

The Board of Education met in regular session Tuesday, June 14, 2016, 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. Beth Savidge, Dr. Brad MacLaughlin,
Dr. Janet Richards, Dr. Linda Gray Smith, Dr. Cindy Grant, Mrs. Sherry
Potter, Mr. Brent Catlett, Mr. Robert Burkey, Mrs. Jana Corrie, PTA, IESP,
interested patrons, 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.

The motion was made by Ann Franklin, second by Blake Roberson, to approve the June 14, 2016 Agenda as presented. The motion was unanimously approved by the Board of Education.

Mrs. Esry asked if any District citizen or employee wished to address the Board of Education. No one responded.

Dr. Herl said the List of Bills of \$9,842,727.84 is about \$1.5 million less than last year at this time due to more technology items being ordered at that time.

Denise Fears made the motion to approve the June 14, 2016 Consent Agenda as printed.

1. Approval of June 14, 2016 List of Bills totaling \$9,842,727.84
2. Personnel Recommendation #23
 - A. Employment of Certificated Staff for the 2016-2017 School Year
 1. Amanda Adkins, English Teacher
 2. Jacob Basnight, Physical Education Teacher
 3. Tari Bentley, Process Coordinator
 4. Jessica Berry, Process Coordinator
 5. Michelle Briggs, Title 1 Preschool Teacher
 6. Rod Briggs, Social Studies Teacher
 7. Ariel Collins, Physical Education Teacher
 8. Torey Craddock, Speech Language Pathologist
 9. Elizabeth Donnell, Elementary Teacher
 10. Teresa Earley, Counselor
 11. Michael Fender, Social Studies Teacher
 12. Holly Ferguson, Elementary Teacher
 13. Christine Foster, Elementary Teacher
 14. Olivia Gholson, Elementary Teacher
 15. William Harris, Math Teacher
 16. Robert Holcombe, Woods Teacher
 17. Scorpio Horn, Business Teacher
 18. Valerie Kelley, Physical Education Teacher
 19. Haley Kidd, Elementary Teacher
 20. Denise Loges, Early Childhood Special Education Teacher
 21. Christopher Loggins, English Teacher
 22. Brianna Loveall, Physical Education Teacher
 23. Katelyn O'Neal, Physical Education Teacher
 24. Reece Petty, ISS Teacher
 25. Ashlee Peyton, REACH Teacher
 26. David Pittle, ISS Teacher
 27. Nichole Polley, Elementary Teacher
 28. Kimberly Sawyer, Social Studies Teacher
 29. Eric Stephenson, Alternative Teacher

30. Amanda Tovar, Elementary Teacher
 31. Manny Tovar, Physical Education Teacher
 32. Karla Wehmueller, Music Teacher
 33. Christopher Wiley, Counselor
 34. Leigh Ann Williams, Elementary Teacher
 35. Sara Williams, Special Education Teacher
- B. Request to Retire Effective End of the 2015-2016 School Year.
1. Susan Hayden, Fifth Grade/Mill Creek Elementary School
- C. Request to Resign Effective End of the 2015-2016 School Year
1. Brad Drinkwater, Industrial Technology/Truman High School
 2. Christina Hocker, FACS/Truman High School
 3. Staci Humphreys, Alternative Teacher
 4. David Nowak, Science/Pioneer Ridge Middle School
 5. Melinda Passanisi, Physical Education/Nowlin and George Caleb Bingham Middle Schools
 6. Melissa Glasco, Teacher/Sycamore Hills Elementary School
 7. Staci Hodges, Elementary Teacher/Sycamore Hills Elementary School
 8. Wayne Maxon, Industrial Technology/William Chrisman High School
 9. Jared Byrne, Social Studies/Truman High School
 10. Tracy Shelly, Process Coordinator/Hanthorn School
 11. Amy Little, Classroom Teacher/Mill Creek Elementary School
 12. Gabrielle, Classroom Teacher/Randall Elementary School
 13. Lauren Way, Physical Education/William Chrisman High School
 14. Robyn King, Journalism/Truman High School
 15. Sarah Green, Elementary Teacher/Santa Fe Trail Elementary School

The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl reported that the District's Summer School Program is off to a great start with an enrollment of 6,700 students. This is the largest summer school program in state of Missouri. He commended Jennifer Walker for doing a great job coordinating Summer School. Several teachers have stated that they appreciated the curriculum and how smooth the start to Summer School has gone. Dr. Herl reported on: 1) the renovations at Three Trails Elementary School creating a high tech collaboration school, and 2) in approximately three weeks, Truman High School's stadium renovation will be completed. Dr. Herl said he has been serving on the State MSIP 6 Committee regarding the assessment piece which is being presented at the Missouri State Board of Education meeting today. There are discussions about MSIP 6 and what it will look like and the next generation of assessments. He said the Commissioner and State Board of Education have been receptive to the information that the Superintendents have shared. He commended Commissioner Margie Vandeven and said she has been great to work with during this process. Mrs. Esry, Mrs. Fears, and Mrs. Franklin attended the recent MSBA Leadership Summit where they also heard discussions on MSIP 6.

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

Dr. Herl introduced Mr. Jim Vigliaturo and Mr. Dave Johnson with CBIZ to present information on the District's 2016-2017 health insurance benefit.

Mr. Vigliaturo said that Mr. Johnson did a lot of the work on the District's health insurance program. This year only medical/health insurance is being presented as other benefits are already in long term agreements. The major changes this year are that the District will go down to four plans rather than six plans and the cost increase of 5.7% which is lower than projected. The change will eliminate the HMO 1 and PPO 1 Buy-up plans which will be more effective for the District and employees. This change will go into effect October 1, 2016 and will mean less administration services required from the Business Office also. Mr. Vigliaturo said that in meeting with the three negotiation teams how pleased he was with their support as they worked through this renewal process.

Greg Finke made the motion that the Board of Education approves Blue Cross/Blue Shield to provide Health Insurance coverage to the Independence School District becoming effective October 1, 2016 at a rate increase of 5.7% as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl reported the District received the National School Boards' Association dues statement for the 2016-2017 school year for \$5,335.00. This is the same amount the District has paid the last two years.

The motion was made by Denise Fears, second by Blake Roberson, that the Board of Education authorizes the School District to pay the membership dues in the amount of \$5,335 to the National School Boards' Association for the 2016-2017 school year. The motion was unanimously approved by the Board of Education.

Dr. Scott said that Head Start standards require approval by the Board of Education. He reviewed the changes as follows: under Article #4 - two committee members will be removed as staff members fill this role now; locations for some of the meetings are in Jefferson City and members will not be required to attend; #5 refers to Thomas Hart Benton and Christian Ott as Head Start locations and those programs have been relocated to allow for the Title 1 program; and #7 refers to the Early Education bookkeeper position. He recognized Mrs. Patti White, Principal; Ms. Chris Rounds, Coordinator; and Ms. Lakesha Dixon, Coordinator; for the Head Start Program that were in attendance.

Blake Roberson made the motion that the Board of Education approves the Head Start Policy Committee By-Laws revisions as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl stated that the School District owns a house at 17200 E. R.D. Mize Road next to Blackburn Elementary School. This property was purchased five years ago and several dilapidated duplexes were torn down at that time. It is the Administration's recommendation that this house be declared surplus and then demolished due to its condition.

Ann Franklin made the motion that the Board of Education declares the house located at 17200 R. D. Mize Road, Independence, Missouri, as surplus property and requests the Administration publish a notice for demolition of this house. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Stout said the Administration recommended the 2016-2017 school lunch meal prices be increased five cents (\$.05) due to the increase in food prices, gasoline prices, labor cost association with the PEERS retirement contribution, and the 2010 Health, Hunger-Free Kids Act of 2010. This will also help move the price closer to the Federal amount.

Greg Finke made the motion that the Board of Education approves the meal prices for the 2016-2017 school year as presented. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Stout said that the District solicited bids for Bakery Products for the 2016-2017 school year. Roma Bread Company was the only company to submit a complete bid. Bimbo Bakery declined and Interstate did not respond. Roma Bakery's bid has only a 1% increase from the 2015-2016 year.

Denise Fears made the motion that the Board of Education approves the bid of \$98,500.00 from Roma Bakery to supply bakery products for the 2016-2017 school year. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Stout stated that the District solicited bids for milk and dairy products for the 2016-2017 school year. Two companies submitted bids. Hiland Dairy's bid was incomplete so the Administration is recommending approving the bid from Anderson-Erickson Dairy at a cost of \$1,100,000.

Matt Mallinson made the motion, second by Blake Roberson, that the Board of Education approves the bid from Anderson-Erickson in the amount of \$1,100,000.00 to supply dairy products for the 2016-2017 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl said that the District received the 2016-2017 membership dues statement from the Cooperating School Districts of Greater Kansas City. It is based on \$2 per student enrollment as of the September membership count submitted to DESE for a total of \$28,616.00. He said the District receives a lot of benefit from this membership through purchased services, equipment, and supplies at reduced costs as well as professional development and lobbying efforts with legislation.

Denise Fears made the motion, second by Ann Franklin, that the Board of Education approves the Independence School District's membership dues of \$28,616.00 for the 2016-2017 school year with the Cooperating School Districts of Greater Kansas City. The motion was unanimously approved by the Board of Education.

Dr. Stout explained that due to the condition of two trucks used by the Facilities Department, the Administration is recommending replacement of these vehicles. The recommendation is to use the Missouri Department of Transportation contract MODOT 3-14926TV to replace the trucks for a total cost of \$60,274.00.

Blake Roberson made the motion, second by Ken Johnston, that the Board of Education approves the purchase of two (2) 2016 Ford Trucks for a total cost of \$60,274.00. The motion was unanimously approved by the Board of Education.

Dr. Stout said that two bids were received for Elevator Inspection and Services. Based on hourly rates, material costs, and testing costs, the Administration is recommending approval of the bid from Otis Elevator Company for elevator service and inspections at all District sites for 2016-2017.

Greg Finke made the motion that the Board of Education approves the bid from Otis Elevator Company for District elevator service and inspection at all sites during the 2016-2017 school year for an annual cost of \$20,757.00. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl stated that through the Greater Kansas City PDN Agreement Contract (20021), the Administration is recommending accepting the bid from CDW for technology equipment at Three Trails Elementary School.

Denise Fears made the motion that the Board of Education accepts the bid from CDW for: 360 Dell 11' Chromebooks, 24 Epson 595WI Interactive Projectors, and 12 Aver Charging Carts for Three Trails Elementary School at a cost of \$151,830.00. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending accepting the quote for Epson 595WI Interactive Projectors from CDW. These projectors will be used in the high school ELA classroom remodels and the K-1 classroom remodels at Thomas Hart Benton, Blackburn, and Christian Ott Elementary Schools.

Matt Mallinson made the motion, second by Denise Fears, that the Board of Education approves the Quote from CDW for: 50 Epson Brightlink 595WI Interactive Projectors for the High School ELA Classroom Remodels at all ISD High Schools and the K-1 classroom remodels at Thomas Hart Benton, Blackburn, and Christian Ott Elementary Schools for a cost of \$76,350.00. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending accepting the quote from the Greater Kansas City PDN Agreement Contract (20021) from CDW for 3,905 Dell 11' Chromebooks and 123 Aver Charging Carts to be added to all science classrooms in the middle schools and high schools.

The motion was made by Matt Mallinson that the Board of Education accepts the Quote #HCND096 from CDW for 3,905 Dell 11' Chromebooks and 123 Aver Charging Carts for a cost of \$1,124,919.00. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl stated that as part of the District's State of Missouri Contract (NASPO VP PC0 (MNNVP-133-MO), the Administration is recommending replacing all Middle School lab desktops.

Matt Mallinson made the motion, second by Blake Roberson, that the Board of Education accepts the quote from HP for 490 HP ProOne 400 GS All in One desktops to replace existing desktops for all middle school labs including an HP 3 year warranty term on hardware for a cost of \$385,708.40. The motion was unanimously approved by the Board of Education.

Dr. Herl said that also as part of the District's State of Missouri Contract (NASPO VP PC0 (MNNVP-133-MO), the Administration is recommending accepting the quote from HP for 650 HP Probook 650 G2 Notebook PC replacement laptops for replacing laptops for all secondary staff and central office staff.

The motion was made by Denise Fears, second by Ken Johnston, that the Board of Education accepts the quote from HP for 650 HP Probook 650 G2 Notebook PC laptops to replace exiting laptops for all secondary staff and central office staff with an HP 3 year warranty term on hardware for a cost of \$510,250.00. The motion was unanimously approved by the Board of Education.

Dr. Stout explained that bus drivers are required to complete a daily Pre-Trip Inspection of their bus. The Administration is recommending approving the quote from Zonar for the Electronic Vehicle Inspection Report (EVIR) which allows the inspection to be tracked and recorded electronically. The cost will be:

Hardware (One Time Cost)	-	\$29,992.50
Service Fee - Annually	-	\$12,600.00
Set-Up Fee (One Time Cost)	-	\$ 2,800.00

The motion was made by Blake Roberson, second by Greg Finke, that the Board of Education approves the quote from Zonar for the Electronic Vehicle Inspection Report (EVIR) as presented. The motion was unanimously approved by the Board of Education.

INDEPENDENCE SCHOOL DISTRICT
FIXED ASSET SHEET FOR DISPOSAL/SCRAP/DONATE

Date: 6-3-16
Building/Department_Facilities

Asset Description	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Hobart 3 DR Freezer-Nut. Services	13014919	32542422		Poor	No	Scrap
Randall 2 DR Refrigerator-Nut. Services	13014803			Poor	No	Scrap
Beverage Air 2 DR Refrig.-Nut. Services	13011910	3334205		Poor	No	Scrap
McCall 3 DR Freezer-Nut. Services	13016093			Poor	No	Scrap
Beverage Air Cooler-Nut. Services	13001278			Poor	No	Scrap
Crescor Warmer-Nut. Services	13019106	KIF-K5047		Poor	No	Scrap
25 inch TV-Pioneer Ridge	1101692			Poor	No	Dispose
25 inch TV-Pioneer Ridge	7104238			Poor	No	Dispose
25 inch TV-Pioneer Ridge	13011537			Poor	No	Dispose
27 inch TV-Pioneer Ridge	104970			Poor	No	Dispose
20 inch TV-Pioneer Ridge	13010884			Poor	No	Dispose
4 tall TV carts-Pioneer Ridge				Poor	No	Scrap
4 short TV carts-Pioneer Ridge				Poor	No	Scrap
Wooden Teacher Desk-Pioneer Ridge				Poor	No	Dispose
2 combo VCR/DVD-Pioneer Ridge				Poor	No	Dispose
4 VCR's-Pioneer Ridge				Poor	No	Dispose
14 Projector Screens-Pioneer Ridge				Obsolete	No	Scrap
32 Desks-Van Horn				Poor	No	Scrap
Blackburn House 17200 E RD Mize Rd				Poor	No	Dispose
Van Horn House 947 S Arlington				Poor	No	Dispose
1417 West Maple Ave. House				Poor	No	Dispose
Medtronic LipPak-Benton	13008168	33916213		Obsolete	Yes	Trade In
Medtronic LipPak-CO 1st Fl.	13020031	33916214		Obsolete	Yes	Trade In
Medtronic LipPak-Mill Creek	13013938	33916205		Obsolete	Yes	Trade In
Medtronic LipPak-Ott	13013536	33916207		Obsolete	Yes	Trade In
Medtronic LipPak-Santa Fe	13008950	33916208		Obsolete	Yes	Trade In
Medtronic LipPak-Sycamore	13015598	33916204		Obsolete	Yes	Trade In
Medtronic LipPak-Truman Gym	13001725	33999909		Obsolete	Yes	Trade In
Medtronic LipPak-Southern	13008660	33916210		Obsolete	Yes	Trade In
538 Student Desks-Three Trails				Poor	No	Scrap
73 Double Desks-Three Trails				Poor	No	Scrap
444 Student Desks w/shelf-Three Trails				Poor	No	Scrap
39 file cabinets-Three Trails				Poor	No	Scrap
50 Student Tables-Three Trails				Poor	No	Scrap
6 Wooden Desks-Blackburn				Poor	No	Dispose
6 wooden Desks-Benton				Poor	No	Dispose
Washer-WCHS	13005256			Poor	No	Scrap
Dryer-WCHS	13005257			Poor	No	Scrap
Rugs				Poor	No	Dispose
96 Student Desks-Truman				Poor	No	Scrap
Truck 18-Facilities-1994 Chevy-134,000 mi.	1GCFK24H6R232621			Poor	No	Auction
Box Trk 9-Nut. Serv.-1995 GMC-161,872 mi.	1GDKC34N1S1527318			Poor	No	Auction
Van 60-Nut. Serv.-2000 Dodge-67,127 mi.	2B5WB35ZYK105001			Poor	No	Auction
Truck 24-Facilities-1998 Chevy-187,309 mi.	1GCGK24R7WZ199548			Poor	No	Auction
Truck 21-Facilities-1997 Chevy-116,430 mi.	1GBGK24R1VZ122273			Poor	No	Auction

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2016-2017**

STEP	BS	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$38,500 *					
1	\$37,300	\$37,990	\$40,370	\$40,810	\$42,250	\$45,123
2	\$37,635	\$38,325	\$40,455	\$41,895	\$43,585	\$46,458
3	\$37,970	\$38,410	\$41,540	\$43,230	\$44,920	\$47,793
4	\$38,055	\$39,495	\$42,875	\$44,565	\$46,255	\$49,128
5	\$39,140	\$40,830	\$44,210	\$45,900	\$47,590	\$50,463
6	\$40,476	\$42,166	\$45,546	\$47,236	\$48,926	\$51,799
7	\$41,811	\$43,501	\$46,881	\$48,571	\$50,261	\$53,134
8	\$43,146	\$44,836	\$48,216	\$49,906	\$51,596	\$54,469
9	\$44,481	\$46,171	\$49,551	\$51,241	\$52,931	\$55,804
10	\$45,816	\$47,506	\$50,886	\$52,576	\$54,266	\$57,139
11	\$47,151	\$48,841	\$52,221	\$53,911	\$55,601	\$58,474
12	\$48,486	\$50,176	\$53,556	\$55,246	\$56,936	\$59,809
13	\$49,821	\$51,511	\$54,891	\$56,581	\$58,271	\$61,144
14	\$51,156	\$52,846	\$56,226	\$57,916	\$59,606	\$62,479
15	\$52,491	\$54,181	\$57,561	\$59,251	\$60,941	\$63,814
16		\$55,517	\$58,897	\$60,587	\$62,277	\$65,150
17			\$60,232	\$61,922	\$63,612	\$66,485
18			\$61,567	\$63,257	\$64,947	\$67,820
19			\$62,902	\$64,592	\$66,282	\$69,155
20				\$65,927	\$67,617	\$70,490
21				\$67,262	\$68,952	\$71,825
22					\$70,287	\$73,160

(a) The indexed base is \$33,800. Step 1 BS includes a salary overlay of \$3,500. Step 2 BS and Step 1 BS+16 include a salary overlay of \$2,500. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$1,500. Step 4 BS, Step 3 BS+16, Step 2 MA and Step 1 MA+16 include a salary overlay of \$250.

(b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.

(c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.

(D) One-half hours must be graduate for all hours earned after Master's in Field.

(E) National Board Certification will receive a \$3,000 annual stipend.

(F) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.

(G) CTE certification placement in master's column based on number of years in applicable industry.

(*) Reflects \$1,200 Stipend for additional training required of entry level teachers.

Dr. Herl said the Administration is recommending approving the quote from Lightspeed Technologies, Inc. for sound system installation in the second through fifth grade classrooms at Three Trails Elementary School and the cost will be paid through Title 1 funding.

Denise Fears made the motion that the Board of Education accepts the quote under contract NFPA #021412 from Lightspeed Technologies, Inc. for sound system installation in the second through fifth grade classrooms at Three Trails Elementary School for a cost of \$20,887.00. The motion was seconded by Ann Franklin and unanimously approved by the Board of Education.

Dr. Stout stated that as part of the maintenance rotation process, the Administration is recommending approval of the quote from Carroll Seating Company, Inc. for replacement of pocket tables and benches at Christian Ott and Spring Branch Elementary Schools.

The motion was made by Ken Johnston, second by Blake Roberson, that the Board of Education accepts the quote under contract NJPA #031715-PHL from Carroll Seating Company, Inc. for scheduled replacement of pocket tables and benches at Christian Ott and Spring Branch Elementary Schools for a cost of \$102,157.90. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending declaring the attached list of items as surplus as they are no longer needed for District operations. (Page 11113)

Denise Fears made the motion, second by Greg Finke, that the Board of Education approves declaring for surplus the list of attached items pursuant to Section 177.091 R.S.M.o. as presented. The motion was unanimously approved by the Board of Education.

Dr. Stout reported that the District published a request for qualifications for architectural services. Based on the responses, the Administration is recommending employing Hollis + Miller for general architectural services.

Greg Finke made the motion that the Board of Education approves hiring Hollis + Miller to provide the District general architectural services as needed. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Stout said the District also published a request for qualifications for architectural services need for planning purposes for a future bond referendum. The Administration is recommending employing Hollis + Miller and DLR Group as both architectural firms were outstanding.

Ann Franklin made the motion, second by Ken Johnston, that the Board of Education approves the hiring of Hollis + Miller and DLR Group to provide the District assistance with architectural services related to a future bond referendum. The motion was unanimously approved by the Board of Education.

Dr. Scott served as the District's leader for the 2016 Negotiation Team. He said that he believes this was one of the best packages that the District has provided. The total cost is approximately \$4.2 mill dollars with an average of 3.25% increase per employee. He recognized Dr. Herl's stewardship of the District's funds which allows the School District to provide this package for employees as well as to continue to hire and attract quality staff. The Board of Education commended Dr Scott for his leadership of the Negotiation meetings.

Denise Fears made the motion that the Board of Education approves the certified salary schedule for the FY17 school year. The motion was seconded by Greg Finke and unanimously approved by the Board of Education. (Page 11114)

Dr. Scott recognized the District Negotiation Team: Jill Esry, Ken Johnston, Greg Finke, Dr. Lance Stout, Dr. Linda Gray-Smith, Daryl Huddleston, and Robert Burkey. He acknowledged leaders of the Associations teams: INEA - Netty Doyle; ITEA - Robert Smith; IESP - Michael Uresti; and Yvonne McCarty, Uni-Serve Director for NEA. He said they did a great job. Dr. Scott reviewed the components in the Fourth Addendum Agreement with INEA which included the salary schedule with a component and movement on the schedule (one vertical step and one horizontal step); District covered base plans for health and dental insurance; clarification on excessive leaves and FMLA (Policy 4310) use; video will be created on FMLA and Employee Assistance Program; written communication will be shared on substitute costs with staff and what it takes to hire subs so those funds can be better used in other areas; discussion on equitable prep time; monito class sizes; meeting times at the building level will be monitored; an extra 9 minutes will be added to the school day (one minute to passing time (total of 7 minutes per day) and two minutes at the secondary level during lunch period and two minutes at the elementary level will be added to recess time. The Board of Education expressed their appreciation to the Negotiation Team and how impressed they were with the team effort on both sides.

Blake Roberson made the motion that the Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence National Education Association and the School District of the City of Independence. The motion was seconded by Denise Fears and unanimously approved by the Board of Education. (Pages 11116-11118)

Dr. Scott reviewed the Fourth Addendum to the Agreement with ITEA (Independence Transportation Employees Association) and said it was very similar to salary schedule of the teachers. Employees will receive one vertical step on the salary schedule; an additional step will be added for drivers and attendants; the District will cover the base health and dental plan for the 2016-2017 school year; and an ITEA Committee will be formed and they will meet monthly with the Transportation Director to discuss issues and will also general ideas for recognizing employees with perfect attendance on an annual basis.

Ken Johnston made the motion that the Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence Transportation Employees Association and the School District of the City of Independence. The motion was seconded by Denise Fears and unanimously approved by the Board of Education. (Pages 11119-11120)

Dr. Scott reviewed the Fourth Addendum to the Agreement with IESP (Independence Educational Support Association). Employees will receive one vertical step on the salary schedule; an additional step will be added to each column of the Facilities salary schedule; the District will cover the base health and dental plan for the 2016-2017 school year; and vacation request forms will be sent to employees by the end of the second work week in January.

Blake Roberson made the motion that the Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence Educational Support Association and the School District of the City of Independence. The motion was seconded by Denise Fears and unanimously approved by the Board of Education. (Pages 11121-11122)

Dr. Herl said that he has been working on the 2016-2017 Budget. The District is required to prepare an annual budget detailing the School District's projected revenues and expenditures prior to July 1 of each year. The Administration is recommending scheduling a Special Board meeting for a public hearing on the proposed budget on Wednesday, June 29, at 7:30 a.m. in the Board Room.

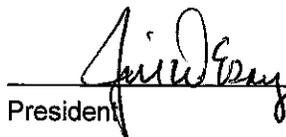
Ann Franklin made the motion that the Board of Education approves scheduling a Special Board meeting on Wednesday, June 29, at 7:30 a.m. for a public hearing on the proposed budget for the 2016-2017 school year. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Blake Roberson made the motion, second by Greg Finke, to adjourn the meeting and go into executive session for real estate, legal, and personnel issues at 7:06 p.m. The motion was approved as follows:

Ayes:	Jill Esry	
	Greg Finke	Nays:
	Denise Fears	
	Ann Franklin	
	Ken Johnston	
	Matt Mallinson	
	Blake Roberson	



Secretary



President

FOURTH ADDENDUM TO THE
AGREEMENT
BETWEEN THE
INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2012-JUNE 30, 2017

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence-National Education Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on Thursday, May 26, 2016; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2012 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this 14th day of June, 2016 (the "Effective Date").

The Association and District agree to the following:

1. Teacher Salaries for 2016-17 School Year
 - a. Teachers will receive one vertical step on the indexed salary schedule;
 - b. Teachers will have the ability to move horizontally on the indexed salary schedule based on graduate hours earned in accordance with Board Policy and Regulation;
 - c. \$300 will be added to the indexed base;
 - d. An additional step will be added to the indexed salary schedule, starting at the MS column (Step 19) over to Doctorate column (Step 22)
2. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2016-17 school year
3. Leave Benefits

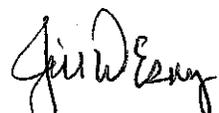
- a. Upon review and pre-approval by the District, the Association will send out written communication to teachers in an effort to educate them about the Family Medical Leave Act (FMLA) and provide clarification regarding Board Policy 4310 regarding employee leave
 - b. By request of the Association, the District will instruct building principals to share both district-wide and building-wide financial information regarding the cost of substitute teachers at a faculty meeting during the Fall 2016 semester.
 - c. The District will create a video about FMLA and the Employee Assistance Program. The video would be used as a resource that employees could refer to for clarification and understanding when necessary. The videos will not be made mandatory for staff
4. Equitable Prep Time
- a. The Association president will be allowed to view the tentative master schedule for high schools during the spring
 - b. Building principals will dialogue with high school teachers who are likely to have four or more preps based on the tentative master schedule
5. Class Size
- a. The Association president will be allowed to view the expected class/course enrollment during the spring
 - b. Class sizes will be monitored at the district level
 - c. Building principals will dialogue with teachers who are likely to have higher than average enrollment in their grade level/course
6. Meeting Time
- a. The District will collect meeting schedules from each building for monitoring purposes and share this information with INEA president upon request
 - b. District administration will discuss concerns regarding meeting schedules at individual buildings
7. Extra minutes
- a. The Association and district have agreed to add nine minutes to the school day. The additional time is made possible by reducing the forty-five minute reporting requirement for teachers by 5 minutes; and combining it with an additional four minutes.
 - b. At the secondary level, the additional time will be used to add one minute to each passing period and two minutes to the lunch period.
 - c. At the elementary level, the additional minutes will be used to increase recess time.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION

BY: 
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: 
President, Board of Education

ATTESTED BY: 
Secretary, Board of Education

FOURTH ADDENDUM TO THE
AGREEMENT
BETWEEN THE
INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI

JULY 1, 2012-JUNE 30, 2017

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Transportation Employees Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on Friday, May 27, 2016; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2012 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this 14th day of June 2016 (the "Effective Date").

The Association and District agree to the following:

1. Salaries for 2015-16 School Year
 - a. Employees will receive one vertical step on the salary schedule;
 - b. Employees will be given a salary increase as indicated by the attached salary schedule;
 - c. An additional step will be added to the Transportation Driver hourly rate column (Step 16);
 - d. An additional step will be added to the Transportation Attendant hourly rate column (Step 16);
2. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2016-17 school year;
3. ITEA Committee
 - a. A committee will be formed that consists of ITEA representatives and the Director of Transportation;

- b. The committee will meet monthly to discuss issues that arise within the Transportation Department;
- c. The committee will generate ideas for recognizing employees with perfect attendance on an annual basis.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION

BY:

President

Robert A. Smith
June 11, 2016

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY:

Jim W. Emy
President, Board of Education

ATTESTED BY:

C. Annette Miller
Secretary, Board of Education

FOURTH ADDENDUM TO THE
AGREEMENT
BETWEEN THE
INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2012-JUNE 30, 2017

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Educational Support Personnel, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on Friday, May 27, 2016; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2012 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this 14th day of June, 2016 (the "Effective Date").

The Association and District agree to the following:

1. Salaries for 2015-16 School Year
 - a. Employees will receive one vertical step on the salary schedule;
 - b. Employees will be given a salary increase as indicated by the attached salary schedule;
 - c. An additional step (Step 13) will be added to each column of the Facilities salary schedule;
2. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2016-17 school year;
3. Vacation Requests
 - a. Vacation request forms will be sent to employees by the end of the second work week in January.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE EDUCATION SUPPORT PERSONNEL

BY: *Michelle Urbani* 06/11/16
Vice - President IESP
Bill Forcum is on vacation

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: *Jim Deery*
President, Board of Education

ATTESTED BY:

C. Annette Miller
Secretary, Board of Education