

The Board of Education met in regular session Tuesday, February 9, 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. Blake Roberson, President
Mr. Ken Johnston, Vice President
Mrs. Ann Franklin, Treasurer
Mrs. Susan Jones, Director
Mrs. Jana Waits, Director
Mr. Ira Anders, Director
Dr. Matt Mallinson, Director

Also Present: Dr. Jim Hinson, Superintendent
Mr. Dred Scott, Mr. Dale Herl, Ms. Sandi Kiehne, Dr. Beth Savidge, Mr. Jason Dial, Dr. Gary Hogue, 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. Blake Roberson, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller. Mr. Roberson welcomed UCM - Kathy Ambrose from UCM and Jenny Alderman and Ashley Campbell from Graceland University. They are auditing the meeting for a class requirement.

Mr. Roberson introduced Rod and Brenda Stoll, American Field Service sponsors. Mr. Stoll thanked the Board for supporting the AFS program and said that is a lifetime experience for the students. Twelve AFS students were present and addressed the Board and audience. They told about their native country, family, school activities and introduced their host families. The students are from Norway, Germany, Russia, Thailand, Japan, and Brazil. They each thanked the Board for providing this experience and allowing them to learn about Independence. Mr. Roberson, on behalf of the Board of Education, expressed appreciation to the students and host families for participating in this program.

Susan Jones made the motion to approve the February 9, 2010 Agenda as printed. The motion was seconded by Ira Anders and unanimously approved by the Board of Education.

Dr. Hinson stated the Consent Agenda consisted of several items including the monthly bills report, acceptance of bids for roof work, pier work and mudjacking and also restroom renovation work.

The motion was made by Ann Franklin to approve the February 9, 2010 Consent Agenda as printed.

Minutes – January 12, 22, and February 2, 2010 as printed

Approval of February 9, 2010 List of Bills totaling \$7,938,881.82

Personnel Recommendation #14.

A. Request to Assume Retirement Status Effective End of 2009-2010 School Year.

1. Susan King, Process Coordinator
2. Joyce Page, Special Education/Jim Bridger Middle School
3. Sheila Wheaton, First Grade/Blackburn Elementary School
4. Carla Beth Moreira, Mentor Teacher/Blackburn Elementary School

B. Resignation of Certificated Staff Effective End off 2009-2010 School Year.

1. Lyn Verstraete, Special Education/Korte Elementary School
2. Mark Simcox, Science/William Chrisman High School
3. Ashley Gilfoil, Spanish/William Chrisman High School
4. Alex Kennedy, Spanish/Truman High School

4 Approval to Accept Bid for Roof Replacement at Bryant Elementary School.

5 Approval to Accept Bid for Roof Replacement at Procter Elementary School.

6 Approval to Accept Bid for Pier Work and Mudjacking at Thomas Hart Benton Elementary School.

7 Approval to Accept Bid for Restroom Renovation at Korte Elementary School.

The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Dr. Hinson said as a practice that inclement weather days are made up at the end of the school year. The adjustment to the 2009-2010 District calendar will be brought to the next meeting along with one day that William Chrisman High School and Christian Ott Elementary School students missed due to water main break. The District has notified employees of the Social Security and PSRS rates. This is based on new State requirements. Student led conference are taking place this week and this program is well received. The Legislative update included:

numerous bills have been filed that will impact education; many, many fiscal notes re bills that have been filed in the legislature are received daily; and the District will continue to monitor the bills closely. An update on the Budget shows that the District is in the middle of budgets for 2011 and 2012. The District receives funding from two major sources: Prop C (state sales tax) and the Foundation Formula. The State revenues are down approx. 24% from one year ago. The District is anticipating a withholding from the Foundation Formula and a reduction for 2012 of possibly 4-5%. The District has to tighten its belt like other districts in the State. The District is trying to anticipate from the State what is going to happen as we do not have large fund balances. The District is hoping to eliminate employee positions through attrition. Currently, the District is down approximately 60 positions from a year ago. The District's goal is to tighten our belt but protect what is taking place in the classroom. A dramatic reduction in Assessed Valuation this past year had an enormous impact on the District. The 2012 school year may be worse than 2011. The District will be fine but things will be lean.

Mr. Roberson said the first agenda item was for the Board to address the INEA Grievance Issue. This item will need to have Board approval. The Board discussed the dress code grievance. Mr. Anders had talked with a number of principals about this situation and was impressed by what he heard from them. He understands where principals and teachers are coming from and that he spent more time on this issue than any other. He said that if the Board upheld this grievance, it would take away the building administrators authority for that building. The building principal is responsible for that school and needs to have the authority to set rules and regulations. Mr. Roberson said he does not want to tie the principals' hands as they are the education leader for their building. Mrs. Franklin said she has the greatest confidence in the building principals and wants them to have the authority to set rules and regulations for their schools. She said that she hopes there can be resolution at the building and District level.

Dr. Hinson stated that the District doesn't have a dress code and doesn't think that it is the Board's desire to define this. Professional attire for staff depends on the activity/event that is taking place that day. He said there will be discrepancies between the schools and also the school levels as it is a balancing act. The building administrators will have discussions in their buildings with their staffs to collaboratively develop the rules and regulations. Dr. Hinson cited from his own experience that, when he was a building principal, he and his staff successfully worked together to develop the dress regulations for their building.

Mrs. Waits read the Board of Education's response to the INEA Grievance Issue. (Page 10335)

The motion was made by Jana Waits, second by Susan Jones, that the Board of Education's decision affirms the Superintendent of Schools decision provided to INEA on November 23, 2009. The motion was unanimously approved by the Board of Education.

Ann Franklin made the motion that the Board of Education approves the proposed ten, eleven, and twelve month work calendars for the 2010-2011 school year. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education. (Pages 10336-10338)

The motion was made by Matt Mallinson that the Board of Education approves the preliminary budgets for the 2010-2011 school year for classroom supplies, textbooks, and department supplies as presented for the purpose of encumbering funds for the timely ordering of these items. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

An adjustment to the 2010 Budget was presented for the Board of Education's consideration. This process allows the District to stay accurate with expenditures and revenues. Currently, revenues are down \$3 million and expenditures are up due to various grants plus the Sunshine Center expenses.

Susan Jones made the motion, second by Ken Johnston, that the Board of Education approves the 2010 Budget adjustments as presented. The motion was unanimously approved by the Board of Education. (Page 10339)

The School District is a member of the Cooperating School Districts of Greater Kansas City and therefore benefits by purchasing in larger quantities and at cheaper prices.

A motion was made by Jana Waits that the Board of Education approves the School District purchasing copy paper and janitorial supplies for the 2010-2011 school year from the Kansas City Suburban Purchasing Co-Operative. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.



BOARD OF EDUCATION
Mr. Blake Roberson, President
Mr. Ken Johnston, Vice-President
Mrs. Ann Franklin, Treasurer
Mrs. Susan Jones, Director
Mrs. Jana Waits, Director
Mr. Ira Anders, Director
Dr. Matt Mallinson, Director

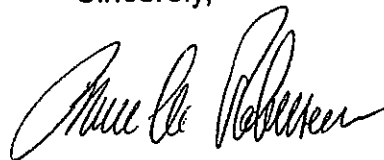
February 9, 2010

Dear INEA:

I write on behalf of the Board in response to your grievance regarding dress codes implemented by building administrators in the District. Based on information provided by INEA and district administrators, we affirm the decision of the Superintendent as previously provided to you on November 23, 2009.

We do not believe that the building administrators have usurped the authority of the Board by administering dress codes in their building. The Board has not adopted a district-wide code of dress for all District employees. This area has been left to building administrators to implement rules and guidelines as appropriate for their buildings and individual teachers in their buildings.

Sincerely,



Blake Roberson
President, Board of Education

Independence School District
3225 South Noland Road, Independence, MO 64055
(816) 521-5300 Office (816) 521-5680 Fax

**INDEPENDENCE PUBLIC SCHOOLS
2010-2011 SCHOOL CALENDAR
10 Month Calendar (204 days)**

10336

JULY 2010					AUGUST 2010					SEPTEMBER 2010					OCTOBER 2010				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
					2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30		25	26	27	28	29
Workdays	5				Workdays	22				Workdays	21				Workdays	21			
Non-Workdays	17									Non-Workdays	1								
NOVEMBER 2010					DECEMBER 2010					JANUARY 2011					FEBRUARY 2011				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5			1	2	3	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Workdays	19				Workdays	16				Workdays	20				Workdays	19			
Holidays	1				Holidays	1				Non-Workdays	1				Holiday	1			
Non-Workdays	2				Non-Workdays	6													
MARCH 2011					APRIL 2011					MAY 2011					JUNE 2011				
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	3	4	5	6					
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Workdays	20				Workdays	20				Workdays	18				Non-Workdays	22			
Non-Workdays	3				Non-Workdays	1				Non-Workdays	4								

A. Workdays

July	5
Aug	22
Sept	21
Oct	21
Nov	19
Dec	16

201

B. Holidays

Thanksgiving	1
Dec. 25	1
Presidents' Day	1
	<u>3</u>

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	6
Martin L. King	1
Spring Vacation	3
April 22	1

14

D. Appointment Days

Workdays	201
Holidays	3
	<u>204</u>

Non-Workdays 

Holidays 

**INDEPENDENCE PUBLIC SCHOOLS
2010-2011 SCHOOL CALENDAR
11 Month Calendar (229 days)**

10337

JULY 2010					AUGUST 2010					SEPTEMBER 2010					OCTOBER 2010				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
					2	3	4	5	6			1	2	3					1
					9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
					16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
					23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30		25	26	27	28	29
Workdays 5					Workdays 22					Workdays 21					Workdays 21				
Non-Workdays 17										Non-Workdays 1									
NOVEMBER 2010					DECEMBER 2010					JANUARY 2011					FEBRUARY 2011				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5			1	2	3	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Workdays 19					Workdays 16					Workdays 20					Workdays 19				
Holidays 1					Holidays 1					Non-Workdays 1					Holiday 1				
Non-Workdays 2					Non-Workdays 6														
MARCH 2011					APRIL 2011					MAY 2011					JUNE 2011				
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	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Workdays 20					Workdays 20					Workdays 21					Workdays 22				
Non-Workdays 3					Non-Workdays 1					Non-Workdays 1									

A. Workdays

July	5	Jan	20
Aug	22	Feb	19
Sept	21	Mar	20
Oct	21	Apr	20
Nov	19	May	21
Dec	16	Jun	22
			<u>226</u>

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	6
Martin L. King	1
Spring Vacation	3
April 22	1
Memorial Day	1
	<u>15</u>

B. Holidays

Thanksgiving	1
Dec. 25	1
Presidents' Day	1
	<u>3</u>

D. Appointment Days

Workdays	226
Holidays	3
	<u>229</u>

Non-Workdays 

Holidays 

**INDEPENDENCE PUBLIC SCHOOLS
2010-2011 SCHOOL CALENDAR
12 Month Calendar (251 days)**

JULY 2010					AUGUST 2010					SEPTEMBER 2010					OCTOBER 2010				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	16	7	8	9	10	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30	25	26	27	28	29	
Workdays 21 Holidays 1					Workdays 22					Workdays 21 Non-Workdays 1					Workdays 21				
NOVEMBER 2010					DECEMBER 2010					JANUARY 2011					FEBRUARY 2011				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5			1	2	3	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Workdays 19 Holidays 1 Non-Workdays 2					Workdays 16 Holidays 2 Non-Workdays 5					Workdays 20 Non-Workdays 1					Workdays 19 Holiday 1				
MARCH 2011					APRIL 2011					MAY 2011					JUNE 2011				
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	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Workdays 23					Workdays 21					Workdays 21 Non-Workdays 1					Workdays 22				

A. Workdays

July	21	Jan	20
Aug	22	Feb	19
Sept	21	Mar	23
Oct	21	Apr	21
Nov	19	May	21
Dec	16	Jun	22
		<hr/>	
		246	

B. Holidays

Independence Day	1
Thanksgiving	1
December 25	1
New Year's Day	1
Presidents' Day	1
<hr/>	
5	

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	5
Martin L. King	1
Memorial Day	1
<hr/>	
10	

D. Appointment Days

Workdays	246
Holidays	5
<hr/>	
251	

Non-Workdays

Holidays

G:\Business Office\Accounting\Molly\Budget\Budget Amendments 10
BOE - Feb 9

Fund	Revenue	Expenditures	Change
10 Incidental	(3,668,721.82)	3,725,377.03	(7,394,098.85)
13 Textbook	-	(29,549.00)	29,549.00
15 Scholarship	-	-	-
16 Food Service	-	75,563.00	(75,563.00)
17 Activity	-	-	-
18 Dental Reimbursement	-	-	-
19 21st Century	-	-	-
General - total	(3,668,721.82)	3,771,391.03	(7,440,112.85)
20 Special Revenue	6,394,512.74	557,195.36	5,837,317.38
30 Debt Service	(482,301.00)	-	(482,301.00)
40 Capital Projects	3,848,644.00	6,768,625.87	(2,919,981.87)
44 Bond Subfund	85,000,000.00	85,000,000.00	-
	91,092,133.92	96,097,212.26	(5,005,078.34)

and restroom renovation work at Jim Bridger; bid opening for work at Thomas Hart Benton is scheduled for March 2; Truman High School bid is scheduled for March 6; gathering information on the interior arrangements for the Windsor building; working on the design of the four classrooms at John W. Luff Elementary School; William Chrisman High bid is scheduled for March 24; working with Tom Woods on the roadway by the new elementary school in the east; Van Horn work will be bid in April; and still working on determining a site for the new elementary school in the west.

Matt Mallinson made the motion, second by Jana Waits, at 7:00 p.m. to adjourn the meeting and go into executive session for legal, real estate, and personnel issues. The motion was approved by the Board of Education

Ayes: Blake Roberson
Ken Johnston
Ann Franklin
Susan Jones
Jana Waits
Ira Anders
Matt Mallinson

Absent:

Secretary

President

The Board of Education met in special session Tuesday, February 16, 2010, at 1:00 p.m. in the Large Classroom at George Caleb Bingham Middle School, 1716 South Speck Road, Independence, Missouri.

Members Present: Mr. Blake Roberson, President
Mr. Ken Johnston, Vice President
Mrs. Ann Franklin, Treasurer
Mrs. Susan Jones, Director
Mrs. Jana Waits, Director
Mr. Ira Anders, Director
Dr. Matt Mallinson, Director

The meeting was called to order by the President, Mr. Blake Roberson, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Jana Waits made the motion to approve the February 16, 2010 Agenda and all items as presented. The motion was seconded by Ann Franklin and unanimously approved by the Board of Education.

Matt Mallinson made the motion, second by Ken Johnston, to schedule an executive session immediately following this meeting pursuant to Missouri State Statute 610.021 for the purposes of paragraph 1. legal matters, 3. personnel, 6. identifiable student information, and 14. records. The motion was seconded by Ken Johnston and approved as follows:

Ayes: Blake Roberson
Ken Johnston
Ann Franklin
Susan Jones
Jana Waits
Ira Anders
Matt Mallinson

Absent:

Mr. Roberson stated that this hearing has been convened pursuant to Revised Statutes of Missouri and Board of Education Policy, which provides hearing procedures for professional staff members against whom charges have been preferred. This hearing has been requested by Mr. Gene Hoppe and his attorney, Ms. Nancy Watkins. Mr. Roberson outlined certain rules that would apply to those in attendance since this hearing was being held in a school. He also stated that individuals who may be called as a witness may not attend the hearing until after they have testified and must wait in the designated witness rooms. He said that both parties may call witnesses, cross-examine witnesses called by the other party, and enter exhibits. At the close of the hearing, counsel for both parties will be permitted to make a brief closing argument if desired. A stenographer is present and will make a written record of these proceedings. Copies of the transcript will be made available to both parties within ten (10) days of this hearing.

Both counsels, for the administration, Mr. Duane Martin; and for the teacher, Ms. Nancy Watkins; recorded their appearances and presented opening statements.

The Court Reporter swore in witnesses prior to each of their testimonies.

Mr. Martin presented the Administration's case. The following witnesses were called and testified: Mr. Jason Dial, Ms. Carol Salinas, and Ms. Debbie Rust. Ms. Watkins was allowed to cross-examine these witnesses. A recess was taken at 2:30 p.m.

Ms. Watkins asked if she could be permitted to call a witness at this time due to the fact they would not be available later. This request was granted.

Ms. Watkins called Eric Hewitt to testify for Mr. Hoppe. Mr. Martin was allowed to cross-examine the witness.

Mr. Martin called the following witnesses: Mr. Gene Hoppe and Dr. Jim Hinson as witnesses for the administration. Ms. Watkins was allowed to cross-examine these witnesses. Mr. Martin stated that the Administration rests its case, but reserves the right to call rebuttal witnesses.

Following a recess at 6:30 p.m., Ms. Watkins called the following witnesses on behalf of Mr. Gene Hoppe: Phil Dickens, Eldon Prawl, and Amy Panus. Mr. Martin was allowed to cross-examine these witnesses.

The following exhibits were admitted into evidence: 4, 5, 6, 7, 8, 9, 10, 11, 16, 25, 28, 29, A, E, F, and G.

Following a recess at 7:30 p.m., both Mr. Martin and Ms. Watkins presented closing statements.

Mr. Roberson said that this concluded the hearing and that the transcript will be ready ten days from the date of this hearing. The Board will render its decision within seven days after the transcript is furnished to them and a written copy of that decision will be furnished to Mr. Hoppe within three days of the Board reaching its decision. Mr. Hoppe should confirm an address for the Board to send its decision by certified mail.

The Open Meeting was adjourned at 8:02 p.m.

Secretary

President