

The Board of Education met in regular session Tuesday, June 14, 2011, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

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

Also Present: Dr. Jim Hinson, Superintendent
Dr. Dale Herl, Dr. Gary Hogue, Dr. Jason Dial, Dr. Beth Savidge, Dr. Linda Gray-Smith, Dr. Gloria Stephenson, Mr. Keith Henry, Mr. Bob Robinson, INEA, Ms. Kelly Evenson of *The Examiner*, interested patrons and staff, and Mrs. Annette Miller.

A moment of silence was observed for children that have been victims of child abuse or neglect.

The meeting was called to order by the President, Mr. Ken Johnston, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Blake Roberson made the motion to approve the June 14, 2011 Agenda and all items as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Mr. Johnston asked if there were any patrons or staff members that wished to address the Board of Education.

Ms. Linda Jones, 925 North Kiger, addressed the Board regarding the termination of a bus driver. She said that he was let go without a legitimate reason and had driven the route for two years. Her two grandchildren rode this bus (fifth and third grades) to Thomas Hart Benton Elementary School. She said this bus driver was informative, a good role model, and a constant factor in her grandchildren's lives. It distressed her that the District would take this away and that it was up to the District to make sure that kids are safe. Mr. Johnston thanked her for her comments and the Board would review the issue.

Blake Roberson made the motion to approve the June 14, 2011 Consent Agenda as printed.

1. Minutes – May 10, 2011.
2. Approval of June 14, 2011 List of Bills totaling \$9,221,629.55
3. Personnel Recommendation #21
 - A. Resignation of Certificated Staff Effective End of the 2010-2011 School Year.
 1. Crisa Seals, Special Education/Korte Elementary School
 2. Korene Ekstrand, Library Media Specialist/Jim Bridger Middle School
 3. Eden Shirt, Elementary Teacher/Bryant Elementary School
 4. Tara Brooks, Spanish/Middle Schools
 - B. Employment of Certificated Staff for the 2011-2012 School Year.
 1. Cheryl Andrisevic, Elementary Teacher
 2. Heather Cleary, Physical Education Teacher
 3. Roy Austin Chuning, Secondary Science Teacher
 4. Kelli Davis, Elementary Teacher
 5. Megan Davis, Communication Arts Teacher
 6. Phillip Enloe, Music Teacher
 7. Gina Hager, Science Teacher
 8. Stacy Huffington, Physical Education/Health Teacher
 9. Dylan Irons, Physical Education/Health Teacher
 10. Katherine James, English Teacher
 11. Amanda Lappert, Elementary Teacher
 12. Lauren Latta, Family and Consumer Science Teacher
 13. Samantha Messer, Math Teacher
 14. Jacqueline Thompson, Communication Arts Teacher
 15. Christina Vitale, Speech/Drama Teacher

4. Approval to Let Bids for Asphalt Overlay on the Front Circle at Three Trails Elementary School. The motion was seconded by Jill Esry and was unanimously approved by the Board of Education.

Dr. Hinson introduced Jennifer Walker and she shared information with the Board of Education from the Alliance for a Healthier Generation. Five District schools (Blackburn, Mill Creek, Pioneer Ridge, Procter, and Sugar Creek) received recognition for working to create a culture of health and wellness that promotes healthy eating and activity for students and staff. She said that numerous hours were spent by these wellness champions creating the innovative programs. Michele Crumbaugh, Nutrition Services Director, worked with the school teams on the healthy nutrition aspect of the programs. Also, the Nutrition Detectives and ABC for Fitness Programs helped with developing the programs. Dr. Hinson and the Board of Education expressed their appreciation to these schools for their commitment to the health and wellness of our students and employees.

Dr. Hinson stated that the District will open an employee wellness center in the Central Office building within the next few weeks. All employees and retirees that are on the District health insurance plan can participate as well as Board of Education members for a minimal monthly fee.

Dr. Hinson introduced two JE Dunn employees: Brady Grace who is overseeing the new west elementary school project and John Davidson who is managing the construction of the new east elementary school.

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

Ann Franklin made the motion, second by Jana Waits, that the Board of Education approves the Independence School District's membership dues of \$26,826.00 for the 2011-2012 school year with the Cooperating School Districts of Greater Kansas City. The motion was unanimously approved by the Board of Education.

Blake Roberson made the motion that the Board of Education approves the recommendation to accept US Able as the Board paid Life Insurance and Accidental Death and Dismemberment insurance provider for the District's employees. The motion was seconded by Denise Fears and was unanimously approved by the Board of Education. Dr. Herl thanked the Insurance Committee and said that the package for Board paid life insurance and AD&D insurance resulted in a savings of \$33,000.

Dr. Herl said the Board received five bids for health insurance and that Blue Cross/Blue Shield had the lowest bid which provided the District with a savings of \$150,000. He said that the District would continue to cover a full basic insurance policy premium of \$370 per month for employees.

The motion was made by Matt Mallinson that the Board of Education approves the recommendation to accept the group health insurance proposal from Blue Cross/Blue Shield and approves the continuation of full benefits for employee dental, long term disability, and life insurance. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Hinson explained that the Administration is recommending approval of Board of Education Policies and Regulations revisions as presented. This would be the second and final reading for Board of Education Policies and the first and final reading of the Board of Education Regulations as presented.

Ann Franklin made the motion, second by Jana Waits, that the Board of Education approves this as the second and final reading of changes to Board of Education Policies 0100, 1310, 1430, 1475, 2100, 2130, 2220, 2400, 2530, 2600, 2610, 2620, 2640, 2655, 2662, 2663, 2672, 2673, 2720, 2815, 2830, 2870, 2875, 2920, 3106, 3113, 3114, 4110, 4120, 4125, 4335, 6140, 6180, 6190, 6250, 6260, 6275, 6440, 6450, 6530, 7400; and the first and final reading of Board of Education Regulations 1310, 2110, 2130, 2400, 2410, 2530, 2610, 2620, 2662, 2663, 2672, 2760, 2875, 3380, 4120, 4810, 6250, 6255, 6275, 6531, 7400. The motion was unanimously approved by the Board of Education. (Attachment A)

Dr. Herl reported that the District and INEA negotiation team spent two months going through the negotiation process and identified four main tenants that they addressed: Sick and Personal Leave Policy; Calendar Changes; Salaries; and Career Ladder. The Administration is recommending approval of the Second Amendment to the Agreement between The School District of the City of Independence and the Independence National Education Association for 2011-2012.

A motion was made by Jana Waits that the Board of Education approves the Second Amendment to the Collective Bargaining Agreement between the School District and the Independence National Education Association, contingent upon ratification by the Association. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Pages 10453-10454)

**SECOND AMENDMENT TO AGREEMENT BETWEEN
THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE AND
INDEPENDENCE NATIONAL EDUCATION ASSOCIATION**

IT IS HEREBY AGREED, between the Board of Education of the School District of the City of Independence, located in Jackson County, in the State of Missouri (hereinafter called the "Board"), and the Independence-National Education Association (hereinafter the "Association"), that the Agreement between the parties dated June 15, 2009, and first amended on or about _____, 2010, is hereby amended in the following respects:

1. Examination of Sick and Personal Leave Policy:

The Association and the District agree to meet during the period between the end of the 2011 negotiations and the beginning of the 2011-2012 school year to collaboratively examine the District's sick and personal leave policies and to research the effectiveness of alternative policies. Based upon this examination, either the District or Association may, in their discretion, develop a proposal to submit for consideration for the 2012 negotiations. This agreement shall not be interpreted to require a change in the current sick/personal leave policies as a result of this collaborative examination.

2. Calendar Changes:

The Association and the District agree to adjust the 2011-2012 school calendar to replace the currently scheduled January 2, 2012, Non-Student Attendance/Non-Contract day with the May 21, 2012, Non-Student Attendance/Contract day.

3. Salaries:

The Association and the District agree that the salary schedule for the certificated staff and paraprofessionals will provide vertical and horizontal movement for the 2011-2012 school year. One vertical step will be granted for employees who were frozen from the 2009-1010 school year due to budget concerns. One step will be granted for employment during the 2010-2011 school year. Lane or "horizontal" movement shall be limited to one time during the 2011-2012 school year.

4. Career Ladder:

The Association and the District agree to continue to fund the local portion of the District's Career Ladder program, based upon 2011-2012 eligibility, to fund services and activities identified in the District Career Ladder Plan.

All other terms and conditions of the aforesaid Agreement between the Board and Association shall remain unchanged and are hereby ratified by the parties.

WITNESSETH THE HANDS of the parties hereto on this ____ day of ____ 2011.

SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE

By: _____
President of the Board of Education
"BOARD"

ATTEST:

Annette Miller, Secretary

INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION

By: Windy MP
President

Blake Roberson made the motion, second by Matt Mallinson, that the Board of Education approves the revised certificated salary schedule for the 2011-2012 school year as presented. The motion was unanimously adopted by the Board of Education. (Pages 10456)

Dr. Herl recognized the Board of Education members that served on the 2010-2011 Negotiation team: Ann Franklin, Jana Waits with alternates: Ken Johnston and Jill Esry. The Administration is recommending approval of the Second Amendment to the Agreement with ITEA (Independence Transportation Employees Association) and IESP (Independence Educational Support Personnel) for the 2011-2012 school year.

The motion was made by Denise Fears that the Board of Education approves the Second Amendment to the Collective Bargaining Agreement with the Independence Transportation Employees Association and the Independence Educational Support Personnel for 2011-2012 school year as presented. The motion was seconded by Jana Waits and unanimously approved by the Board of Education. (Page 10457)

Ann Franklin made the motion that the Board of Education approves the Classified Salary Schedules for the 2011-2012 school year as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

A motion was made by Jana Waits, second by Denise Fears, that the Board of Education approves scheduling a Special Board meeting on June 30, 7:30 a.m. for approval of the 2011 Budget amendment and transfers and adoption of the 2011-2012 Budget. The motion was unanimously approved by the Board of Education.

Mr. Robinson reported that the Board Room renovation has been completed; Thomas Hart Benton still has some final punch list projects to be finished; Hanthorn's new roof was completed last week and some of the ceiling replacement is done; Mill Creek's mobile unit is in the process of being moved to Three Trails and construction on their new addition should be completed in November; Christian Ott's roof replacement will be done by the middle of June; Three Trails' mobile unit relocation work should be done by June 13; work on Truman High School's new parking lot has started and should be finished before school starts in August; there are still some punch list items at the Ennovation Center to be completed which includes work in the kitchen area, and remodeling of the Wellness Center is underway; work on the new east elementary school has started; and drilling/testing is being done on the west elementary school site and detailed project schedule is being assemble by the design and construction team.

Dr. Hinson stated that Legislative session is over and it does not look like they will schedule a special session now. The legislative session ended up with bills of concern not being passed or they did not make it out of committee. Some of the issues could come back again and most likely a majority of these bills will resurface at the next legislative session. He said that it is imperative that educators stay on top of what is going on in the legislature. He stated that we need to continue communicating with our legislators on issues that affect public education. The Governor withheld funding last week by reducing transportation and PAT funding. Our School District runs the largest PAT and early education program in the state. The Governor's decision definitely has a financial impact on our District. Dr. Hinson said that the District would like to see a State budget as something we can rely on when planning the District's annual budget. The MSBA legislative platform will be adopted in late September this year as they have moved up their annual conference schedule.

Denise Fears said she was pleased to hear that MSBA will put together a positive statement to explain what issues educators support. It shows a positive and proactive atmosphere for issues facing school districts throughout the state. Dr. Hinson said that we should see more positive response from organizations regarding the MSIP 5 plan and that proactive visioning is a benefit for all students.

Ann Franklin shared that the state of Missouri does not have a state funded early childhood program, so it is disappointing that cuts have been made again to the Parents As Teachers (PAT) program. She said that it is very difficult trying to reach the goals, set by others, for public education when the funding is not provided. The Independence School District's expenditures for early childhood education are not far from the amount allocated by the state for the total PAT program. She also said that it is imperative that our elected legislators know that we appreciated them being responsive to our concerns regarding education bills. The freshmen legislators have learned to be proactive as they are already asking what the impact legislation could have on the School District.

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2011-2012**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$35,900 *					
1	\$34,700	\$35,335	\$37,605	\$39,240	\$40,875	\$43,655
2	\$34,992	\$35,627	\$38,897	\$40,532	\$42,167	\$44,946
3	\$35,283	\$36,918	\$40,188	\$41,823	\$43,458	\$46,238
4	\$36,575	\$38,210	\$41,480	\$43,115	\$44,750	\$47,529
5	\$37,867	\$39,502	\$42,772	\$44,407	\$46,042	\$48,821
6	\$39,158	\$40,793	\$44,063	\$45,698	\$47,333	\$50,113
7	\$40,450	\$42,085	\$45,355	\$46,990	\$48,625	\$51,404
8	\$41,742	\$43,377	\$46,647	\$48,282	\$49,917	\$52,696
9	\$43,033	\$44,668	\$47,938	\$49,573	\$51,208	\$53,988
10	\$44,325	\$45,960	\$49,230	\$50,865	\$52,500	\$55,279
11	\$45,617	\$47,252	\$50,252	\$52,157	\$53,792	\$56,571
12	\$46,908	\$48,543	\$51,813	\$53,448	\$55,083	\$57,863
13	\$48,200	\$49,835	\$53,105	\$54,740	\$56,375	\$59,154
14	\$49,491	\$51,126	\$54,396	\$56,031	\$57,666	\$60,446
15		\$52,418	\$55,688	\$57,323	\$58,958	\$61,738
16			\$56,980	\$58,615	\$60,250	\$63,029
17			\$58,271	\$59,906	\$61,541	\$64,321
18				\$61,198	\$62,833	\$65,613
19				\$62,490	\$64,125	\$66,904
20					\$65,416	\$68,196

(a) The indexed base is \$32,700. Step 1 BS includes a salary overlay of \$2,000. Step 2 BS and Step 1 BS+16 include a salary overlay of \$1,000.

(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.

(*) Reflects \$1200 Stipend for additional training required of entry level teachers.

**SECOND AMENDMENT TO AGREEMENT BETWEEN
THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE AND
INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION**

IT IS HEREBY AGREED, between the Board of Education of the School District of the City of Independence, located in Jackson County, in the State of Missouri (hereinafter called the "Board"), and the Independence Transportation Employees Association (hereinafter the "Association"), that the Agreement between the parties dated June 15, 2009, and first amended on or about _____, 2010, is hereby amended in the following respects:

1. Salaries:

The Association and the District agree that the salary schedule for the classified staff will provide vertical movement for the 2011-2012 school year. One vertical step will be granted for employees who were frozen from the 2009-1010 school year due to budget concerns. One step will be granted for employment during the 2010-2011 school year.

All other terms and conditions of the aforesaid Agreement between the Board and Association shall remain unchanged and are hereby ratified by the parties.

WITNESSETH THE HANDS of the parties hereto on this _____ day of June 2011.

SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE

By: _____
President of the Board of Education
"BOARD"

ATTEST:

Annette Miller, Secretary

INDEPENDENCE-TRANSPORTATION EMPLOYEES ASSOCIATION

By: _____
President

There being no further information to come before the Board; Jill Esry made the motion, second by Jana Waits, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 6:44 p.m. The motion was approved as follows:

Ayes: Ken Johnston
Ann Franklin
Jana Waits
Blake Roberson
Matt Mallinson
Jill Esry
Denise Fears

Absent:

C. Annette Miller

Secretary

Ken Johnston president

President