

The Board of Education met in regular session Tuesday, January 14, 2014, 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. Jana Waits, Director
Mr. Ken Johnston, Director
Mrs. Denise Fears, Director
Mr. Greg Finke, Director

Member Absent: Mrs. Jill Esry, Treasurer

Also Present: Dr. Dale Herl, Superintendent
Dr. Dred Scott, Dr. Lance Stout, Dr. Brad MacLaughlin, Dr. Linda Gray-Smith, Mrs. Sherry Potter, Mrs. Cindy Grant, Mrs. Nancy Lewis, Mr. Brandon Dumsky, 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.

Jana Waits made the motion to approve the January 14, 2014 Agenda as presented. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Mrs. Franklin stated that Dr. Herl had a special recognition to present.

Dr. Herl welcomed the AFS (American Field Service) students and their sponsors to the meeting. He introduced the Board of Education and talked about their responsibilities and time commitment that they encounter as Board members. Dr. Herl then, on behalf of the School District, recognized the Board of Education and the important role they have in governing the School District. He presented each Board member with a framed certificate from the District and also a certificate from the Missouri School Boards Association as part of the National School Board Member Recognition Week. Mrs. Franklin read a Proclamation from Governor Jeremiah 'Jay' Nixon proclaiming January 26-February 1, 2014, as "School Board Recognition Week." (Page 10730)

Dr. Herl shared a video in respect to the Independence School District being named one of Kansas City's Healthiest Employers by the Kansas City Business Journal. The video showed the Wellness Center and the Health Clinic and provided comments from participants at both sites. Dr. Herl briefly mentioned a cost saving endeavor that is listed under New Business which is the Captive Insurance Program. The Initial projection is that it will save the School District \$6 million over five years.

Mr. Don Coffman, AFS Sponsor, thanked the Board for this opportunity for the 2014 class of AFS students to meet the Board of Education. This year's program had ten students from different countries. One of the students had to return home last week so only nine students were in attendance. Cheryl Coffman oversees the program at Van Horn and Truman High Schools and Brenda Stahl coordinates the program at Fort Osage and William Chrisman High Schools. The students are: Angela Govoni from Italy; Lea Luznik from Austria; Greta Meyer from Germany; Denise Schmerse from Germany; Laura Binz from Switzerland; Moemi Matsumoto from Japan; Mana Kanaizumi from Tokyo; Tommaso Amici from Italy; and Hisayoski Toda from Japan. The students (ages 16-18) introduced their host families, the high school they attend, what activities they do, and discussed their career plan. Mr. Coffman again thanked the District and Board of Education for allowing the AFS students to attend the meeting. He said the Board of Education and School District have provided outstanding support since the AFS program began in the District in 1959.

Gene Hoppe, 16508 Crackerneck Road, requested a listing of the School District's portion of retirement contributions for the following staff and specific years as follows: 2009-2010 for Gene Hoppe and 2012-2013 for Dr. Jim Hinson. He also requested an itemized listing of any other money plus fringe benefit contributions; and the percentage contribution rate for the two respective years.

Dr. Herl stated the bills totaled \$8,380,441.18 which is very typical for this time of year. Recommendations to let bids for mud jacking work at the Sunshine Center and Spring Branch Elementary School; partial roof replacements at Hanthorn, Jim Bridger, and The Ennovation Center; and approval of the bid for coil replacement at the Aquatic Center at Jim Bridger Middle School are listed are under the Consent Agenda.



Office of the Governor
State of Missouri

Proclamation

WHEREAS, a system of quality public education is essential to the future of our state and nation; and

WHEREAS, the people of Missouri have a long tradition of support for public education and their local school districts; and

WHEREAS, local school boards are the ultimate expression of the unique American institution of representative governance of public school districts; and

WHEREAS, local school boards, acting on behalf of and in close connection with the people of their communities, chart the direction of education in their communities; and

WHEREAS, local school boards serve as the key community advocate for children, youths, and the public schools.

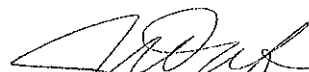
NOW THEREFORE, I, Jeremiah W. (Jay) Nixon, GOVERNOR OF THE STATE OF MISSOURI, do hereby proclaim January 26 – February 1, 2014, to be

SCHOOL BOARD RECOGNITION WEEK

in Missouri, and urge all Missourians to recognize school boards as they strive with their communities to improve our public schools through quality leadership.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, this 11th day of December, 2013.




Jeremiah W. (Jay) Nixon
Governor

Attest:


Secretary of State

Denise Fears made the motion to approve the January 14, 2014 Consent Agenda as printed.

1. Minutes – December 10, 2013 – Regular Session
2. Approval of January 14, 2014 List of Bills totaling \$8,380,441.18
3. Personnel Recommendation #10
 - A. Request of Certificated Staff to Assume Retirement Status Effective at the End of the 2013-2014 School Year.
 1. Gayle Jones, First Grade/Santa Fe Trail Elementary School
 - B. Employment of Certificated Staff for the 2014-2015 School Year.
 1. Ashleigh Blystone, Elementary Teacher
 2. Abigail Davies, Elementary Teacher
 3. Marisa Raimo, Elementary Teacher
 4. Kaylee Bartolotta, Elementary Teacher
 5. Maxine Sommerer, Elementary Teacher
 6. Candace Runions, Special Education Teacher
 7. Cassie Barnes, Special Education Teacher
 8. Katherine Fitzpatrick, English Teacher
 9. Gina Gravemann, Elementary Teacher
 - C. Employment of Certificated Staff for Second Semester of 2013-2014 School Year.
 1. Carrie Allen, Second Grade/Procter Elementary School
4. Approval to Purchase Copy Paper and Janitorial Approval to Let Bids for Mud Jacking Work at Sunshine Center and Spring Branch Elementary School.
5. Approval to Let Bids for Partial Roof Replacement at Hanthorn School, Jim Bridger Middle School, and The Innovation Center.
6. Approval to Accept the Bid for Coil Replacement at Jim Bridger Middle School Aquatic Center.

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

Dr. Herl reported that more than 70 Bills have been filed at this point by the Legislature. The Superintendents and Missouri Association of School Administrators have developed the New Path to Excellence program for unaccredited schools/school districts. Senator Pearce has introduced a bill that is very close to the New Path program. The plan that Kansas City, Missouri School District is proposing is also very similar. Dr. Herl said that this should be a very interesting legislative session. Dr. Herl shared some good news regarding EOC for American Government classes. The results for all of the classes are the highest in District history. He also discussed the Leadership Retreat meetings and the use of data to compare and ensure that the written and taught curriculum is the same. The Acuity data – A, B, and C results will help determine the MAP and EOC tests performance. Acuity C results will be out in February prior to the MAP test. He said that tremendous academic gains are being made and he is very excited about what the teachers are doing.

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

Dr. Stout introduced Monte Giddings and Courtney Clifton from CBIZ Insurance Co. They explained the Captive Insurance initiative. In their overview, they stated that due to challenging workers compensation insurance based on a rise in claims that implementing a Captive Insurance plan would benefit the District and address this issue. They talked about the District's commitment to safety and the benefits of utilizing the onsite Wellness Center and the Health Clinic for employees. The Captive Insurance plan will save the District approximately \$5 to \$6 thousand per year. Mr. Clifton is from the Minneapolis office and said that the District's Captive Insurance started December 31st. The District is the first K-12 school district in the country to implement this type of self-insurance. Mrs. Franklin thanked Mr. Giddings and Mr. Clifton for their presentation and explanation of Captive Insurance programs.

Dr. Herl stated that the School District set out over a year ago to find ways to manage the District's energy consumption and through this effort have realized a great amount of savings. Mr. Gary Bressman, Cenergistic Inc., provided an update on the District's energy efficiency program. He thanked Dr. Herl and the Board of Education for allowing him to present information on the program. He said that it was important to work with the District's employees on this initiative. He introduced John Lampes, Regional Director for Cenergistic Inc. Mr. Bressman explained the primary goals: comfort & safety, eliminate energy waste, and save money. The mission is to conserve energy while preserving dollars for education. He explained a chart showing the District's utility costs and the savings that had been realized. The total savings from July 2012 to October 2013 is an overall 11.9%. The goal for 2014 is to continue saving energy and decrease utility costs as the employees become life-long energy supporters. He said he was excited about the monetary savings but more excited about creating a culture of kids

growing up that are getting the message to become more energy conscious. Mr. Bressman said the ultimate goal is to reach a 20% energy savings for the District.

Dr. Herl shared information from the District's 2013 Audit. He explained that the financials are very complex due to the various programs in the District. Mrs. Molly Johnson, Director of Business/Benefits Services, said the District received a clean qualified opinion with minor exceptions/changes from the Auditor, Daniel Jones and Associates. She stated that the District has to meet Government Audit Standards. There were three findings/deficiencies: the purchase of \$2 million of Tennessee Valley Bonds provided by the funder of one of the student scholarship programs; the bank reconciliations were not completed by year end; and The School District of Independence Foundation, Inc. is not included in the District's financials. The District is reviewing this inclusion recommendation for next year. Dr. Herl stated that the District has seen a slight increase, less than 1%, in revenues.

Denise Fears made the motion that the Board of Education approves the School District's Audit for the 2012-2013 School Year as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Dr. Stout stated that the District's insurance broker, CBIZ, had utilized a targeting market for the District's property, liability, automobile, crime, umbrella and school leadership insurance for the 2014 calendar year. The Administration is recommending the bid from Wright Specialty Insurance for a total of \$774,114.00.

The motion was made by Greg Finke, second by Ken Johnston, that the Board of Education approves Wright Specialty Insurance Company to provide property, liability, automobile, crime, umbrella, and school leadership insurance for the 2014 calendar year for a total of \$774,114.00. The motion was unanimously approved by the Board of Education.

Dr. Herl asked Dr. MacLaughlin to review the Program of Studies/Course Changes for the 2014-2015 school year. Dr. MacLaughlin stated there are four important points relative to the course changes for next year: a four year goal that every high school student graduate with an associate degree by 2017; develop a system of support for all students (exceptional and at risk); implement innovative online element that generates equity between buildings; and use of data driven across the years to show growth. He said that alignment of the courses is important. The focus is to prepare students for the workforce of tomorrow and this needs to start at the sixth grade level in order to help students consider their future path. Dr. MacLaughlin said that 'innovation and change are built from the inside out.' He stated that the dual enrollment piece will have a positive effect on our community and could act as the game changer for students.

Greg Finke made the motion that the Board of Education approves the District's *2014-2015 Program of Studies* document, which outlines the course changes for the 2014-2015 school year. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Gray-Smith thanked the Calendar Committee for their help in revising the calendar for the 2014-2015 school year. She said that there are no early release days included in the calendar as students were not learning as well when they knew they were getting out earlier in the day. It also creates problems for parents who have to utilize child care. The Professional Development days have been placed on the calendar where they will better assist teachers. The recommended starting date for the 2014-2015 school year is Tuesday, August 12, and will end Wednesday, May 20. Any inclement weather days will still be added at the end of the calendar year.

Ken Johnston made the motion that the Board of Education approves the 2014-2015 School District Calendar as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education. (page 10733)

Dr. Herl explained the timeline for the School Board Election (April 8): the last day candidates can file is January 21; the Jackson County Board of Election Commissioners will certify each candidate's petition signatures (100 registered voters of the School District); and the Board will need to certify to the Jackson County and the Kansas City Boards of Election Commissioners the qualified candidates prior to January 28. Therefore, a special Board meeting will need to be scheduled.

Denise Fears made the motion that the Board of Education approves scheduling a Special Board of Education meeting on Monday, January 27, at 7:30 a.m. in the Board Room at which time candidates will be certified for the April 8, 2014 School Board Election. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

INDEPENDENCE PUBLIC SCHOOLS 2014-15 SCHOOL CALENDAR

JULY 2014					AUGUST 2014					SEPTEMBER 2014					OCTOBER 2014					
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			1	2	3	
7	8	9	10	11	4	5				8	9	10	11	12	6	7	8	9	10	
14	15	16	17	18		12	13	14	15	15	16	17	18	19		14	15	16	17	
21	22	23	24	25	18	19	20	21	22	22	23	24	25	26	20	21	22	23	24	
28	29	30	31	25	26	27	28	29	29	30										
					Student Attendance - 14 Teacher Contract - 18					Student Attendance - 21 Teacher Contract - 21					Student Attendance - 21 Teacher Contract - 23					
NOVEMBER 2014					DECEMBER 2014					JANUARY 2015					FEBRUARY 2015					
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											
	4	5	6	7	8	9	10	11	12			7	8	9	2	3	4	5	6	
10	11	12	13	14	15	16	17	18	19	12	13	14	15	16		9	10	11	12	
17	18	19	20	21							20	21	22	23				18	19	20
24	25									26	27	28	29	30	23	24	25	26	27	
Student Attendance - 16 Teacher Contract - 17					Student Attendance - 15 Teacher Contract - 15 <small>End of First Semester, Dec. 19</small>					Student Attendance - 17 Teacher Contract - 19					Student Attendance - 17 Teacher Contract - 19					
MARCH 2015					APRIL 2015					MAY 2015					JUNE 2015					
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	1	2	3	4	5	
9	10	11	12	13	6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	
	17	18	19	20	13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	
23	24	25	26	27	20	21	22	23	24	18	19	20	21**	22**	22	23	24	25	26	
					27	28	29	30	25	26**	27**	28**	29**	29	30					
Student Attendance - 19 Teacher Contract - 20					Student Attendance - 19 Teacher Contract - 19					Student Attendance - 14 Teacher Contract - 14 <small>Anticipated Final Student Attendance Day, May 20, 2015</small>					Summer School TBA					

- Non-Student Attendance/Non-Contract
- Non-Student Attendance/Professional Development
- First/Last Day of School
- Non-Student Attendance/Contract Day
- Parent Conference Week

ELEMENTARY/SECONDARY

- First Quarter
- Second Quarter
- Third Quarter
- Fourth Quarter

173

TEACHER CONTRACT DAYS

- First Quarter
- Second Quarter
- Third Quarter
- Fourth Quarter

185

***All Attendance and contract days that are postponed due to inclement weather will be added to the end of the calendar.
(* are protected as potential attendance and contract days)*

Student Evaluation Schedule

First Quarter (Grades K-8)	August 13, 2014 through October 10, 2014
First Trister (Grades 9-12)	September
Second Trister (Grades 9-12)	November
End of First Semester	December 19, 2014
Third Quarter (Grades K-8)	January 5, 2015-March 13, 2015
Fourth Trister (Grades 9-12)	February
Fifth Trister (Grades 9-12)	April
End of Second Semester	May 20, 2015

There being no further information to come before the Board, Greg Finke made the motion, second by Denise Fears, to adjourn the meeting and go into executive session for legal, personnel, and real estate issues at 7:28 p.m. The motion was approved as follows:

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

Absent: Jill Esry

Secretary

President

BOARD OF EDUCATION
The School District of Independence

10735

The Board of Education met in Special Session on Monday, January 27, 2014, at 7:30 a.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

Member Absent: Mr. Greg Finke, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Dred Scott, Dr. Lance Stout, Mr. Blake Roberson, Mr. Ron Thornbury,
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. Mr. Franklin stated the purpose of the meeting was to certify candidates for the April 8, 2014 School Board Election.

Jill Esry made the motion to approve the January 27, 2014 Special Board Meeting Agenda as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Mrs. Franklin stated that three candidates met the requirements of the application process and their petitions have been certified by the Jackson County Board of Election Commissioners as having the necessary 100 registered District voter signatures: Mr. Blake Roberson, Mrs. Denise Fears, and Mr. Ron Thornbury. There are two (six-year terms) positions open for the April 8, 2014 Election. Mrs. Franklin introduced the three candidates.

Ken Johnston made the motion that the Board of Education approves the following candidates for the April 8, 2014 School Board Election:

Six (6) year term – Two (2) positions:

1. Blake Roberson
2. Denise Fears
3. Ron Thornbury

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

There being no further business to come before the Board of Education, the motion was made by Denise Fears, second by Jana Waits, at 7:35 a.m. to adjourn the meeting. The motion was unanimously approved by the Board of Education.

Secretary

President