

The Board of Education met in regular session Tuesday, December 12, 2017, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Jill Esry, President
Mrs. Greg Finke, Vice President
Mrs. Denise Fears, Treasurer
Mrs. Ann Franklin, Director
Mr. Ken Johnston, Director
Dr. Matt Mallinson, Director
Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Dred Scott, Dr. Lance Stout, Dr. Brad MacLaughlin, Dr. Beth Savidge,
Dr. Janet Richards, Dr. Cindy Grant, Mr. Dean Katt, Mrs. Sherry Potter, Mr.
Salum Stutzer, Mr. Todd Theen, Mrs. Jana Corrie, PTA, INEA, interested
patrons, students, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Jill Esry, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Esry welcomed everyone attending the meeting.

Blake Roberson made the motion to approve the December 12, 2017 Agenda as printed. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl shared a video on the Bond Issue renovation and addition projects. Following the video, Mr. Salum Stutzer, Facilities Director, shared additional pictures on the project updates. He said the Truman High School addition is going up and contractors are now waiting for the metal cladding so it can be installed; interior framing for the math classroom addition is underway; plumbing, electrical, and other work is being done on the science rooms; cafeteria addition work will begin; and the HVAC duct work has been installed. The driveway from Truman High School to 32nd Street has been completed for bus transportation. Work on Van Horn High School includes installation of panels for the classrooms; concrete floor for the locker rooms has been poured; and contractors are in the process of setting trusses for the roof. William Chrisman High School's update includes the moisture barrier being installed; exterior masonry work; and the interior framing is complete and they are getting ready to start hanging wallboard. He reported that work at the new elementary school includes slabs have been poured; access for utilities is done; beginning to work on support structures; lots of concrete blocks have been laid; and in mid-January the contractors will start going vertical with the steel support structures. Overall, these projects will ease overcrowding and eliminate the trailers/mobile units in the District. Mr. Stutzer said he is pleased with the progress on these projects.

Mrs. Esry asked if any staff member or patron wished to address the Board of Education. No one responded.

Dr. Herl stated the monthly List of Bills totals \$13,049,212.15 for December. He said they will fluctuate month to month largely due to the Bond Issue projects. The Administration is recommending letting bids for child safety restraint systems to be used on school buses.

Ann Franklin made the motion that the Board of Education approves the December 12, 2017 Consent Agenda as printed.

1. Minutes – November 14, 2017
2. Approval of December 12, 2017 List of Bills totaling \$13,049,212.15
3. Approval of Personnel Recommendation #11 as follows:
 - A. Request to Resign (Teaching Staff) Effective End of the 2017-2018 School Year.
 1. William Harrahill, Business/William Chrisman High School.
 - B. Request to Retire (Teaching Staff) Effective End of the 2017-2018 School Year.
 1. Steven McGee, Physical Education/Van Horn High School.
4. Approval to let Bids for Child Safety Restraint Systems to be Used on School Buses.

The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Herl explained that the Federal tax cuts that are being proposed will have a huge effect on the Missouri State Budget if Missouri does not decouple the state exemptions from the federal tax code. The State of Missouri could lose \$7-\$8 million revenue per year and this will impact funding for public education. He also discussed the change of the Commissioner of Education for the State of Missouri and that this is a sad time for students, families, and educators. Former Commissioner Margie VanDeven was for kids. Dr. Herl said the State Board of Education has turned into a political body.

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

Mr. Dick Bartow, George K. Baum, commended the School District for what it has done in less than 10 years to change the lives of children and create positive opportunities since the Annexation took place. He explained that George K. Baum is presenting a resolution for the Board of Education that would lock in parameters for refunding of some lease purchase bonds (Series 2009A and 2010B). He said they continue to monitor the District's debt in order to provide ways to save money for the District and its patrons. These savings could then be applied to everyday District expenditures. This refunding would need to close by December 29th in order to get the best interest rate with a cost of less than 3.5% pay off in the same length of time as originally established by the Bonds. He said the stock market is volatile at this time and they think interest rates will be going up especially if the corporate tax goes from 35% down to 20%. Based on the new proposed federal income tax guidelines, advance refunding with lower interest rates in the future will not be allowed. He said they are not sure of the exact amount of savings this refunding will provide but he believes \$65,000 would be the lowest net result.

The motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the following Resolution regarding refunding of Series 2009A and 2010B Bonds:

Resolution of the Board of Education of the School District of the City of Independence, Missouri authorizing George K. Baum and Company to proceed with preparations to offer for sale refunding Lease Participation Certificates to provide funds to refinance certain outstanding Lease obligations of the District; and authorizing special tax counsel to proceed with the necessary documentation therefor.

The motion was unanimously approved by the Board of Education.

Dr. Stout introduced Eric Hage from CBIZ who explained the proposal for the District's casualty insurance coverage for 2018. The minimal increase for the coverage cost from 2017 (approximately \$5,000) is primarily driven by the Cyber Liability insurance due to the District's issue in January.

The motion was made by Blake Roberson, second by Greg Finke, that the Board of Education approves the Casualty Insurance Coverage program for 2018 as presented at a cost of \$298,685.00. The motion was unanimously approved by the Board of Education.

Dr. MacLaughlin presented information on the proposed course changes associated with the 2018-2019 Program of Studies. He reflected back about 5 years ago before the Ford NGL Academies Program and now what the District is able to offer students through Academy courses: Arts and Education; Business; Industrial Technology; Public Services; and STEM. There are 18 leaders across the District and they each have a cohort of instructional teachers. The changes for 2018-2019 school year will be in science and addition of a semester course for seniors – a college algebra prep course.

Greg Finke made the motion, second by Denise Fears, that the Board of Education approves the District's Program of Studies document which outlines the course changes for the 2018-2019 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl explained that after further review of Policy 5550, it was pulled due to procedures in the Nutrition Services Department that were already addressing these changes through their Department services. Dr. Herl stated that the change to Policy 2850 is based on the McKinney-Vento Federal law on inoculations; another Federal law that sets standards for the Procurement of Federal Contracts is the reason for the change to Policy 3165; Policy 4120 change allows the District to require post-offer, pre-employment tests which will help with the Worker's Comp claims; Policy 4550's change requires the District to notify PSRS if an employee commits a felony related to the employee's duties within the District; and Policy 6145 addresses the use of therapy dogs in the District.

Following this discussion, the motion was made by Ann Franklin that the Board of Education approves this as the first reading of changes and additions to the Board of Education Policies as presented: 2850, 3165, 4120, 4550, and 6145. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Pages 11443-11451)

Dr. Herl said the District had not done an RFP for Caps and Gowns for graduation before. Dr. Stout said the three high school principals helped evaluate the three proposals that were received from: Jostens (included a rental option), Balfour, and Herff Jones. Based on the results of the evaluation, the Administration is recommending acceptance of the bid from Jostens for a period of four years and with the option for one or two more years.

The motion was made by Blake Roberson, second by Denise Fears, that the Board of Education accepts the bid from Jostens for Graduation caps and Gowns and services provided for the period of up to four years with the option of one or two more additional years. The motion was unanimously approved by the Board of Education.

STUDENTS

Policy 2850
(Regulation 2850)
(Form 2850)

Student Services**Inoculations of Students**

All students attending District schools are required to be in compliance with state programs mandating immunization against specific diseases. Failure to comply with District immunization requirements will result in exclusion from school until proof of compliance is provided.

~~Homeless children will be granted a temporary thirty (30) day grace period within which to submit proof of compliance.~~ Parents/guardians of homeless students are encouraged to submit proof of compliance as soon as possible.

The Superintendent shall institute procedures for the maintenance of health records, which are to show the immunization status of every student enrolled or attending in the District, and for the completion of all necessary reports in accordance with guidelines prepared by the Department of Social Services-Missouri Division of Health.

Upon written request, the District will notify the parents/guardians of pre-kindergarten students whether other pre-kindergarten students are attending school with an immunization exemption. The identity of students for whom an immunization exemption has been filed is confidential and will not be released except as required by law.

REV. 12/17

FINANCIAL OPERATIONPolicy 3165
(Regulation 3165)Financial ManagementProcurement Standards - Federal Contracts

The District will comply with all applicable regulations issued by the Office of the Secretary - Education related to procurement activities in federal related contracts. These provisions include, but are not limited to, procurement, disposition of unused supplies, copyrights, and debarred or suspended parties. The District will maintain a contract administration system which ensures that contractors perform in accordance with the terms, conditions, and specification of their contracts or purchase orders. Detailed requirements for compliance are incorporated into Regulation 3164.

NEW 12/17

PERSONNEL SERVICES**Policy 4120
(Regulation 4120)
(Form 4120)****Employment****Employment Procedures**

The Board of Education, upon recommendation of the Superintendent, votes on the employment of all certificated staff members. In approving applicants the Board will be guided by the desire to obtain individuals committed to providing the highest quality education for the District's students. For Title I staff qualifications and hiring, refer to Policy and Regulation 1621 – Title I.

Background Checks

No person will be employed by the Board until the District obtains a clear criminal records check and a clear check of the Child Abuse/Neglect Registry maintained by the Missouri Department of Social Services. Similarly, all persons employed by outside vendors/contractors who will have contact with students will be required to successfully undergo a criminal records and a clear check of the Child Abuse/Neglect Registry prior to contact with students. Such background checks will be performed at the vendors/contractors' expense and will, upon request, be shared with the District. All finalists for an employment position will be required to sign a release of liability authorizing prior employers, including school districts, to furnish any information about the applicant and the applicant's work performance, including but not limited to discipline records and performance evaluations. The administration may also conduct random background checks after employment. Failure to check references and prior employment for new hires prior to their start date may result in disciplinary action up to and including suspension without pay.

As part of the criminal records check, any person employed after January 1, 2005, shall submit two sets of fingerprints to be used by the Missouri Highway Patrol and the Federal Bureau of Investigation. The fingerprints shall be collected pursuant to standards determined by the Missouri Highway Patrol.

Vacancies

All vacancies should be posted for a minimum of ten (10) school days before the Superintendent may recommend a qualified applicant to the Board for employment. In an emergency situation the Superintendent may temporarily employ an applicant prior to the expiration of the posting. The temporary applicant may be considered along with other applicants for the position after the ten days. However, in order to hire a Board member's spouse, the position must have been advertised. (Refer to Policy 0342 – Nepotism, Conflict of Interest and Financial Disclosure.)

Responding to Requests for Employee Information

The Superintendent or designee is the person who shall respond to requests from potential employers for information regarding a former District employee. The information the District will provide is title, position, length of employment, whether the employee was terminated or resigned, and whether the District would re-hire the employee.

Policy 4120**Page 2**

Additionally, when requests for information regarding a former employee against whom allegations of sexual misconduct involving a student have resulted in the employee being terminated or resigning in lieu of termination or allegations of sexual misconduct have been substantiated by Children's Division, the Superintendent or designee shall disclose the allegations of sexual misconduct and the findings of a Children's Division investigation when responding to requests for information to a potential public school employer .

Any school district employee who is permitted to respond to requests for information and acting in good faith reports authorized information as provided in this policy or in good faith reports alleged sexual misconduct on the part of a District employee will not be disciplined or discriminated against because of such report.

This foregoing policy is intended to comply with the Amy Hestir Student Protection Act, Senate Bill 54, including section 162.068 RSMo. The District shall provide notice of this policy to all current employees and to all potential employers who contact the District regarding the possible employment of a District employee.

Public Service Loan Forgiveness

In accordance with State law, the District will provide current, accurate, and complete information to each new employee regarding his or her eligibility for public service loan forgiveness within ten (10) days following the start of employment.

Medical Examinations

Medical examinations and inquiries will not be required prior to an offer of employment. The District may make post offer, pre-employment inquiries, however, into the ability of the applicant to perform job related functions.

At the post-offer, pre-employment stage, medical inquiries and tests may be required of all applicants for a particular job category. In addition, physical medical examinations may be required of all applicants for certain safety-sensitive job categories, including: custodians, maintenance, and facilities personnel. Any such medical examinations, inquiries, and/or tests shall be performed at District expense. Once employed, employees may only be subjected to medical inquiries or medical tests if the inquiry or test is job related and consistent with business necessity as provided by law.

If an applicant fails a test, the applicant may retake the test one time, within seven (7) days of initial failure, at the applicant's expense. The District will provide accommodations during the hiring process as required by law.

Any medical records will be maintained on separate forms, in separate medical files, and shall be kept confidential

Rev. 12/17

PERSONNEL SERVICES**Policy 4550****Compensation****Retirement Compensation**

Retirement provisions for all eligible employees will be in accordance with the provisions of the Missouri Public School Retirement System (PSRS) and the Public Education Employees Retirement System (PEERS).

Full-time certificated staff employed after April 15, 1986 are subject to the Medicare portion of Social Security.

At the time of initial employment an employee shall be given his/her first COBRA notification. Second notification and continuation of benefits is contingent upon the employee notifying the District of a qualifying event.

Any plan of group health insurance shall include a provision allowing persons who retire, or who have retired, to become members of the plan if they are eligible to receive benefits under the Retirement System, by paying premiums at the same rate as other members of the group.

Employees who retire or who have retired and who are eligible for retirement benefits from either the PSRS or PEERS Plans are eligible to participate in District health benefit programs. In addition, the spouse and/or unmarried dependent children of any employee may also participate in District health benefit programs provided that these family members are receiving or are eligible to receive retirement benefits from either the PSRS or PEERS Systems. The retiree must apply for insurance coverage within the first year he/she is eligible to receive retirement benefits.

Reporting Requirements**Ineligibility for Retirement Benefits**

If an employee or former employee is charged or convicted of any of the listed felonies, where such felony is committed in direct connection with or related to the employee's duties with the District, the District will notify the employee's relevant retirement plan, PSRS or PEERS. Such reporting is only required where such filing was committed after August 28, 2014 and where District administrators knew of such charge or conviction. The District will further provide to the respective retirement plan all information related to the charge or conviction that is in the District's possession. Reportable offenses include:

1. Stealing involving money, property, or services valued at \$5,000.00 or more;
2. Receiving stolen property involving money, property, or services valued at \$5,000.00 or more;
3. Forgery;

Policy 4550**Page 2**

4. Counterfeiting;
5. Bribery of a public servant;
6. Acceding to corruption 576.020

Conviction of one of the felonies set out in this Policy may result in ineligibility for retirement benefits.

Reporting as Requested by PSRS.

The District will cooperate with PSRS requests for information concerning the District's use of PSRS retired persons providing substitute teaching or other positions that would normally require certification. This reporting/assistance request applies to such retired persons who provide such services through an independent contractor.

REV. 12/17

SUPPORT SERVICES
Food Service Program
Meal Charges

Policy 5550

Purpose

The purpose of this policy is to maintain consistent meal account procedures throughout the District. Unpaid charges place a financial strain on District finances. The Food Service Department is responsible for maintaining food charge records and for notifying the District's accounting department of outstanding balances.

Administration

1. Student Groups:
 - Elementary students will be allowed to charge a maximum of ten (\$10.00) dollars.
 - a) These meals will include only the menu items of the reimbursable meal.
 - b) After the balance exceeds ten (\$10.00) dollars, the student may be given a designated menu alternate.
 - Middle School students will be allowed to charge a maximum of ten (\$10.00) dollars. After this maximum has been met, no additional charges will be accepted.
 - High School students will be allowed to charge one meal.
2. No charges will be allowed for ala carte foods and beverages.
3. Parents/guardians of students with negative balances will be contacted electronically, by correspondence, by phone call by the District Accounting Office, or by the Food Service Department.
4. On May 15 annually all charging will be cut off.
 - Parents/guardians will be sent a written request for "payment in full."
 - All charges not paid before the end of the school year will be carried forward into the next school year.
 - Graduating seniors must pay all charges in full. Failure to do so may result in the delinquent student being denied participation in graduation ceremonies.
5. If a financial hardship is suspected, families will be encouraged to apply for free/reduced meals at any time during the school year.
6. Each building principal will send a letter to all parents on or before the first day of school notifying them of the requirements of this policy. This policy will also be published on the District's website.

INSTRUCTIONAL SERVICES**Policy 6145**
(Regulation 6145)**Curriculum Services****Service Animals and Professional Therapy Dogs in Schools**

The District recognizes that service animals may be used to provide assistance to qualified individuals with disabilities. This policy governs the presence of service animals in the District's buildings, on school property (including school buses), and at school activities. The Board of Education adopts this policy to ensure that individuals with disabilities are permitted to participate in and benefit from District programs, activities and services, and to ensure that the District does not discriminate on the basis of disability.

Qualified students and/or adults with disabilities may be accompanied by a "service animal" on school property, in school buildings, and at school functions when required by law and subject to the conditions of this Policy.

Service Animals

Under federal law, a "service animal" means "any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual or other mental disability." Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition (See, however, provisions on miniature horses below). The work or tasks performed by a service animal must be directly related to the handler's disability. The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of this definition.

Under Missouri law, the term "service dog" is defined as "any dog specifically trained to assist a person with a physical disability by performing necessary physical tasks which the person cannot perform. Such tasks shall include, but not be limited to, pulling a wheelchair, retrieving items, and carrying supplies.

The District will permit the use of a miniature horse as a service animal if: ~~(1)~~ the miniature horse has been individually trained to do work or perform tasks for the benefit of an individual with a disability.

In determining whether to permit the use of a miniature horse as a service animal, the District will consider: (1) the type, size and weight of the miniature horse and whether the facility can accommodate these features; (2) whether the handler has sufficient control of the miniature horse; (3) whether the miniature horse is housebroken; and (4) whether the miniature horse's presence compromises legitimate safety requirements that are necessary for the safe operation of the facility. All additional requirements outlined in this Policy which apply to service animals, shall apply to miniature horses.

Policy 6145**Page 2**

If an individual with a disability requests to use a service animal in a District building, on District property, in a District vehicle or at a District function, the District will not ask about the nature or extent of the person's disability. However, the District may make the following inquiries to determine whether an animal qualifies as a service animal: (1) whether the animal is required because of a disability; and (2) what work or task the animal has been trained to perform. The District may not make these inquiries when it is readily apparent that an animal is trained to work or perform tasks for an individual with a disability.

The District **may request but** will not require documentation, such as proof that the animal has been certified, trained, or licensed as a service animal.

Professional Therapy Dogs

An animal that is used to provide a supportive or therapeutic service for a student does not meet the definition of a "Service Animal" which is permitted for use by qualified individuals with disabilities consistent with this Policy. However, the District may, at its discretion, permit the use of such dogs that have been individually trained and certified to work with staff to provide certain types of support for its students.

Such dogs are not for the personal use of District students or employees and will be utilized at the discretion of District administration and counselors for their intended purpose.

REV. 12/17

Mr. Dean Katt provided information on the 173 Student Day Calendar for the 2018-2019 school year. He said that it is very similar to the 2017-2018 year. Students will start school on August 16th and get out on May 22nd. Parent/Teacher Conference was moved to the week of October 15th and the Professional Development Days changed slightly.

Matt Mallinson made the motion that the Board of Education approves the 2018-2019 School District Calendar as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education. (Page 11453)

Dr. Herl said the Administration is recommending approval of the bid from Temp Con for installation of an Indoor Cooler/Freezer for the Nutrition Services Department at the Central Warehouse. He indicated that the Nutrition Services Department may be able to move in the second or third week of January.

Denise Fears made the motion, second by Ann Franklin, that the Board of Education approves the bid from Temp Con for installation of an Indoor Cooler/Freezer for the Nutrition Services Department at the Central Warehouse for a cost of \$60,000.00. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval of the bid from Heartland Electric for a Generator for the Central Warehouse at a cost of \$52,340.00. Dr. Herl said that Heartland Electric has done other work in the District and that they have done a good job.

The motion was made by Greg Finke that the Board of Education approves the bid of \$52,340.00 from Heartland Electric for a Generator for the Central Warehouse. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl said that only one bid was received for the Fork Lift for the Central Warehouse due to the time frame in which the District needs it. The Administration is recommending approval of the bid of \$61,891.00 from Lift Truck Sales.

Denise Fears made the motion, second by Ann Franklin, that the Board of Education approves the bid of \$61,891.00 from Lift Truck Sales and Service for the purchase of a Fork Lift for Nutrition Services at the Central Warehouse. The motion was unanimously approved by the Board of Education.

The Administration is recommending declaring a list of items as surplus as they are no longer needed for District operations.

The motion was made by Ann Franklin that the Board of Education approves declaring the list of attached items as surplus pursuant to Section 177.091 R.S.M.o. Ken Johnston seconded the motion and it was unanimously approved by the Board of Education. (Page 11454)

Dr. Herl discussed a proposed Resolution regarding equity in Missouri Public Schools. He explained that due to the concern for the welfare of every child in the state of Missouri, all of the state's public schools should be held to the same high standard for academic performance, access, accountability, and transparency. Charter schools currently exist with less oversight and accountability which is not creating an environment conducive to positive learning. A number of the surrounding Greater Kansas City school districts are adopting a resolution similar to this one.

Blake Roberson made the motion that the Board of Education approves this Resolution Advocating Equity in Missouri Public Schools that will provide educational opportunities for all students. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education. (Pages 11455-11456)

There being no further business to come before the Board of Education, Blake Roberson made the motion, second by Ann Franklin, to adjourn the meeting and go into executive session for real estate, legal, personnel, and student issues at 7:22 p.m. The motion was approved as follows:

Ayes: Jill Esry
Greg Finke
Denise Fears
Ann Franklin

Nays:

INDEPENDENCE PUBLIC SCHOOLS 2018-2019 CALENDAR

| JULY 2018 | | | | | AUGUST 2018 | | | | | SEPTEMBER 2018 | | | | | OCTOBER 2018 | | | | |
|------------------------|----|----|----|----|----------------------------|----|----|----|----|---|------|------|------|------|-----------------------|----|----|----|----|
| 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 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 |
| 9 | 10 | 11 | 12 | 13 | 6 | 7 | 8 | 9 | 10 | 10 | 11 | 12 | 13 | 14 | 8 | 9 | 10 | 11 | 12 |
| 16 | 17 | 18 | 19 | 20 | 13 | 14 | 15 | 16 | 17 | 17 | 18 | 19 | 20 | 21 | 15 | 16 | 17 | 18 | 19 |
| 23 | 24 | 25 | 26 | 27 | 20 | 21 | 22 | 23 | 24 | 24 | 25 | 26 | 27 | 28 | 22 | 23 | 24 | 25 | 26 |
| 30 | 31 | | | | 27 | 28 | 29 | 30 | 31 | | | | | | 29 | 30 | 31 | | |
| | | | | | Student Attendance 12 | | | | | Student Attendance 18 | | | | | Student Attendance 21 | | | | |
| | | | | | Teacher Contract 16 | | | | | Teacher Contract 19 | | | | | Teacher Contract 23 | | | | |
| | | | | | | | | | | | | | | | end of 1st qtr Oct 12 | | | | |
| NOVEMBER 2018 | | | | | DECEMBER 2018 | | | | | JANUARY 2019 | | | | | FEBRUARY 2019 | | | | |
| 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 | 6 | 7 | 7 | 8 | 9 | 10 | 11 | | | | | 1 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 14 | 15 | 16 | 17 | 18 | 4 | 5 | 6 | 7 | 8 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 21 | 22 | 23 | 24 | 25 | 11 | 12 | 13 | 14 | 15 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 28 | 29 | 30 | 31 | | 18 | 19 | 20 | 21 | 22 |
| 26 | 27 | 28 | 29 | 30 | 31 | | | | | | | | | | 25 | 26 | 27 | 28 | |
| Student Attendance 19 | | | | | Student Attendance 15 | | | | | Student Attendance 19 | | | | | Student Attendance 18 | | | | |
| Teacher Contract 19 | | | | | Teacher Contract 15 | | | | | Teacher Contract 21 | | | | | Teacher Contract 19 | | | | |
| | | | | | end of 1st semester Dec 21 | | | | | | | | | | | | | | |
| MARCH 2019 | | | | | APRIL 2019 | | | | | MAY 2019 | | | | | JUNE 2019 | | | | |
| M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | M | T | W | T | F |
| | | | | 1 | 1 | 2 | 3 | 4 | 5 | | | 1 | 2 | 3 | 3 | 4 | 5 | 6 | 7 |
| 4 | 5 | 6 | 7 | 8 | 8 | 9 | 10 | 11 | 12 | 6 | 7 | 8 | 9 | 10 | 10 | 11 | 12 | 13 | 14 |
| 11 | 12 | 13 | 14 | 15 | 15 | 16 | 17 | 18 | 19 | 13 | 14 | 15 | 16 | 17 | 17 | 18 | 19 | 20 | 21 |
| 18 | 19 | 20 | 21 | 22 | 22 | 23 | 24 | 25 | 26 | 20 | 21 | 22 | 23** | 24** | 24 | 25 | 26 | 27 | 28 |
| 25 | 26 | 27 | 28 | 29 | 29 | 30 | | | | 27 | 28** | 29** | 30** | 31** | | | | | |
| Student Attendance 15 | | | | | Student Attendance 20 | | | | | Student Attendance 16 | | | | | | | | | |
| Teacher Contract 16 | | | | | Teacher Contract 21 | | | | | Teacher Contract 16 | | | | | | | | | |
| end of 3rd qtr March 8 | | | | | | | | | | Anticipated Final Student attend May 22 | | | | | | | | | |

 Non-Student Attendance/Non-Contract

 Non-Student Attendance/Contract Day

 Non-Student Attendance/Professional Development

 Parent Conference Week

 First/Last Day of School

ELEMENTARY/SECONDARY

| | |
|----------------|----|
| First Quarter | 40 |
| Second Quarter | 45 |
| Third Quarter | 43 |
| Fourth Quarter | 45 |

173

TEACHER CONTRACT DAYS

| | |
|----------------|----|
| First Quarter | 45 |
| Second Quarter | 47 |
| Third Quarter | 46 |
| Fourth Quarter | 47 |

185

****All Attendance and contract days that are postponed due to inclement weather will be added to the calendar.**

(are protected as potential attendance and contract days and will be used first as makeup days in the case of adverse weather)**

(* are protected as potential attendance and contract days and will be used after ** days)**

Student Evaluation Schedule

| | |
|----------------------------|--|
| First Quarter (Grades K-8) | August 16, 2018 through October 12, 2018 |
| End of First Semester | December 21, 2018 |
| Third Quarter (Grades K-8) | January 3, 2019 through March 08, 2019 |
| End of Second Semester | May 22, 2019 |

HR 11/28/2017

INDEPENDENCE SCHOOL DISTRICT

PUR-009

Date: 12-6-17

FIXED ASSET SHEET FOR DISPOSAL /SCRAP/DONATE

| Asset Description | Quantity | Asset # | Serial # | Donate Item | Condition of Items(s) | Grant Item | Disposal/Scrap/Donate |
|-------------------------------|----------|----------|------------|-------------|-----------------------|-----------------|-----------------------|
| Book Shelve | 2 | | | No | Broken | No | Disposal |
| Bookcase - Brown | 1 | | | No | Poor | No | Disposal |
| Bookcase/Cart Wooden | 1 | | | No | Poor | No | Disposal |
| Cart | 2 | | | No | Poor | No | Disposal |
| Chair - 14" | 1 | | | No | Broken | No | Disposal |
| Chair - 18" | 8 | | | No | Broken | No | Disposal |
| Chair - Student Blue | 29 | | | No | Poor | No | Disposal |
| Chair - Office | 2 | | | No | Poor | No | Disposal |
| Chair - Metal | 24 | | | No | Poor | No | Disposal |
| Chair Office - Wooden | 3 | | | No | Poor | No | Disposal |
| Chair Student - Wooden | 4 | | | No | Broken | No | Disposal |
| Cots - Child | 4 | | | No | Broken | No | Disposal |
| Credenza - Wooden | 1 | 16003949 | | No | Poor | No | Disposal |
| Cubboard/Refrigerator - Child | 1 | | | No | Broken | No | Disposal |
| Desk | 1 | | | No | Broken | No | Disposal |
| Desk - Small | 1 | 13009230 | | No | Poor | No | Disposal |
| Desk - Student Privacy | 1 | | | No | Poor | No | Disposal |
| Desk - Teacher | 1 | 16003849 | | No | Poor | No | Disposal |
| Desk - Teacher | 1 | 16004529 | | No | Poor | No | Disposal |
| Desk Office - Wooden | 1 | 13013531 | | No | Poor | No | Disposal |
| Desk Office - Wooden | 1 | 13013533 | | No | Poor | No | Disposal |
| Desk with Extension | 1 | | | No | Poor | No | Disposal |
| Desks - Combo | 3 | | | No | Poor | No | Disposal |
| Dryer | 1 | 13001308 | AS712698A | No | Broken | No | Disposal |
| DVD Player | 2 | | | No | Broken | No | Disposal |
| File Cabinet | 8 | | | No | Poor | No | Disposal |
| File Cabinet - 2 Drawer | 1 | | | No | Broken | No | Disposal |
| File Cabinet Black - 5 Drawer | 1 | | | No | Poor | No | Disposal |
| File Cabinet Tan - 4 Drawer | 2 | | | No | Poor | No | Disposal |
| Garbage Disposal | 1 | 13005116 | 15149 | No | Broken | No | Scrap |
| Garbage Disposal | 1 | 13011898 | 30152 | No | Broken | No | Scrap |
| HP 6000 Towers | 125 | | | No | Poor | No | Disposal |
| Jungle Gym | 2 | | | No | Broken | No | Disposal |
| Kitchenette | 2 | | | No | Broken | No | Disposal |
| Laptops | 45 | | | No | Poor | No | Disposal |
| Microwave | 1 | 13015703 | NE2180 | No | Broken | No | Scrap |
| Milk Cooler | 1 | 16001347 | TMC-49-S | No | Broken | No | Scrap |
| Moon Table - Large | 1 | | | No | Poor | No | Disposal |
| PC - All in One 3420 | 106 | | | No | Poor | No | Disposal |
| Piano | 1 | | 3220 | No | Obsolete | No | Disposal |
| Piano - Upright Tan | 1 | 15085 | | No | Obsolete | No | Disposal |
| Printers | 6 | | | No | Poor | No | Disposal |
| Projectors | 51 | | | No | Poor | No | Disposal |
| Quincy Air Compressor | 1 | | CAI853580 | No | Broken | Yes-Enhancement | Disposal |
| Refrigerator | 1 | | | No | Broken | No | Disposal |
| Refrigerator Commercial | 1 | 13010051 | E Series | No | Broken | No | Scrap |
| Residential Freezer | 1 | 13006718 | WB90109374 | No | Broken | No | Scrap |
| Rolling Cart/Shelf - Blue | 2 | | | No | Poor | No | Disposal |
| Table | 1 | | | No | Poor | No | Disposal |
| Table - Child | 1 | | | No | Broken | No | Disposal |
| Tables - 8 ft | 8 | | | No | Broken | No | Disposal |
| Tables - Computer | 2 | | | No | Poor | No | Disposal |
| Tables - Drafting | 11 | | | No | Poor | No | Disposal |
| Television | 2 | | | No | Poor | No | Disposal |
| The Educator Thermal Roll | 1 | 13006953 | ED-25-9719 | No | Poor | No | Disposal |
| TV Cart | 2 | | | No | Broken | No | Disposal |
| VCR | 2 | | | No | Broken | No | Disposal |
| Washer | 1 | 13012319 | 2101012 | No | Broken | No | Scrap |
| Washer/Dryer Combo | 1 | 13011855 | MU5105237 | No | Broken | No | Scrap |
| Wooden Hutch - Child | 1 | | | No | Broken | No | Disposal |

**Independence School District
Board of Education Resolution
Advocating Equity in Missouri Public Schools**

Whereas, the Independence School District Board of Education of Independence, Missouri, believes effective high-quality public schools are essential in helping students graduate success ready, in building productive members of society, in developing an educated workforce, in supporting safe and healthy communities, and in providing opportunities to break the cycle of poverty.

Whereas, Article IX, Section 1(a) of the Missouri State Constitution states: "A general diffusion of knowledge and intelligence being essential to the preservation of the rights and liberties of the people, the general assembly shall establish and maintain free public schools for the gratuitous instruction of all persons."

Whereas, the mission of the Missouri Department of Elementary and Secondary Education is "to guarantee the superior preparation and performance of every child in school and in life," and has the Strategic Priority of "Access, Opportunity, Equity: Provide all students access to a broad range of high-quality educational opportunities from early learning into post high school engagement."

Whereas, Missouri Revised Statute 160.415 stipulates each charter school shall report the names, addresses, and eligibility for free and reduced price lunch, special education, or limited English proficiency status, as well as eligibility for categorical aid, of pupils resident in a school district who are enrolled in the charter school to the school district in which those pupils reside. And, each charter school shall promptly notify the state department of elementary and secondary education and the pupil's school district when a student discontinues enrollment at a charter school.

Whereas, Missouri Revised Statute 160.415.4(6)(a) stipulates each charter school shall report to its sponsor, the local school district, and the state board of education as to its teaching methods and any educational innovations and the results thereof.

Whereas, Missouri Revised Statute 160.415.4(6)(c) stipulates nothing in this subdivision shall be construed as permitting a charter school to be held to lower performance standards than other public schools within a district.

Whereas, existing charter schools residing in and under the control of the state of Missouri:

- routinely perform below the local school district in academic performance without consequence.
- counsel low performing and/or high discipline students out of the charter system, back into the local schools further increasing an already high mobility rate which acts as a significant detriment to the potential success of those students.
- cap enrollment and provide reduced services to students with IEPs thus limiting access to students with the greatest need.
- do very little to communicate to the local school district the residency, free and reduced, IEP and LEP status. Nor do they communicate when those students leave the charter school rendering their status and well-being untrackable.

Whereas, the Independence School District Board of Education is concerned for the welfare of every child in the state of Missouri.

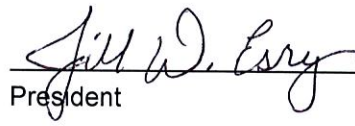
Therefore, Be it Resolved that the Independence School District Board of Education does hereby affirm that all of the state's public schools be held to the same high standard for **academic performance, access, accountability, and transparency**. Further, it recognizes the policies and practices that permit charter schools to exist with less oversight and accountability mean many are not shining examples of "school choice," but are the root of social injustice because they create an environment where students of the greatest need are further marginalized.

Ken Johnston
Matt Mallinson
Blake Roberson

11457



Secretary



President