

The Board of Education met in regular session Tuesday, November 12, 2013, 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. 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, 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.

Mrs. Franklin welcomed Truman High School students from Angie Zarillo's leadership class. She also welcomed Senator Paul LeVota who was in attendance. Dr. Herl commented that Senator LeVota supports public education and works with the School District on legislative issues that impact public education.

Mrs. Franklin stated that Board of Education members are elected officials and are required to obtain 16 hours of training, provided through the Missouri School Boards Association, in their first year of office. She explained that Board members can continue taking courses/classes to earn higher certification. Mrs. Denise Fears has now earned her Advanced Certification by achieving a total of 28 CBM credits.

Dr. Herl introduced Mr. Ray Recob as the Community Member of Character for November. Mr. Recob has been an Inspire Program mentor (formerly YouthFriends Program) for a long time and is still friends with his first student (Jake) who he met 12 years ago. He currently has two Inspire students, Jonathan and Cameron, who he has lunch with on a weekly basis. Mr. Recob says this program helps him stay active and retain a youthful attitude. A video was shown with Mr. Recob interacting with his Inspire students. Jonathan and Cameron commented on how this mentorship is helping them stay focused and keep up their school assignments. Dr. Herl presented a plaque to Mr. Recob as a token of appreciation from the School District and the Board of Education.

Greg Finke made the motion to approve the November 12, 2013 Agenda as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Dr. Herl stated that the Bills list is slightly more this month due to some minor construction projects and expenses associated with the additional students that have enrolled in the District. He also said that purchasing copy paper and janitorial supplies for the 2014-2015 school year through the Kansas City Suburban Purchasing Co-Operative allows the District to save money on these supplies.

Denise Fears made the motion to approve the November 12, 2013 Consent Agenda as printed.

1. Minutes – October 8, 2013 – Regular Session
2. Approval of November 12, 2013 List of Bills totaling \$13,758,805.35
3. Personnel Recommendation #10
 - A. Request to Retire at the End of the 2013-2014 School Year.
 1. Faye Alvested, Counselor/Truman High School
 2. Angela Copridge-Rentie, Social Studies/Pioneer Ridge Middle School
 - B. Employment of Certificated Staff for the 2014-2015 School Year.
 1. Brittany Nappier, Middle School Science Teacher
 - C. Employment of Certificated Staff for Second Semester of 2013-2014 School Year.
 1. Brittany Nappier, Full Time Substitute Teacher
4. Approval to Purchase Copy Paper and Janitorial Supplies from the Kansas City Suburban Purchasing Co-Operative for the 2014-2015 School Year.

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

Dr. Herl reported on the Kansas City, Missouri School District student transfer issue. He said the Supreme Court did not render a decision today, so the next possible dates for their decision would be November 27, 28 or 29. He stated that 16 superintendents along with four other representatives (Cooperating School Districts organizations) and Roger Kurtz from the Missouri Association of School Administrators met to formulate a plan addressing the student transfer issue. Later this week or next week, a video will be shared with patrons to help them understand the impact of the transfer issue and also share with them the proposed solution. Legislators are keenly aware of this issue and the impact to numerous school districts. Dr. Herl stated that the District's Accuity scores are up. He explained the testing that is done three times a year A, B and then C in the spring allows teachers and administrators to assess teaching and learning. They can also look at the curriculum to see if there are gaps and what instructors need to focus on. There are two ways that comparisons can be made: from year to year (2012 A to 2013 A) by looking at cohort groups and also from 2013 A to 2013 B. Dr. Herl said that he can't say enough good things about the District's instruction as it looks very good.

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

Dr. Herl said this is the first reading for changes to three Board of Education policies: 2240 (Admission of Non-Resident Students), 2710 (Reporting Student Abuse), and 4321 (Family and Medical Leave).

Greg Finke made the motion that the Board of Education approves this as the first reading of changes to Board of Education Policies 2240, 2710, and 4321 as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education. (Pages 10704-10707)

Dr. Herl explained that the Board of Education Election is scheduled for Tuesday, April 8, 2014. Independence School District Board members are elected to six (6) year terms. He stated that Mrs. Jana Waits is term limited as Board members cannot serve more than two consecutive terms so she will be going off the Board of Education. Mrs. Denise Fears will run again for the Board of Education as she was elected to complete the term of Dr. Bob Clothier. The Guidelines and Procedures provide the election qualifications/procedures for candidates.

The motion was made by Jana Waits, second by Denise Fears, that the Board of Education approves the Election Guidelines and Procedures for the April 8, 2014 School Board Member Election. The motion was unanimously approved by the Board of Education. (Page 10708)

Dr. Herl said he was excited about recommending letting bids for the construction of a second gymnasium at Nowlin Middle School. He stated this recommendation is due to the competitive bond rates the District has received and scarce construction projects so building prices are more affordable.

Matt Mallinson made the motion that the Board of Education approves the letting of bids for construction of an additional gymnasium at Nowlin Middle School. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl introduced Blake Zachary, Director of Technology. Mr. Zachary shared a video with information about the District's focus on technology: where the District is currently, where it is going, key considerations involving future changes, and the new infrastructure vs. current wireless infrastructure. The time line would be to submit the request for proposals (RFP) in December, proposals due back to the District by mid-January, with installation to begin July 1st. The E-Rate Program will partially fund the cost as it is based on free/reduced lunch counts: 50% or higher free/reduced receives an 80% discount and 75% or higher free/reduced would receive 90% discount.

Greg Finke made the motion that the Board of Education authorizes the Superintendent and/or his designee to solicit proposals from vendors for the purpose of implementing wireless networking systems District-wide. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Dr. Herl stated that the District has been contacted by potential clients interested in utilizing office space at The Ennovation Center. Therefore, the Administration is recommending letting bids to finish office space in The Ennovation Center for future tenants.

Jana Waits made the motion that the Board of Education approves the letting of bids for tenant space finishing at The Ennovation Center. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

STUDENTS**Policy 2240**
(Regulation 2240)**Admission and Withdrawal****Admission and Tuition – Nonresident Students**

Nonresident students will be permitted to attend the District schools only upon the processing of the student's Request for Waiver of Proof of Residency (Form 2230.1) and payment in full of tuition as determined by District representative in their sole discretion, and provided the student is not barred from enrollment by provisions of the Safe Schools Act. (See Policy 2664.) Prior to the first day of school, the District must receive the full tuition payment as established by the Board, unless the student is exempt from tuition as required by law. All costs of transportation for any student admitted on a tuition basis will be the sole responsibility of the person enrolling the student, unless otherwise required by law. In no event shall the Independence School District be responsible for the transportation costs for a student admitted on a tuition basis. Tuition rates will be determined annually by the Board of Education on the basis of the per-pupil cost for the preceding year including operation, maintenance, and debt service of the schools.

In accordance with state law, the district will admit nonresident students ("transfer students") who reside in a Missouri school district that: (1) is located in the same or an adjoining county as the district (Jackson County, Missouri); and (2) is currently classified as unaccredited by the Missouri State Board of Education.

The unaccredited school district shall pay the full tuition for each semester before the transfer student will be enrolled or allowed to attend that semester, unless an alternative arrangement is made with the district and approved by the Board of Education. If a timely payment of tuition is not made, the transfer student shall not be entitled to attend the district.

Transfer students will be permitted to enroll in the district on a semester basis only. Transfer students will not be admitted during the term of a school semester. For the fall semester, applications will be accepted from January 1 to February 1. For the spring semester, applications will be accepted from October 1 through October 31. Late applications will not be considered. Students residing in an unaccredited district must submit an application by no later than January 1 for every school year they wish to attend the district, but students who have been admitted for the fall semester are not required to reapply for the spring semester.

Pursuant to guidance issued by the State Board, the district has adopted a procedure for establishment of class size and student-teacher ratios for all grade levels. The district will not enroll transfer students if enrollment would require the district to exceed its standards for class size and student-to-teacher ratios.

Within two (2) business days of enrollment in the District by state officials of a nonresident student pursuant to state statute, the Superintendent/designee will request the student's transfer and discipline records from all schools or facilities previously attended and from other state agencies and entities involved in the placement of the student within the twenty-four (24) month period preceding enrollment. The Superintendent/designee is authorized to share relevant portions of such

Policy 2240**Page 2**

student's transfer and discipline records with District employees who, based upon their duties, have a need to know such information. Such records will be maintained in confidence for purposes of maintaining discipline and for assistance to the student.

REV. 12/13

STUDENTS**Policy 2710
(Regulation 2710)****Student Welfare****Reporting Student Abuse**

The Board of Education believes that school staff members are in a unique position to assist children, families, and the community in dealing with the issue of child abuse and neglect. Child abuse is defined as any physical injury, sexual abuse, or emotional abuse inflicted on a child other than by accidental means. Neglect is defined as the failure to provide the proper or necessary support, education, nutrition or medical, surgical or other care necessary for the child's well-being. Employees making reports of allegations of sexual abuse of a student will be provided immediate unrestricted use of communication technology and will be temporarily released from their work duties to make an immediate report.

If a school employee has a reasonable belief, including a report of abuse, to believe that a student has been or may be subjected to abuse or neglect student reports alleged sexual misconduct on the part of a teacher or school employee to a school employee, such employee and the Superintendent shall forward the information immediately upon within twenty-four hours of receiving the information to the Children's Division. Thereafter, the Superintendent The District will investigate the allegation for the purpose of making decisions about the accused person's employment. Depending upon the specific facts, the District may place the alleged abuser on paid leave of absence; place the employee in a non-student contact position; initiate dismissal proceedings, or continue the employee in their present position pending outcome of the investigation.

However, if the report of alleged sexual abuse is received from someone other than a student, a report will be made to the Children's Division if a District administrator has reason to believe that a child has been or is likely to be abused or neglected.

Any school district employee, acting in good faith, who reports alleged sexual misconduct on the part of a school employee will not be disciplined or discriminated against because of such reporting.

The District will annually provide employee training, which will include but not be limited to current information concerning identification of the signs of sexual abuse in children as well as the identification of the danger signals of potentially abusive relationships between children and adults. This training will emphasize the importance of mandatory child abuse reporting, including the obligation to report suspected abuse by other mandated reporters. Employees will receive training on the need for and methods to create an atmosphere of trust so that students believe their school and school employees are available to discuss matters concerning abusive behavior.

REV. 12/2013

PERSONNEL SERVICES**Policy 4321**
(Regulation 4321)**Absences, Leave and Vacation****Family and Medical Leave**

The Board of Education recognizes that leaves of absence are occasionally necessary due to family or medical reasons or in certain circumstances associated with service members' service in the Armed Forces. The District has adopted detailed procedures to ensure compliance with the Family and Medical Leave Act of 1993 (FMLA). As provided by District regulations, eligible employees are entitled to use up to twelve (12) workweeks of unpaid leave for family and medical reasons (up to 26 work weeks for covered events related to those serving in the Armed Forces). The Board of Education has designated a District administrator to act as FMLA Compliance Officer. As part of its compliance program, the District will notify each employee of the name, address and telephone number of the District's FMLA Compliance Officer and will provide a statement of commitment to adhere to FMLA regulations. The FMLA Compliance Officer will regularly evaluate the District's FMLA compliance to ensure fair and equitable opportunities for all eligible employees.

Rev. 12/2013

INDEPENDENCE SCHOOL DISTRICT GUIDELINES AND PROCEDURES
BOARD OF EDUCATION ELECTION - APRIL 8, 2014

I. Qualifications for Candidacy

- a. Must be a citizen of the United States.
- b. Must be a registered voter living in the School District.
- c. Must have resided in the State of Missouri for one year next preceding his/her election.
- d. Must be at least twenty-four years of age.

II. Nomination by Petition

Persons interested in filing for the April 8, 2014 school board election are required to file with the Secretary of the Board of Education a petition with at least one hundred (100) signatures of qualified registered voters of the School District of Independence.

Filing will begin on Tuesday, December 24, 2013 from 8:00 a.m. until Noon and petition blanks may be picked up from the Board Secretary, 201 North Forest Avenue. Filing will continue from 8:00 a.m. to 4:30 p.m. daily during the District's regular business hours (except for Winter Recess - December 25, 26, 27, 30, 31, 2013 and January 1, 2014) through Tuesday, January 21, 2014. Persons interested in running for the Board of Education will need to pick up petitions in person and have petitions initialed by the Board Secretary.

III. Petition Filing Date and Order on Ballot

Petitions properly completed must be filed with the Board Secretary at 201 North Forest Avenue, Independence, Missouri, no later than 5:00 p.m. Tuesday, January 21, 2014. The Board Secretary will indicate the time and date of filing on each petition as received. The petitions will be forwarded to the Jackson County Board of Election Commissioners for determination of the validity of the signatures and residence in the school district. A random drawing for the order in which names shall appear on the ballot will be conducted for candidates who file a declaration of candidacy on the first day, December 24 (115.127 (5) RSMo). The names of candidates filing after December 24 will be listed on the ballot in the order in which valid petitions are received by the Board Secretary and as described in the Board Policy. Petitions found to be invalid may not be amended to preserve order of listing on the ballot.

Persons with petitions found to be in order with the proper number of valid signatures will be certified as candidates for election by the Secretary of the Board of Education of the School District of Independence.

IV. Certification of Candidates

The Secretary of the Board of Education will certify the candidates and their order on the ballot at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri, at a special meeting to be scheduled prior to Tuesday, January 28, 2014 in the presence of candidates and others desiring to attend.

V. Candidate Name Policy

- All names shall appear in the same form in which the candidate is registered to vote, except that:
1. Prefixes and suffixes which represent titles or degrees shall not be used.
 2. The following exceptions, when certified by the candidate as a necessary means of identification, may be allowed: commonly used nicknames; or commonly used abbreviations.

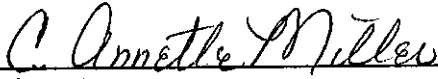
The Board of Election Commissioners, in its discretion, may review the necessity of such identification after providing notice to the candidate.

Dr. Herl said that the School District has been working on the Middle School Realignment process for the past 1 1/2 years and has provided periodic reports to the Board of Education. He asked Dr. Lance Stout to provide an update for the Board of Education and community members. Dr. Stout shared a power point giving the District's mission on the realignment that begins with the 2014-2015 school year. Currently, there is not a true alignment for George Caleb Bingham, Jim Bridger, and Pioneer Ridge Middle Schools as to feeding into Truman or William Chrisman High Schools. The new alignment will correct this as follows: sixth grade students will attend Jim Bridger, seventh and eighth graders attending Pioneer Ridge would go to Truman High School; and seventh and eighth grade students attending George Caleb Bingham Middle School would go to William Chrisman High School. Currently, all middle school students (sixth, seventh, and eighth grades) attending Nowlin Middle School go to Van Horn High School. The Administration and Middle School Realignment Committee wants to help the community understand the process as well as staff, parents and students. Several items that will take place in the near future include: staff teaching requests received and staff assignments planned; sixth grade center design team will work on plans for Jim Bridger; student transportation routes reviewed; letters sent home to parents with students' school assignment; and a Middle School Open House will be scheduled. This middle school realignment will not create any boundary changes for the high schools.

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 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