INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION

By: Christopher Eager
President

Dr. Hogue stated that 559 teachers participated in the Career Ladder Program for the 2009-2010 year (Stage I - 113; Stage II - 109; and Stage III - 337).

The motion was made by Jana Waits, second by Ann Franklin, that the Board of Education approves the 2009-2010 Career Ladder Program, Stages I, II, and III for District teachers that participated in the program. The Board of Education unanimously approved the motion.

The Certificated Salary Schedule was revised based on the New Teacher Academy being reduced by one day, so the stipend amount was reduced to \$1,200 for the 2010-2011 School Year.

Jana Waits made the motion, second by Ann Franklin, that the Board of Education approves the revised certified salary schedule for the 2010-2011 school year as presented. The motion was unanimously approved by the Board of Education. (Page 10371)

Dr. Hinson reported that the current administration's approach to reforming public education has created lots of concerns about some of the procedures. Missouri was not one of the states to be awarded in the first round in the Race to the Top funding. Based on the concerns expressed, including that MNEA is not in support of the current procedures that are being presented, it is the Administration's recommendation that the District not participate in the second round of the Race to the Top program. Dr. Hinson said the opportunity for success is very, very minimal. Mrs. Franklin said that the amount of money is unknown and how it would be appropriated is also unknown. There are a number of strings attached to this endeavor. The District believes in local control by the Board of Education and Administration.

The motion was made by Ann Franklin that the School District not participate in the second round of the Race to the Top funding as currently presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

The District has received the annual membership dues statement for the 2010-2011 school year from the Missouri School Boards Association. Dr. Hinson stated that these dues should be discussed by the Board of Education especially with the financial situation of the School District. The dues do not cover registrations for various seminars and sessions through the MSBA. Some reservations have been expressed regarding joining MSBA next year. Various Board members think MSBA needs to do a better job defining what districts receive for their membership dues. The Board and District have supported MSBA but are disappointed with some of the services received. Larger districts do not use MSBA attorneys, bulk purchasing, professional policy services, etc., as they have other access to these services. The Board of Education asked that Dr. Hinson convey these concerns to MSBA and the president of the MSBA Board.

A motion was made by Ann Franklin that the Board of Education authorizes the School District to pay the membership dues in the amount of \$11,000.00 to the Missouri School Boards' Association for the 2010-2011 school year. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson explained that it is very difficult to obtain a volunteer (and alternate) to serve as the District's representative on the Jackson County Board of Equalization due to the number of requirements that would prohibit people that would be willing to serve in this capacity. According to the following Missouri State Statute:

138.011. No member of any board of equalization in any county with a charter form of government shall be an official of any city, town, or village in the county, a member of any school board in the county, or an employee of any school district within the county. Each member shall have some level of experience as determined by the governing authority of the county as a real estate broker, real estate appraiser, home builder, property developer, lending officer, or investor in real estate before their appointment to the board.

Dr. Hinson asked the Board that if they had any suggestions of people that meet these qualifications and would be willing to serve as the District's representative to please notify him.

Mr. Robinson reported that a number of the Bond Projects underway. Architectural plans and designs for projects at: Van Horn, Fairmount, Sugar Creek, and Three Trails are being completed. These projects consist of: HVAC systems, building entrances, electrical, etc. Construction on the field at Van Horn is going well; work on Blackburn will start when school is out, as well as work at Luff and William Chrisman; utilities are being installed at the new east elementary school site along with some grading and pier work. Truman High School bids are due May 25th

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2010-2011**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$35,900 *					
1	\$34,700	\$35,335	\$37,605	\$39,240	\$40,875	\$43,655
2	\$34,992	\$35,627	\$38,897	\$40,532	\$42,167	\$44,946
3	\$35,283	\$36,918	\$40,188	\$41,823	\$43,458	\$46,238
4	\$36,575	\$38,210	\$41,480	\$43,115	\$44,750	\$47,529
5	\$37,867	\$39,502	\$42,772	\$44,407	\$46,042	\$48,821
6	\$39,158	\$40,793	\$44,063	\$45,698	\$47,333	\$50,113
7	\$40,450	\$42,085	\$45,355	\$46,990	\$48,625	\$51,404
8	\$41,742	\$43,377	\$46,647	\$48,282	\$49,917	\$52,696
9	\$43,033	\$44,668	\$47,938	\$49,573	\$51,208	\$53,988
10	\$44,325	\$45,960	\$49,230	\$50,865	\$52,500	\$55,279
11	\$45,617	\$47,252	\$50,252	\$52,157	\$53,792	\$56,571
12	\$46,908	\$48,543	\$51,813	\$53,448	\$55,083	\$57,863
13	\$48,200	\$49,835	\$53,105	\$54,740	\$56,375	\$59,154
14	\$49,491	\$51,126	\$54,396	\$56,031	\$57,666	\$60,446
15		\$52,418	\$55,688	\$57,323	\$58,958	\$61,738
16			\$56,980	\$58,615	\$60,250	\$63,029
17			\$58,271	\$59,906	\$61,541	\$64,321
18				\$61,198	\$62,833	\$65,613
19				\$62,490	\$64,125	\$66,904
20					\$65,416	\$68,196

(a) The Indexed base is \$32,700. Step 1 BS includes a salary overlay of \$2,000. Step 2 BS and Step 1 BS+16 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.

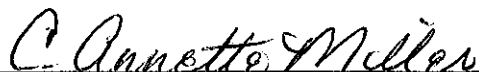
(*) Reflects \$1200 Stipend for additional training required of entry level teachers.

with work starting in June. Projects are sent to the City of Independence for approval and issuance of permits. Some of the changes requested by the City include: additional parking space, landscape changes, etc. The District is working with the City to get through some of these requirements. City Departments that the District has to work with on projects include: Planning, Zoning, and Community Development along with meeting codes required by the Fire Department. The District is working hard to make the buildings look nice and also be safe and secure sites for students and staff.

There being no further information to come before the Board, Jill Esry made the motion, second by Matt Mallinson, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 7:25 p.m. The motion was approved as follows:

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

Absent: Blake Roberson



Secretary



President