

The Board of Education met in regular session Tuesday, July 14, 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
Mr. Greg Finke, Director
Mr. Blake Roberson, Director

Member Absent: Dr. Matt Mallinson, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Dred Scott, Dr. Lance Stout, Dr. Beth Savidge, Dr. Linda Gray-Smith,
Dr. Janet Richards, Mrs. Sherry Potter, Dr. Cindy Grant, Mr. Brent Catlett,
Mr. Robert Burkey, INEA, interested patrons and staff, and Ms. Annette
Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Franklin welcomed those in attendance including several members of Boy Scout Troop 201.

Dr. Herl shared a PowerPoint on the District's Homeless Program. The District has approximately 150 students that do not have a legal guardian. This program interviewed three students who talked about their successes based on the support and resources provided through the School District. Mr. John Tramel, Director of Neighborhood/Family Services, explained that the national graduation rate for homeless high school students is approximately 25% while the District's rate is 75% or more. He commended the 23 Family School Liaisons for their work and commitment to helping these students be successful. The Board of Education thanked Mr. Tramel and the FSL's for providing this quality program.

Greg Finke made the motion to approve the July 14, 2015 Agenda as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

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

Dr. Herl shared that the Board of Education had recently received the 2015 Governance Team Award from the Missouri School Boards Association. This award is earned based on the following requirements: the district is accredited; the school district is a member of MSBA; all seven board members have completed Essential Certified Board Member certification by MSBA or have been grandfathered from the requirement; at least two board members have achieved Advanced board member certification; at least one board member has attained the Master board member certification; a quorum of the board and the superintendent attended the most recent MSBA/MASA Annual Conference; a quorum of the board and the superintendent attended the most recent MSBA Spring or Fall Regional Meeting; a representative attended the most recent Legislative Forum; and a board member representative participated in at least one delegate assembly during the year. The Board of Education has received this award the last two years. Dr. Herl explained that this month's Bills List is about \$1.5 million higher than last year at this time due to ordering buses, technology equipment, supplies, etc.

Denise Fears made the motion, second by Ken Johnston, to approve the July 14, 2015 Consent Agenda as printed.

1. Minutes – June 9 and 29, 2015
2. Approval of July 14, 2015 List of Bills totaling \$20,523,328.09
3. Personnel Recommendation #1
 - A. Employment of Certificated Staff for the 2015-2016 School Year.
 1. Kayla White, Elementary Teacher
 2. Candi McDowell, Special Education Teacher
 3. Sonji Lay, Keyboarding Teacher
 4. Scott Hopke, Journalism Teacher
 5. Shelly Whittle, Special Reading Teacher

The motion was unanimously approved by the Board of Education.

ORGANIZATION, PHILOSOPHY AND GOALS

Policy 0320
(Regulation 0320)

School Board Organization

School Board Elections and Term

The governance and control of The School District of the City of Independence shall be vested in a board of seven (7) directors elected by the qualified voters of the District as provided in the Revised Statutes of Missouri (RSMo).

The qualified voters of the School District shall biennially, on the first Tuesday after the first Monday of April, elect two (2) directors for terms of six (6) years, except, effective for Board elections beginning in April of 1994, and each six years thereafter, when three (3) directors shall be elected for terms of six (6) years.

Elections shall be conducted in accordance with all provisions of state law. An election shall not be held if the number of candidates who have filed for the Board is equal to the number or positions available.

Qualified Voters in the School District

An individual must be a registered voter in order to vote in a school election. In order to vote, a person must be eighteen (18) years of age or older, must be a citizen of the United States, and must reside in the School District thirty (30) days.

Candidate Qualification - Method of Filing

Qualified applicants for the Board may file for office beginning at 8:00 a.m. in the Superintendent's office commencing on the sixteenth (16th) Tuesday prior to the election and ending at 5:00 p.m. on the eleventh (11th) Tuesday before the election. The candidate shall declare his/her intent to become a candidate, in person and in writing to the secretary of the Board of Education. The names of qualified candidates shall be placed on the ballot in the order of filing. The notice of election and certification of candidates must be submitted to the county clerk by the tenth Tuesday prior to the election. Candidates must comply with all of the prevailing laws concerning eligibility and campaign financing.

A candidate who files for one vacancy and later decides to run for another shall be positioned on the ballot according to the time when his/her change of declaration is received by the secretary of the Board, not on the basis of when the first petition was filed.

Candidates must be citizens of the United States and resident taxpayers of the District, reside in his/her state for one year next preceding their election or appointment, and be at least twenty-four (24) years of age. **Candidate must also complete a notarized copy of Missouri Department of Revenue Form 5120 (MCE Form 0320) attesting that the candidate is not currently aware of any delinquency in the filing or payment of state income taxes, personal property taxes,**

Policy 0320

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municipal taxes or real property taxes on the candidate's place of residence provided on the Department of Revenue Form 5120. The candidate must further attest that they are not a past or present corporate officer of the office that owes any taxes to the state, which are not in dispute. Failure to accurately complete and file Form 5120 with the Department of Revenue may disqualify a candidate from the ballot. Each newly elected or appointed director shall qualify and take his/her oath of office in the manner prescribed by law and according to Policy 0330 - Oath of Office.

No person may be a candidate for a position on the Board if such person is registered as a sex offender or is required to be registered as a sex offender under state law. Any Board member who is likewise required to register or who is registered as a sex offender under state law will immediately be requested by the Board to resign from the Board. Should such Board member refuse to resign, the member will be ineligible to serve as a Board member at the end of his/her term.

ORGANIZATION, PHILOSOPHY AND GOALS**Policy 0410****Meetings****Meetings****Regular**

The Board of Education shall meet in regular sessions within the District boundaries throughout the year to transact such business as deemed necessary for the effective operation of the District.

The regular business meeting of the Board of Education shall be held at the Administration Building on the second Tuesday of each calendar month beginning at 6:00 pm unless otherwise designated by the Board.

~~The Board of Education shall conduct a work session in the following months: August, October, February, and June to be held at the Administration Building on the first Tuesday of the listed calendar months beginning at 6:00 pm unless otherwise designated by the Board.~~

Public notice of the time, date, place and the tentative agenda for the business meeting will be posted as provided in Section 610.020 RSMo. It shall be the duty of the Board Secretary to implement this policy.

All meetings of the Board of Education shall be open to the public and the press, except closed sessions as authorized by law.

Rev. 6/09

Special

Special meetings may be held at the time set by the Board or on the call of the Board president or a majority of the Board. (Not less than twenty-four (24) hours written notice, stating the time and place of the meeting and the business to be considered, will be given to each member.) Simultaneously with the giving of notice of such meeting to the members of the Board, a written notice of the meeting and the matters to be considered will be posted in the same manner as postings for regular Board meetings.

No business shall be transacted at a special meeting except that for which it was called, unless by unanimous consent of the Board directors present.

Rules of Order

The rules of parliamentary procedure contained in the latest edition of *Roberts Rules of Order, Revised* shall govern the Board in its deliberations.

Policy 0410**Page 2****Quorum and Majority Vote**

A majority of the Board shall constitute a quorum for the transaction of business.

Employment of personnel, approval of bills for payment and warrant orders require an affirmative vote of the majority of the Board.

In the absence of a quorum, no business may be legally transacted except to vote to adjourn the meeting to another time or to recess and attempt to secure a quorum.

Closed Meetings

The Board may vote to conduct closed executive sessions as provided for in Policy 0430. In order to enter into executive session, such motion must be approved by a roll call majority vote. The motion to enter executive session must reference the specific statutory matters to be discussed.

Firearms/Weapons

Rev. 4/10/2003

Possession of firearms and weapons are prohibited from all school premises and school activities. This prohibition specifically applies to meetings and activities of the Board of Education and applies to all attendees, including members of the Board of Education. The firearm prohibition includes permitted weapons.

Rev. 7/15

Policy 1623
(Regulation 1623)

DISTRICT DECISION-MAKING

Good communication and shared decision-making go hand in hand in the District. There are numerous opportunities for employees and stake holder groups to become informed, provide input, propose solutions to problems, and participate in the decision-making process.

The Board of Education supports the concept of district wide decision-making and subscribes to the following tenets:

1. — People who are affected by decisions should be involved in the decision-making process.
2. — If each District stake holder group is to be held accountable for results of the educational process, member(s) of each stake holder group should share in the decision-making process.
3. — When decisions affecting District employees are made by the people responsible for the District's programs, the District can respond more effectively to the needs of its students and the community it serves.

The purpose of a District wide decision-making team is to maintain and/or create an effective and exemplary school district which fosters an environment where all children learn.

The Superintendent shall have the responsibility for organizing a system to implement district wide decision-making. The Superintendent's recommendation will clearly state the scope of authority being granted to the district wide decision-making team.

That system shall include the involvement of representatives from various stake holder groups, including the Board of Education, central office administrators, building level administrators, teachers, support staff, and when appropriate, parents, students and representatives of the community.

STUDENTSPolicy 2655DisciplineBullying

The District is committed to maintaining a learning and working environment free of any form of bullying or intimidation by students toward District personnel or students on school grounds, or school time, at a school sponsored activity or in a school related context. "Bullying" means intimidation or harassment that causes a reasonable student to fear for his or her physical safety or property. Bullying may consist of physical actions, including gestures, or oral, cyberbullying, electronic, or written communication, and any threat of retaliation for reporting of such acts. ~~Bullying is the intentional action by an individual or group of individuals to inflict physical, emotional or mental suffering on another individual or group of individuals.~~

Bullying occurs when a student:

- Communicates with another by any means including telephone, writing, cyberbullying, or via electronic communications, intention to intimidate, or inflict physical, emotional, or mental harm without legitimate purpose, or
- Physically contacts another person with the intent to intimidate or to inflict physical, emotional, or mental harm without legitimate purpose. Physical contact does not require physical touching, although touching may be included.

Students who are found to have violated this policy will be subject to the following consequences depending on factors such as: age of student(s), degree of harm, severity of behavior, number of incidences, etc. Consequences: Loss of privileges, classroom detention, Conference with Teacher, parents contacted, conference with Principal, in-school suspension, out-of-school suspension, expulsion and law enforcement contacted.

District employees are required to report any instance of bullying of which the employee has first-hand knowledge. Moreover, the District will provide training for employees relative to enforcement of this policy.

Rev. 7/15

FINANCIAL OPERATIONPolicy 3155Financial ManagementPayments from Federal Awards

Payments from Federal awards will minimize the time elapsing between transfer of funds from the federal pass through entity and the disbursement of funds by the District to vendor recipients regardless of whether the payment is made by electronic transfer, or issuance/redemption of checks, warrants or payments. The District will make timely payment to contractors consistent with the terms of each specific contract. Advance payments of Federal funds will be deposited and maintained in insured interest-bearing accounts. The Districts cash management of Federal funds will be consistent with requirements §200.305 of the Code of Federal Regulations.

New 7/15

PERSONNEL SERVICESPolicy 4710
(Regulation 4710)SeparationResignation: Certificated Staff

Certificated employees who for any reason intend to retire or resign at the end of the current school year are encouraged to indicate their plans in writing to the Board as early as possible, but no later than June 1.

Resignations to become effective during the school year require a release by the Board and must be considered on an individual basis. Letters of resignation shall be submitted to the Superintendent of Schools/Designee and principal/supervisor [to be presented to the Board of Education](#). The letter should state reasons and an effective date for the resignation.

~~It is the practice of the administration to recommend to the Board those certificated employees who request to resign after June 1 and prior to July 31 be released from their contracts when there is good cause determined by the Board. After July 31, a certificated employee may petition the Superintendent to recommend a release from his/her contract for extremely unusual reasons. Should the Superintendent decline to recommend a release and the certificated employee leaves the District, the District reserves the right to pursue any and all legal options available to it.~~

[The Board recognizes that, in some limited cases, it might be necessary for a teacher to seek release from a teaching contract of employment with the District. The Board is not obligated to release a teacher from a contract of employment and may seek to enforce a contract of employment. The recommendation of the Superintendent is required in order for the Board to approve a teacher's release from contract. Regulation 4710 further describes the process regarding release from a teacher's contract of employment.](#)

[In the event that a resignation is not approved by the Board and the certificated staff member breaches his or her contract of employment, 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 staff member's certification, including a 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.](#)

INSTRUCTIONAL SERVICES**Policy 6440****Evaluation Services****Statewide Assessments**

All students will participate in statewide assessments or alternate assessments as determined by a student's IEP team. The administration will annually develop an assessment schedule for the current school year. The testing schedule will list the assessment instrument to be administered and the grade level of students that will be administered each test or assessment instrument. This policy and the assessment schedule will be given to each student as well as their parent/guardian at the beginning of each school year. In addition, a copy of this policy and the assessment schedule will be available to the public in the District office during normal business hours.

The District does not administer any statewide assessments, including Grade-Level assessments, End-of-Course assessments, and the ACT, to students who reside within District boundaries but who are not enrolled in the District full-time, including private school and homeschooled students.

Rev. 7/15

Dr. Herl shared that Project Shine was held Saturday, July 11, and was a wonderful success with more than 1,000 volunteers participating in the event and he said the Faith Based community was very supportive. HB42 was vetoed by Governor Nixon and that this was a good thing for public education in Missouri. He said HB42 turned into a charter/virtual school bill. Dr. Herl reported that in the last three weeks he has received a number of inquiries regarding the bill boards in Kansas seeking applicants to fill teaching positions in the District. He explained that the District needed to be creative following approval of the Tax Levy in April. The District needed 33 elementary and approximately 15 secondary (due to the Career Academies) teachers. He reported that the State Assessments are coming in and the high school scores may be the highest in the District's history. He shared that new tests were given in grades 3 through 8 and the ELA is coming in about flat. Statewide scores are down in Math due to the new tests. Dr. Herl said the District received the MPP Grant for \$250,000 a year and that Dr. Scott had been instrumental in completing this grant. Dr. Scott said the grant is for five years and will provide instructional support for up to 60 four year olds to prepare them for kindergarten. The three classrooms will start in September in the annex building at Santa Fe Trail Elementary School. Dr. Herl reported that the District's Assessed Valuation went up, first time in six years. He said this is not final due to Board of Equalization meetings but currently the A.V. is \$939,919,288 and previously it was \$914,000,000 which is up about \$25 million based on increases in residential and commercial assessments but the agriculture assessment dropped.

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

Dr. Herl stated that due to operation costs, the Administration is recommending a \$5.00 per week increase for parent fees for the Early Childhood Program.

Blake Roberson made the motion that the Board of Education approves a \$5.00 weekly fee increase for the Early Childhood Program. The motion was seconded by Greg Finke and approved unanimously by the Board of Education.

Dr. Herl said that the Board Policy Committee and the Administration have reviewed and are recommending changes/updates to the following Board of Education Policies: 0320, 0410, 1623, 2655, 3155, 4710, and 6440. This is the first reading of the changes/additions and Policy revisions require two readings.

The motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies as presented: 0320, 0410, 1623, 2655, 3155, 4710, and 6440. The motion was unanimously approved by the Board of Education. (Pages 10943-10951)

The District is required to hold a public Tax Rate Levy hearing prior to September 1 of each year. Dr. Herl recommended the Tax Rate Hearing be scheduled on August 11, at 5:45 p.m. prior to the regular Board of Education meeting.

Blake Roberson made the motion that the Board of Education approves scheduling a special meeting at 5:45 p.m. on August 11, 2015 for the purpose of a public Tax Rate Levy Hearing. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

There being no further information to come before the Board, Blake Roberson made the motion, second by Ken Johnston, to adjourn the meeting and go into executive session for legal, personnel, and real estate issues at 6:22 p.m. The motion was approved as follows:

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


President