

The Board of Education met in regular session Tuesday, June 9, 2015, 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
Mrs. Jill Esry, Vice President
Mrs. Denise Fears, Treasurer
Mr. Ken Johnston, Director
Dr. Matt Mallinson, Director
Mr. Greg Finke, Director
Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Dred Scott, Dr. Lance Stout, Dr. Beth Savidge, Dr. Brad MacLaughlin,
Dr. Linda Gray-Smith, Dr. Cindy Grant, Mrs. Sherry Potter, Mr. Brent
Catlett, Mrs. Jana Corrie, INEA, interested patrons and staff, and Mrs.
Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin and she welcomed guests in attendance. The minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Dr. Herl shared that two presentations would be made this evening. He introduced Sherry Potter, Director of Special Services, to provide information on Project SEARCH. A video was shown depicting the partnership with Truman Medical Center and how they provide opportunities for students to intern and learn actual work skills. The students must be 18 years old and usually they are in their fifth year of high school. The program can accommodate up to eight students each session, and this year six students participated. They learn how to work independently and gain self-confidence as part of their basic skills. A graduation ceremony is held every spring for the students. The Board expressed appreciation for the District partnering with TMC to develop and implement this program that benefits students as they prepare for the world of work.

Dr. Herl introduced Dr. Beth Savidge and Ms. Mercedes Mendoza, Kindergarten teacher at Korte Elementary School. They shared information on the Saturday School Program for Kindergarten students that needed extra help. The program was held at three elementary schools: Glendale, Korte and Christian Ott and ran from November through April. It included early literacy skills in reading and writing and they explained how this extra help made a difference for these students and their families. All but one of the students were promoted to the first grade because of the growth they made during their Saturday School instructional learning program. The Board of Education was very glad to hear of the progress that the students had made through this program.

There were no patrons or staff that wished to address the Board of Education in open session.

Denise Fears made the motion to approve the June 9, 2015 Board of Education Agenda as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Greg Finke made the motion to approve the June 9, 2015 Consent Agenda as printed.

1. Minutes – May 12, 2015 – Regular Session
2. Approval of June 9, 2015 List of Bills totaling \$11,609,203.18
3. Personnel Recommendation #22
 - A. Request to Assume Retirement Status (Certificated Staff) at the End of the 2014-2015 School Year.
 1. Kristin Leiker, Fourth Grade/Christian Ott Elementary School
 2. Anne Johnston, English/Van Horn High School
 - B. Request to Resign Effective End of the 2014-2015 School Year.
 1. Megan Pallo, Science/Independence Academy
 2. Arianne Feltz, English/Van Horn High School
 3. Laura Solomon, Business/Van Horn High School
 4. Katy Monroe, Special Education/Independence Academy
 5. Amy Yoder, English/Pioneer Ridge Middle School
 6. Janell McKinney, Science/George Caleb Bingham Middle School
 7. Julie Slothower, Teacher/Independence Academy
 8. Roselynn Burke, Elementary Teacher/Fairmount Elementary School
 9. Kristina Teel, Second Grade/Christian Ott Elementary School
 - C. Employment of Part-Time Certificated Staff for the 2015-2016 School Year.

1. Ashley Phillips, Counselor .50/Pioneer Ridge Middle School
- D. Employment of Certificated Staff for the 2015-2016 School Year.
1. Cameron Findlay, Science Teacher
 2. Nicole Chatman, Elementary Teacher
 3. Chelsea Fullington-Egli, Elementary Teacher
 4. Nicole Herron, Elementary Teacher
 5. Ashley Artigas, Elementary Teacher
 6. Natali Merrick, Elementary Teacher
 7. Christa Corrie, Elementary Teacher
 8. Rance Melton, Elementary Teacher
 9. Chelse Self, Science Teacher
 10. Matt Woolf, Math Teacher
 11. Matthew Dunnigan, Special Education Teacher
 12. Kalie Welsh, English Teacher
 13. Jennifer Parsons, Elementary Teacher
 14. Rachel Getter, English Teacher
 15. Tina Belt, Business Teacher
 16. Amanda Love, Elementary Teacher
 17. Roger Stoll, ROTC Instructor
 18. Tammy Smallwood, Special Education Teacher
 19. Hailey Hankins, Elementary Teacher
 20. Taylor Burger, Elementary Teacher
 21. Adrian Kuehn, Special Education Teacher
 22. Wanda Fielder, Special Education Teacher
 23. Jennifer Rhoades, Elementary Teacher
 24. Leslie Bates, Counselor
 25. Rebecca Salley, Process Coordinator
 26. Valerie Valle, Special Education Teacher
 27. Joel Pletcher, Special Education Teacher
 28. Anthony Mohr, Middle School Alternative Teacher
 29. Eric Reigier, Math Teacher
 30. Rebecca Waddle, Elementary Teacher

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

Dr. Herl shared that the 2015 Summer School Program is off to a great start with over 6,700 students enrolled. This is the second year that the District has operated the program without an outside company's involvement. He stated that summer work in the buildings is underway with HVAC improvements, painting, etc. There has been a lot of talk about HB42 including recent editorials in the newspapers. Some of the interest from the St. Louis side of the state is due to the fact that the Normandy and Riverview Gardens School Districts are unaccredited. The majority of the communication/discussions are for the Governor to veto the bill. There is still time to send an e-mail or letter to Governor Nixon regarding your concerns and asking him to veto HB42.

Several new Business Items were presented for the Board of Education's consideration.

Dr. Stout reviewed the process for the Dairy Products bid and recommended that the Board approve Anderson-Erickson to provide milk and dairy products for the 2015-2016 school year.

Matt Mallinson made the motion, second by Blake Roberson, that the Board of Education authorizes the Superintendent, or his designee, to accept the bid of Anderson-Erickson in the amount of \$1,067,000.00 to supply dairy products for the 2015-2016 school year. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending approval of the bid from Roma Bakery Company in the amount of \$86,400 for bakery products for the 2015-2016 school year. He explained that Roma Bakery was the only company to bid due to the vendor providing direct delivery to each school.

The motion was made by Matt Mallinson, second by Jill Esry, that the Board of Education authorizes the Superintendent, or his designee, to accept the bid of \$86,400.00 to supply bakery products for the 2015-2016 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl presented information on the NSBA Membership dues for the 2015-2016 year. The dues are based on the District's current student enrollment category (7,500-14,999). NSBA is valuable to the District and Board of Education as they provide legal updates, Board leadership resources, government programs like e-rate, etc.

Denise Fears made the motion that the Board of Education authorizes the School District to pay membership dues in the amount of \$5,335.00 to the National School Boards' Association for the 2015-2016 school year. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Herl asked Dr. Stout to provide information on the Board Paid Life, Voluntary Life, and Long Term Disability Insurance coverage for the 2015-2016 school year. Dr. Stout introduced Dave Johnson, CBIZ insurance broker and benefits consultant. Mr. Johnson stated that responses were received from twelve insurance carriers and he is recommending Standard Insurance based on their price, benefits, and administrative ease. The District will save almost \$150,000 over the next year. Standard has a three year rate guarantee for Voluntary Life and Long Term Disability insurance.

Greg Finke made the motion that the Board of Education approves the recommendation for Standard Insurance to provide Board Paid Life, Voluntary Life, and Long Term Disability insurance coverage effective October 1, 2015. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dave Johnson explained that four of the seven health insurance carriers contacted had responded. He said that Blue Cross and Blue Shield of Kansas City was the most desirable based on their price, network coverage, benefit design, administrative ease, wellness initiatives, and funding mechanism. Mr. Johnson said there was an increase but that it was lower than it could have been. Blue KC has a one year rate guarantee.

The motion was made by Blake Roberson, second by Greg Finke, that the Board of Education approves the recommendation for Blue Cross and Blue Shield of Kansas City to provide health insurance coverage effective October 1, 2015. The motion was unanimously approved by the Board of Education.

Mr. Johnson said that fifteen carriers were contacted and eleven responded. He said that Delta Dental and Cigna offered the best plans. Cigna's proposal will save the District \$105,097 over the next 12 months with rate guarantees for the succeeding three years. Cigna also proposed a unique preventive care benefit which would increase members overall plan maximum if certain preventive service measures are met. The Benefits Committee voted to move the dental plan to Cigna effective October 1, 2015. Cigna has a three year rate guarantee.

Matt Mallinson made the motion, second by Jill Esry, that the Board of Education approves the recommendation for Cigna Insurance to provide dental insurance coverage effective October 1, 2015. The motion was unanimously approved by the Board of Education.

Twelve carriers were contacted and nine responded for renewal of voluntary vision insurance coverage. Mr. Johnson stated that Vision Service Plan (VSP) was the most desirable alternative based on price, network coverage, benefit design, and administrative ease. It has a two year rate guarantee. District employees pay the full cost of this program.

Jill Esry made the motion, second by Blake Roberson, that the Board of Education approves the recommendation for Vision Service Plan (VSP) to provide voluntary vision insurance coverage effective October 1, 2015. The motion was unanimously approved by the Board of Education.

Dr. Herl said that certificated and classified employee salary schedules are set annually based on projected revenues. This year the negotiation process approved \$175 being added to the certificated indexed base of \$33,325 for a new total of \$33,500. Dr. Herl said the average salary increase is approximately 3%.

A motion was made by Jill Esry, second by Ken Johnston, that the Board of Education approves the Certified Salary Schedule for 2015-2016 school year as presented. The motion was unanimously approved by the Board of Education. (Page 10928)

Dr. Scott shared information regarding the third addendum to the agreement between the INEA and the School District. He expressed appreciation to the INEA President, Mrs. Netty Doyle, Board members on the Negotiation team as well as Dr. Stout and Dr. Gray-Smith for their involvement and support. Dr. Scott reviewed the items listed in the addendum regarding salary; health/dental insurance; Para Educators' leave benefits; technology; and

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2015-2016**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$38,200 *					
1	\$37,000	\$37,675	\$40,025	\$40,450	\$41,875	\$44,723
2	\$37,323	\$37,998	\$40,098	\$41,523	\$43,198	\$46,046
3	\$37,647	\$38,071	\$41,172	\$42,846	\$44,522	\$47,369
4	\$37,720	\$39,144	\$42,495	\$44,170	\$45,845	\$48,692
5	\$38,793	\$40,468	\$43,818	\$45,493	\$47,168	\$50,015
6	\$40,116	\$41,791	\$45,141	\$46,816	\$48,491	\$51,339
7	\$41,440	\$43,115	\$46,464	\$48,140	\$49,815	\$52,662
8	\$42,763	\$44,438	\$47,788	\$49,463	\$51,138	\$53,985
9	\$44,086	\$45,761	\$49,111	\$50,786	\$52,461	\$55,308
10	\$45,409	\$47,084	\$50,434	\$52,109	\$53,784	\$56,631
11	\$46,733	\$48,408	\$51,758	\$53,433	\$55,108	\$57,955
12	\$48,056	\$49,731	\$53,081	\$54,756	\$56,431	\$59,278
13	\$49,379	\$51,054	\$54,404	\$56,079	\$57,754	\$60,602
14	\$50,702	\$52,377	\$55,727	\$57,402	\$59,077	\$61,925
15	\$52,026	\$53,701	\$57,051	\$58,726	\$60,401	\$63,248
16		\$55,024	\$58,374	\$60,049	\$61,724	\$64,571
17			\$59,697	\$61,372	\$63,047	\$65,895
18			\$61,020	\$62,695	\$64,370	\$67,218
19				\$64,019	\$65,694	\$68,541
20				\$65,341	\$67,016	\$69,864
21					\$68,340	\$71,188

(a) The indexed base is \$33,500. 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.

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

liquidated damages. The Administration is recommending approval of this addendum based on the agreement reached during the negotiation process.

Greg Finke made the motion that the Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence National Education Association and The School District of the City of Independence, Missouri as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education. (Pages 10930-10933)

Dr. Scott stated that the District and the Independence Educational Support Personnel team met and discussed proposals as part of the spring negotiation process. Dr. Scott said the team had agreed to salary increases for the 2015-2016 school year as well as health and dental insurance benefits. The Administration is recommending approval of this addendum based on the agreement reached during the negotiation process.

Jill Esry made the motion that the Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence Educational Support Personnel and The School District of the City of Independence, Missouri as presented. The motion was seconded by Denise Fears and unanimously approved by the Board of Education. (Pages 10934-10935)

Dr. Scott stated that the District and the Independence Transportation Employees Association team held their final meeting to discuss proposals as part of the spring negotiation process. Dr. Scott said the team had agreed to salary increases for the 2015-2016 school year as well as health and dental insurance benefits. The Administration is recommending approval of this addendum based on the agreement reached during the negotiation process.

Denise Fears made the motion that the Board of Education approves the Third Addendum to the Collective Bargaining Agreement between the Independence Transportation Employees Association and The School District of the City of Independence, Missouri as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Pages 10936-10937)

Dr. Herl recommended approval of the Cooperating School Districts of Greater Kansas City membership dues for 2015-2016. He stated that the District receives the benefit of legislative updates, lobbyist assistance, professional development events, purchasing items in bulk, etc. through this membership. The dues are based on \$2.00 per student membership based on the DESE September 2014 count.

Matt Mallinson made the motion that the Board of Education approves the Independence School District's membership dues of \$28,126.00 for the 2015-2016 school year with the Cooperating School Districts of Greater Kansas City. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Stout said that due to increases in food products, gasoline fuel, labor costs, along with the 2010 Health, Hunger-Free Kids Act of 2010, that it is necessary to raise lunch prices by five cents effective with the 2015-2016 school year.

Greg Finke made the motion that the Board of Education approves the meal prices for the 2015-2016 school year as presented: elementary - \$2.40; middle school - \$2.55; and high school - \$2.55. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl shared that the District has furniture, appliances, and other miscellaneous surplus equipment in storage that needs to be declared as surplus property to be sold or discarded at a later date.

Denise Fears made the motion that the Board of Education approves the declaration of furniture, appliances, and other miscellaneous equipment as presented as surplus property to be sold or discarded. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending declaring two houses as surplus property and allow them to be sold by publishing a notice of sale through the use of a realtor. The two houses are located at: 2101 Jackson Drive and 15705 East Independence Avenue. These houses were previously used for Fellows from the MU Partnership.

Ken Johnston made the motion that the Board of Education declares the houses located at 2101 Jackson Drive and 15705 East Independence Avenue, Independence, Missouri, as surplus properties and requests the Administration publish a notice for sale of these houses. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

THIRD 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 seventh and final negotiation session which concluded on Tuesday, June 2, 2015; 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 9th day of June, 2015 (the "Effective Date").

The Association and District agree to the following:

1. Teacher Salaries for 2015-16 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. \$175 will be added to the indexed base;
 - d. The salary overlay will be increased by \$500
 - e. The salary overlay will be extended to Step 4 of the Bachelors column of the salary schedule in the amount of \$250.
 - f. The salary overlay will be extended to Step 1 of the Masters +16 column of the salary schedule in the amount of \$250.

2. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2015-16 school year;

June 2015

- b. A total of \$500 will be contributed during the 2015-16 school year by the District to eligible Health Savings Accounts; and
3. Para educators
- a. Part-time support staff employed to work between 25-37.49 hours per week will be eligible to receive the following leave benefits:
- | | |
|--|---|
| 9 month part-time support staff employees | -5 sick days (2 of which can be used as a personal day)
-3 Bereavement Days |
| 10 month part-time support staff employees | - 6 sick days (2 of which can be used as a personal day)
-3 Bereavement Days |
| 11 month part-time support staff employees | -7 sick days (2 of which can be used as a personal day)
-3 Bereavement Days |
| 12 month part-time support staff employees | -8 sick days (2 of which can be used as a personal day)
-3 Bereavement Days |
- Sick leave days will accumulate to 65 days. Bereavement days do not accumulate.
4. Technology
- a. The District will provide an additional 43 Chromebook carts at the high school level, 36 at the middle school level, and 55 at the elementary level;
5. Liquidated Damages

The Board and Association recognize that, in some limited cases, it might be necessary for a teacher to seek a release from a teaching contract with the District. In such a case, the Board will require the staff member wishing to void his or her contract to pay liquidated damages. The Board is not obligated to release the Teacher from the contract, even if the teacher is willing to make payment for liquidated damages, and the Superintendent's recommendation of release is required for Board approval. Resignations of teachers under contract will be considered according to the following conditions:

- a. Resignations must be submitted in writing to the Board of Education accompanied by a certified check or money order for the proper amount of liquidated damages. The check will be returned if the teacher is not released from their contract.
- b. Liquidated damages will be assessed as follows:

<u>Date Resignation Submitted</u>	<u>% of teachers' base salary amount*</u>
Resignations submitted after June 1 but prior to June 15	3%
Resignations submitted after June 14 but prior to July 1	4%

Resignations submitted after June 30 but prior to July 15	5%
Resignations submitted after July 14 but prior to August 1	6%
Resignations submitted after August 1	8%

In the event a newly hired teacher or probationary teacher signs a contract for the following school year, such teacher must apply for release of that contract in accordance with the procedure set forth above and pay the damages for resignations prior to June 15th above shall apply.

If the resignation is rejected by the Board and the Teacher decides to breach the contract, the Board may pursue any lawful remedies and exercise any lawful rights including but not limited to monetary damages and an action to seek revocation of the Teacher's certificate of license to teach.

The board reserves the right to evaluate the assessment of liquidated damages and further reserves the right to waive liquidated damages on a case by case basis.

*The teachers' base salary amount shall be based upon the base teachers' salary included in the salary schedule for the following school year adopted by the Board of Education.

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

THIRD 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 Tuesday, June 2, 2015; 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 9th day of June 2014 (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;

2. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2015-16 school year;
 - b. A total of \$500 will be contributed during the 2015-16 school year by the District to eligible Health Savings Accounts; and

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: 
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: 
President, Board of Education

ATTESTED BY:


Secretary, Board of Education

THIRD 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 Tuesday, June 2, 2015; 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 9th day of June 2015 (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;

2. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2015-16 school year;
 - b. A total of \$500 will be contributed during the 2015-16 school year by the District to eligible Health Savings Accounts; and

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


SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY:


President, Board of Education

ATTESTED BY:


Secretary, Board of Education

Dr. Stout reviewed the proposed changes to the Performance Based Evaluation instrument for certificated staff. Evaluation rubrics have been developed and added for Guidance Counselors, Library Media Specialists, and Speech Pathologists (pages 40-45). The Administration is recommending approval of the revised instrument.

Blake Roberson made the motion that the Board of Education approves the revised Performance Based Evaluation Instrument for certificated staff as presented. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Herl explained that the Cash Management Resolution allows the District a variety of banking and investment opportunities and each year the District has to update authorized signatures due to changes in personnel.

Denise Fears made the motion, second by Greg Finke, that the Board of Education approves the renewal of the Cash Management Resolution for the 2015-2016 school year as presented. The motion was approved by the Board of Education as follows:

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

The School District is required to prepare an annual budget with projected revenues and expenditures prior to July 1 each year. The Administration recommends scheduling a public hearing on June 29, 2015 at 7:30 a.m.

Blake Roberson made the motion, second by Denise Fears, that the Board of Education approves scheduling a Special Board of Education meeting on Monday, June 29, at 7:30 a.m. in the Board Room at Central Office when the 2015-2016 Budget will be presented. The motion was 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 and personnel issues at 7:10 p.m. The motion was approved as follows:

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


Secretary


President

The Board of Education met in special session Monday, June 29, 2015, at 7:30 a.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

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

Members Absent: Mrs. Ann Franklin, President
Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Lance Stout, Dr. Cindy Grant, Mrs. Molly Johnson, interested patrons and staff, and Mrs. Annette Miller.

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

Denise Fears made the motion to approve the June 29, 2015 Agenda as printed. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

A motion was made by Greg Finke, second by Denise Fears, to approve the Consent Agenda as presented. Dr. Herl reviewed Personnel Recommendation #24 which included: requests to be released from contracts; request to resign; and employment of certificated staff for the 2015-2016 school year. He said this is typical for this time of year. The motion was unanimously approved by the Board of Education as presented

1. Personnel Recommendation #24
 - A. Request to be Released from Contract (Certificated Staff) Effective End of the 2014-2015 School Year.
 1. Gina Guillotte, Science/William Chrisman High School
 2. Brenda Hall, Elementary/Korte Elementary School
 3. Jane Knight, Special Education/William Southern Elementary School
 - B. Request to be Released from Contract (Newly Hired Certificated Staff) for the 2015-2016 School Year.
 1. Justin Schneider, Full-Time Sub/William Chrisman High School
 - C. Request to Resign (Administrative Staff) Effective June 30, 2015.
 1. Andrew Unrein, Assistant Principal/Truman High School
 - D. Employment of Certificated Staff for the 2015-2016 School Year.
 1. Sarah Hook, Elementary Teacher
 2. Nathaniel Martin, Social Studies Teacher
 3. Alexandra Leonard, Elementary Teacher
 4. Rose Judy, Elementary Teacher
 5. Mary Scholl, Special Education Teacher
 6. Rikki Hays Clawson, Science Teacher
 7. Kristen McWhirt, Alternative Teacher
 8. Jennifer Deiter, ELL Teacher
 9. Catherine Steffen, Elementary Teacher

Dr. Herl stated that budget adjustments/transfers for the annual budget are usually presented twice a year to the Board during February and June. At the end of the 2015 fiscal year, the budget is being adjusted to reflect changes in revenues and expenditures as required by state and federal guidelines. Dr. Herl stated that the recommended transfers/adjustments to the accounts are mainly due to changes in grant amounts. He recognized Molly Johnson and expressed appreciation to her and her staff for their work in making sure that the District's financial transactions are recorded correctly.

Greg Finke made the motion, second by Ken Johnston, that the Board of Education approves the necessary Budget Adjustments for the FY15 Budget and annual transfers for Nutrition Service equipment, Transportation buses, and the annexation building lease purchase payment as presented. The motion was unanimously approved by the Board of Education. (Page 10940)

Dr. Herl expressed appreciation to the Board of Education members for attending presentations on the 2015-16 Budget last Friday. He reported that the School District's 2015-2016 Budget has anticipated revenues of \$183,784,710 and anticipated expenditures of \$187,118,560. Dr. Herl explained that this is a deficit budget. He

Budget Amendments 15.xls - BOE - June


Fund	Revenue	Expenditures	Change
10 Incidental	1,706,598.46	3,574,105.75	(1,867,507.29)
13 Textbook	-	14,985.30	(14,985.30)
15 Scholarship	-	-	-
16 Food Service	-	120,849.00	(120,849.00)
17 Activity	-	-	-
18 Dental Reimbursement	-	-	-
19 21st Century	-	-	-
General - total	1,706,598.46	3,709,940.05	(2,003,341.59)
20 Special Revenue	(1,632,401.88)	(139,189.15)	(1,493,212.73)
30 Debt Service	-	(352,350.00)	352,350.00
40 Capital Projects	810,813.00	1,800,692.24	(989,879.24)
41 2010B QSCB Fund	-	-	-
42 2009 GO Bond Fund	-	-	-
43 2011A GO Bond Fund	-	-	-
44 2010C GO Bond Fund	-	-	-
	885,009.58	5,019,093.14	(4,134,083.56)

also said the District will finish with a 19.46% balance and will continue to maintain at least the 12% balance in funds which has been the goal for the past five years. He commended Molly Johnson and her Business Office staff for a well-defined Budget for the new school year.

Following this information, a motion was made by Ken Johnston that the Board of Education approves the 2015-2016 School District Budget as presented. The motion was seconded by Denise Fears and was unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Greg Finke made the motion, second by Denise Fears, to adjourn the meeting at 7:37 a.m. The motion was unanimously approved by the Board of Education.


Secretary


Vice President