

The Board of Education met in regular session Tuesday, June 12, 2018, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mr. Greg Finke, President
 Mrs. Denise Fears, Vice President
 Dr. Matt Mallinson, Treasurer
 Mrs. Jill Esry, Director
 Mr. Blake Roberson, Director
 Mrs. Carrie Dixon, Director
 Mr. Eric Knipp, Director

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

The meeting was called to order by the President, Mr. Greg Finke, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mr. Finke welcomed everyone attending the meeting.

The motion was made by Blake Roberson, second by Eric Knipp, to approve the June 12, 2018 Agenda as presented. The motion was unanimously approved by the Board of Education.

Mr. Finke read a statement relative to Board Policy for staff members or residents addressing the Board of Education. Following this information, Mr. Finke asked if anyone wished to address the Board of Education. No one responded.

Dr. Herl reported that the June List of Bills totaled \$11,903,286.27 which is a little high but not uncommon for this time of year. The Consent Agenda includes letting bids for: a fence around Truman High School's Practice Field; Hail Damage Roof Repairs at Multiple District Buildings from the 2017 storm; Culinary Art's Equipment at Van Horn High School; Metal Shop Equipment at Van Horn High School (funded through the Perkins Grant and Vocational Enhancement Grant), and Backup Services Renewal for 2018-2019; and Curriculum Software Renewals for 2018-2019.

Denise Fears made the motion to approve the June 12, 2018 Consent Agenda as printed.

1. Approval of May 8, 2018 Minutes.
2. Approval of June 12, 2018 List of Bills totaling \$11,903,286.27
3. Personnel Recommendation #23
 - A. Request to Resign (Teaching Staff) Effective End of the 2017-2018 School Year
 1. Anthony Arreguin, Project Lead the Way/Truman High School
 2. Jennifer Beckmann, Science/George Caleb Bingham Middle School
 3. Don Cameron, At Risk Coordinator/Nowlin Middle School
 4. Anna Favrow, Spanish Interpreter/District
 5. Cara Harker, Social Studies/Truman High School
 6. Megan Kemper, Social Studies/Truman High School
 7. Andrew Plaster, Social Studies/Truman High School
 8. Cynthia Twibell, Math/Nowlin Middle School
 9. Christopher Welchert, Math/Jim Bridger Middle School
 10. Melissa Woodward, ELA/Jim Bridger Middle School
 - B. Request to Retire (Teaching Staff) Effective End of the 2017-2018 School Year.
 1. Anita Ballester-Carbah, Science/Jim Bridger Middle School
 2. Michael Byrd, ROTC-Sr. Officer/Van Horn High School
 3. Jill Whipple, Science, Jim Bridger Middle School
 4. Kathy Wilson, Instructional Coach
 - C. Request to be Released from Contract Effective June 30, 2018.
 1. Hannah Fiene, Teacher/Korte Elementary School
 2. Lacey Hatt, Teacher/ Glendale Elementary School
 3. Jeremy Henning, Science/Truman High School
 4. Boston Higgins, Career Connections/William Chrisman High School
 5. Amy Mack, ELA/Pioneer Ridge Middle School
 6. Kristen McWhirt, Alternative Teacher/Independence Academy
 7. Christa O'Neil, Speech Language Pathologist/Hanthorn School
 8. Kayla Sager, ELA/Pioneer Ridge Middle School

9. Zach Wilson, Special Education/Van Horn High School
- D. Employment of Certificated Staff for the 2018-2019 School Year.
 1. Jameson Allen, Career Connections
 2. Roberta Arnold, Special Education
 3. Jackie Becker, PLTW
 4. Heather Berlin, Science
 5. Tracey Bowers, Elementary Teacher
 6. Amelia Brewster, Social Studies
 7. Jordan Charlton, ELA Teacher
 8. Bailey Cook, Spanish
 9. Alexandria Eastman, Elementary
 10. Caitlin Gritz, Elementary
 11. Montana Grizzle, Elementary
 12. Clint Godfrey, Physical Education
 13. Michael Hanson, Art
 14. Benjamin Holland, ELL
 15. Melissa Lehman, ELA
 16. Mary Lile, Health/Physical Education
 17. Lindsey Markworth, Science
 18. Ashley Masters, Elementary
 19. Chelsi Mawhirter, Career Connections
 20. Jim Oatman, Industrial Technology
 21. Elizabeth Rich, Elementary
 22. Carly Shawver, Elementary
 23. Amy Spears, Science
 24. Robin Tucker, Special Education
 25. Laura VanderWoude, Orchestra
 26. Rebeca Wacker, English
 27. Scott Westerberg, ELA
 28. Jennifer Wiltz, Math
 29. Cassandra Wynn, Science
- E. Employment of Teaching Fellow for the 2018-2019 School Year
 1. William Tupinio, Social Studies

The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl reported that over 5,000 students are enrolled in the Summer School Program. He also said that the new Governor, Mike Parson, has appointed two new State School Board Members - Peter Herschend and Carol Hallquist and the next State Board meeting is scheduled for Thursday, June 14. More than 1,000 volunteers will participate in Project Shine on Saturday, June 23rd. The Legislative Session was good for public education this year. Money was allocated to fund the Foundation Formula and provide additional funds for transportation. There was no charter school expansion, no vouchers, and the virtual school legislation allows local districts' oversight and the ability to say which virtual courses will be offered. Dr. Herl said this was as good a session as we could have hoped for public education.

Mr. Stutzer gave a short recap on the Bond Issue projects. William Chrisman High School (Phase 2) - Science classrooms remodel is well underway, demo work is being done on 2nd floor, started to frame in spaces on the 1st floor, and new teacher workstations are being installed in each classroom. Truman High School - the front facade is almost complete, stucco on the front of the building is being painted, the front inside lobby has been demolished, working on the new cafeteria space, and prepping work for the new store front glass adjacent to the hallway is underway. Van Horn High School - started site work for paving on south side, trash dumpster area has been completed, south side has been enclosed, the ticket booth is complete, concession stand is almost complete, installing base cabinets in the area now, the gymnasium has two coats of paint, locker room bases are in place, prepping work is being done for the lighting system, working on the athletic training classroom, prepping for floor finishing, woodshop area- working on the storage area, all mechanical is complete, about a week out from conditioning the building, and getting all of the fixtures in place. Cassell Park Elementary - brick areas are complete, the HVAC work and framing is done, pulling wiring for electrical system, and contractor will start hanging sheet rock next Wednesday. Mr. Stutzer said that everything is going very well with all of the Bond projects. He also shared his appreciation for the work that Nabholz is providing on these projects.

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

Eric Knipp made the motion that the Board of Education approves the quote under the National IPA contract #7786156479 from School Specialty for furniture for the Arts and Technology Building for a total cost of \$40,773.79. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Denise Fears made the motion, second by Blake Roberson, that the Board of Education approves the meal prices for the 2018-2019 school year as follows:

Meal Prices	Breakfast	Lunch	Milk	Snack
Elementary	\$1.60	\$2.65	\$.50	\$.75
Middle School	\$1.70	\$2.80	\$.50	\$.75
High School	\$1.70	\$2.80	\$.50	\$.75
Adults	\$2.00	\$3.45	\$.50	\$.75

The motion was unanimously approved by the Board of Education.

Dr. Herl recommended that Deborah Allen represent the School District on the Jackson County Board of Equalization as she meets the requirements and has real estate experience. She served as the District's liaison last year also.

Blake Roberson made the motion that the Board of Education approves the appointment of Deborah Allen as the Independence School District's representative to the 2018 Jackson County Board of Equalization. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl explained that it is time to renew membership dues for 2018-2019 with the Cooperating School Districts of Greater Kansas City. CSDGKC benefits include bulk purchasing at a reduced cost, professional development services/programs, and also legislative lobbying efforts.

Dr. Matt Mallinson made the motion, second by Denise Fears, that the Board of Education approves the Independence School District's membership dues of \$28,492.00 for the 2018-2019 school year with the Cooperating School Districts of Greater Kansas City. The motion was unanimously approved by the Board of Education.

Dr. Herl said that due to Federal requirements/guidelines, that it is necessary to change one sentence in Board of Education Regulation 2260.

The motion was made by Dr. Matt Mallinson, second by Eric Knipp, that the Board of Education approves adopting the change to Board of Education Regulation 2260 as presented. The motion was unanimously approved by the Board of Education. (Pages 11550-11554)

Following a recommendation from the Administration, Carrie Dixon made the motion that the Board of Education approves the quote from CDW under the Education Plus (Missouri Schools) (018-A) contract to purchase 100 new Dell Mini PCs along with 200 new Dell monitors for a total cost of \$84,395.00. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending approving the purchase of 2,490 Dell Chromebooks and 83 Aver carts for District classrooms for a total cost of \$704,045.00.

Denise Fears made the motion that the Board of Education approves the quote from CDW under the Education Plus (Missouri Schools) (018-A) contract to purchase 2,490 new Dell Chromebooks and 83 Aver carts for District classrooms at a total cost of \$704,045.00. The motion was seconded by Dr. Matt Mallinson and unanimously approved by the Board of Education.

Dr. Stout said that the District needs to ensure that storage and server space is provided for all of the District's software packages used by students and staff. The Administration is recommending purchasing the EMC Dell VxRail Hyper-converge Storage and Server solution for a cost of \$313,243.54.

The motion was made by Jill Esry, second by Blake Roberson, that the Board of Education approves the quote from CDW under the Education Plus (Missouri Schools) (018-A) contract to purchase the EMC Dell VxRail Hyper-converge Storage and Server solution for a total cost of \$313,243.54. The motion was unanimously approved by the Board of Education.

Dr. Stout said to allow for more flexibility in the classrooms, the Administration is recommending purchasing 15 Dell Latitude 2 in 1 Laptops for a total cost of \$16,425.00.

STUDENTS**Regulation 2260****Admission and Withdrawal****Homeless Students****Identification**

For purposes of Board policies and regulations *homeless students* include students under age twenty-one (21) who lack a fixed, regular and adequate nighttime residence and include students who:

1. are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in hotels, motels, or camping grounds due to lack of alternative adequate accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals; ~~or are awaiting foster care placement;~~
2. have a public or private place not designed for, or ordinarily used as, a regular sleeping area for human beings;
3. are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
4. are a migratory child or youth who qualifies as homeless because the child or youth is living in circumstances described in subdivisions 1-3 of this section.

School Selection

Parents, guardians, or unaccompanied youth will be informed of the homeless student's right to remain in the school of origin. For purposes of this policy, the school of origin means the school that the student last attended when permanently housed, or the school where the student was last enrolled including preschool. In determining the best interest of the student, the Board will consider:

1. Keeping the student in the school of origin unless contrary to wishes of parent or guardian;
2. Impact of mobility on admission;
3. Education, health, safety of the student;
4. Consider the views of an unaccompanied student;
5. Irrespective of whether the student lives with homeless parents or has been temporarily placed elsewhere.

The District will provide a written explanation, including the right to appeal to the student or parent/guardian if, the Board sends the student to a school other than the school of origin or the school requested by the parent/guardian.

Regulation 2260**Page 2****Enrollment**

A homeless student will be enrolled without undue or unreasonable delay. A homeless student will be enrolled even if their previous academic records, immunization records, proof of residence, or other documents are not immediately available. The District will ensure that homeless students, meeting eligibility standards, do not face barriers in accessing academic and extracurricular activities.

Transportation

The District will, upon parent/guardian or unaccompanied youth request, provide transportation to and from the school of origin as follows:

1. If the student continues to live in the District, transportation will be arranged to the school of origin.
2. If the student continues in their school of origin, but moves into another district, transportation will be arranged upon by the District of origin and the new District of residence.

Homeless Liaison

The Board of Education has appointed a liaison for homeless students. The responsibilities of the liaison will include but not be limited to:

1. Ensure that homeless children and youth are identified by school personnel through outreach and coordination activities with other entities and agencies.
2. Establish practices designed to ensure the school enrollment and success of homeless students;
3. Assist with the enrollment of homeless students and provide assistance with obtaining academic and medical records;
4. Make school placement decisions based on the best interest of the child and wishes of the parent, guardian, or unaccompanied youth;
5. Inform parents, guardians, or unaccompanied homeless students of the educational and related opportunities available to them;
6. Ensure that homeless students and their families have access to educational services including Head Start, Even Start and other preschool programs administered by the District;

Regulation 2260**Page 3**

7. Ensure that referrals are made to health care, dental, mental health and other appropriate services;
8. Ensure that homeless students are not isolated or stigmatized because of their status as homeless;
9. Handle enrollment disputes and ensure that disputes over the placement of homeless students are resolved in a timely manner consistent with the requirements of the McKinney Vento Act;
10. Provide/arrange transportation and inform the parent, guardian, or unaccompanied homeless youth of the transportation services the school district must make available and assist homeless students in accessing transportation to and from school; and
11. Disseminate public notice of the educational rights of homeless students in places where homeless students receive services.
12. Ensure school personnel receives professional development and other support.
13. Ensure that unaccompanied youth are enrolled in school, have the opportunity to meet the same challenging state academic standards, are informed of their status as independent students under Section 480 of the Higher Education Act and their right to receive verification of this status.

All school personnel, District service providers, and locally known advocates working with homeless families will be informed of the identity of the Homeless Liaison and the Homeless Liaison duties.

Disputes Over School Selection or Enrollment in a School

If a dispute arises over school selection or enrollment in a school the following protocols will apply:

1. The homeless student will be immediately admitted to the school in which enrollment is sought, pending resolution of the dispute;
2. The parent, guardian, or unaccompanied youth will be provided with a written explanation of the District's decision regarding school selection, enrollment, and related decisions concerning education services, including the rights of the parent, guardian, or student to appeal the decision; and

Regulation 2260**Page 4**

3. The homeless student, parent, or guardian will be referred to the Homeless Liaison, who will carry out the complaint resolution process described in the next section of this Regulation as expeditiously as possible after receiving notice of the dispute.
4. At the request of the parent, guardian, or unaccompanied youth, the District will provide for or arrange adequate or appropriate transportation to and from the school selected by the parent, guardian, or unaccompanied youth. Inter-district transportation disputes will be resolved by DESE.

Dispute Resolution

Level I - A complaint regarding eligibility, school selection, enrollment or barriers to attending classes and participating in school activities of a homeless child shall first be presented orally and informally to the District's educational liaison for homeless children. If the complaint is not promptly resolved, the complainant may present a formal written complaint (grievance) to the educational liaison. The written charge must include the following: date of filing, description of alleged grievances, the name of the person or persons involved and a recap of the action taken during the informal charge stage. Within five (5) working days after receiving the complaint, the liaison shall state a decision in writing to the complainant, with supporting evidence and reasons. In addition, the liaison will inform the Superintendent of the formal complaint and the disposition.

Level II - Within five (5) working days after receiving the decision at Level I, the complainant may appeal the decision to the Superintendent by filing a written appeals package. This package shall consist of the complainant's grievance and the decisions rendered at Level I. The Superintendent will arrange for a personal conference with the complainant at their earliest mutual convenience. Within five (5) working days after receiving the complaint, the Superintendent shall state a decision in writing to the complainant, with supporting evidence and reasons.

Level III - If resolution is not reached in Level II, a similar written appeals package shall be directed through the Superintendent to the Board of Education requesting a hearing before the Board at the next regularly scheduled or specially called meeting. The hearing before the Board may be conducted in closed session upon the request of either the Board or the complainant. Within thirty (30) working days after receiving the appeals package, the Board shall state its decision and reply in writing to the parties involved. For District purposes, the decision of the Board of Education is final.

Level IV - If the complainant is dissatisfied with the action taken at Level III, the Complainant may appeal the decision to the State Education Agency point of contact. Such appeal must be in writing and filed within five (5) days of Level III decision, and including:

Regulation 2260**Page 5**

1. School in which enrollment is sought and the basis for seeking enrollment;
2. Name and contact information for the parent or education decision-maker;
3. Best Interest notes and reports;
4. Copy of the previous appeal letter;
5. Copy of the decision recommended at Level III.

The appeal letter must be submitted to the State point of contact as well as the District's Superintendent.

Policy Dissemination

Copies of the Board of Education's Policy on Homeless Students will be presented to the County Welfare Office, County Office of the Division of Employment Security, the Juvenile Officer and to local law enforcement authorities.

Identification

Homeless students will be identified by referrals from community organizations, District personnel, and by review of the District's enrollment forms.

Rev. 6/2018

Dr. Matt Mallinson made the motion, second by Denise Fears, that the Board of Education approves the quote from CDW under the Education Plus (Missouri Schools) (018-A) contract to purchase 15 Dell Latitude 2 in 1 Laptops for a total cost of \$16,425.00.00. The motion was unanimously approved by the Board of Education.

Dr. Stout said that in order to provide technology software for curriculum use, the Administration is recommending purchasing 1200 licenses of Adobe Creative Cloud Suite for a total cost of \$30,000.00.

Eric Knipp made the motion that the Board of Education approves the quote from CDW under the Education Plus (Missouri Schools) (018-A) contract for a total cost of \$30,000.00 to purchase 1200 licenses of Adobe Creative Cloud Suite. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending accepting a 24 month agreement with Sprint for mobile communications under the Missouri NASPO contract which allows for additional communication devices at a cost of \$76,530.24 per year.

The motion was made by Blake Roberson, second by Jill Esry, that the Board of Education approves the quote from Sprint Mobile Communication under the Missouri NASPO contract for a total cost of \$153,060.48 for the two (2) year agreement. The motion was unanimously approved by the Board of Education.

Dr. Stout reported that the District let bids to upgrade or replace the District's phone system and based on the bids, the Administration is recommending approving the bid from Allegiant Technology for a total cost of \$189,702.53.

Eric Knipp made the motion that the Board of Education approves the purchase of a new District phone system from Allegiant Technology for a total cost of \$189,702.53. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Mr. Tom McGuire from CBIZ, the District's Insurance Broker, said they had marketed the Property and Auto Physical Damage coverage to several carriers but due to the large hail claims in 2016 and catastrophic events in 2017, the marketplace did not produce competitive terms and conditions. Therefore, they are recommending the following renewal coverages through PEPiP (current insurance carrier):

Property	\$387,590
Wind/Hail Buy Down	\$117,750
Cyber/Crime	\$ 30,530
Total Cost	\$535,870

Dr. Matt Mallinson made the motion that the Board of Education approves the Insurance Policy renewals effective July 1, 2018 as presented for a total amount of \$535,870.00.

Property	\$387,590
Wind/Hail Buy Down	\$117,750
Cyber/Crime	\$ 30,530
Total Cost	\$535,870

The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Jim Vigliaturo and Dave Johnson from CBIZ negotiated with BCBS for the 2018-2019 year Health Insurance Coverage for employees. Mr. Vigliaturo said they secured a renewal which will allow the rates for the District's two new Core Plans to be funded 100% by the School District. The overall increase to the medical plan is 9.4%, the two new Core Plans were developed at a 5% increase. The District will also provide two QHDHP (qualifying high deductible health plan) options in which the District will contribute \$600.00 to an HSA for each employee enrolled in one of the QHDHPs.

Carrie Dixon made the motion, second by Blake Roberson, that the Board of Education approves Blue Cross/Blue Shield to provide Health Insurance coverage to the Independence School District becoming effective on October 1, 2018 at an overall rate increase of 9.4% and a District contribution increase of 5%. The motion was unanimously approved by the Board of Education.

Dr. Stout said that many of the District's software solutions require yearly maintenance that provides support and upgrades. Therefore, the Administration is recommending purchasing annual licenses and subscriptions for these programs.

A motion was made by Denise Fears, second by Eric Knipp, that the Board of Education approves the quotes from Classlink, Securely, SpedTrack, and SNAP under the Sole Source Justification for a One-of-a-Kind product for a total cost of \$149,688.00. The motion was unanimously approved by the Board of Education.

The Administration recommends accepting the quote for the kitchen hood replacement at Truman High School from Premier/US Foods for a cost of \$36,929.79.

A motion was made by Carrie Dixon, second by Blake Roberson, that the Board of Education approves the quote under Premier/US Food contract with U.S. Communities for the Kitchen Hood Replacement at Truman High School for a total cost of \$36,929.79. The motion was unanimously approved by the Board of Education.

The District let bids for Epoxy Floor Finishing for George Caleb Bingham Middle School, Mill Creek Elementary School, and Sugar Creek Elementary and the Administration recommends approving the bid of \$75,675.00 from Uni Floor Inc.

Dr. Matt Mallinson made the motion that the Board of Education approves the bid of \$75,675.00 from Uni Floor Inc., for Epoxy Floor Finishing at George Caleb Bingham Middle School, Mill Creek Elementary School, and Sugar Creek Elementary. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Eric Knipp made the motion, second by Blake Roberson, 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. (Pages 11557-11558)

The Administration is recommending purchasing a one (1) year subscription from School Messenger as it allows the District to make automated attendance, low lunch balances, and general school announcement calls, emails, and text messages.

The motion was made by Denise Fears that the Board of Education approves the quote from School Messenger under the NCPA Co-op Contract for a total cost of \$30,076.75. The motion was seconded by Erick Knipp and unanimously approved by the Board of Education.

Dr. Stout stated that CBIZ negotiated with Cigna for renewal of the District's dental insurance coverage. Due to the 2015 agreement, a 7% rate cap was established. This will allow the District to fund 100% of the Employee Only cost for the 2018-2019 school year.

Jill Esry made the motion that the Board of Education approves the recommendation for Cigna to continue to provide Dental Insurance coverage effective October 1, 2018. The motion was seconded by Carrie Dixon and was unanimously approved by the Board of Education.

Due to the claims experience, the Board paid Life Insurance coverage will increase from \$.06 to \$.09 and the Long Term Disability plan increases from \$.225 to \$.265 for the 2018-2019 school year. This will be an annual increase for the School District of \$75,565.00.

A motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the recommendation for Standard Insurance to continue to provide Board paid Life, Voluntary Life, and Board paid Long Term Disability insurance coverage effective October 1, 2018. The motion was unanimously approved by the Board of Education.

The Administration is recommending purchasing the third year of a three year contract with Park Place Maintenance for a cost of \$26,968.16 for technology backup services.

Blake Roberson made the motion that the Board of Education approves the quote from SHI under the State of Missouri, PC Prime Vendor Contract for a total cost of \$28,968.16 for year three (3) of a three year contract for technology backup services with Park Place International. The motion was seconded by Jill Esry and was unanimously approved by the Board of Education.

Dr. Herl explained that 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 of Education meeting on Friday, June 29, at 7:30 a.m. in the Board Room at Central Office.

Eric Knipp made the motion that the Board of Education approves scheduling a Special Board of Education meeting on Friday, June 29, 2018 at 7:30 a.m. in the Board Room at Central Office. The motion was seconded by Blake Roberson and was unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Eric Knipp made the motion, second by Matt Mallinson, to adjourn the meeting and go into executive session for real estate, legal, and personnel issues at 7:00 p.m. The motion was approved as follows:

INDEPENDENCE SCHOOL DISTRICT

PUR-009

Date: 6-12-18

FIXED ASSET SHEET FOR DISPOSAL /SCRAP/DONATE

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Bass Clarinet (Buffet)	1		46824	No	Poor	No	Trade-in
Beverage-Air Milk Cooler	1	13001258	4408403	No	Broken	No	Scrap
Bookcase - 5 Shelves	3			No	Poor	No	Disposal
Bookcase- 3 Shelves	1			No	Poor	No	Disposal
Bookshelf - Wooden	3			No	Broken	No	Disposal
Bus 101 - 204089 Miles - In Service 8/19/02	1		18AAJCPH13F207538	No	Poor	No	Surplus/Donate
Bus 215 - 175484 Miles - In Service 8/22/01	1		18AAHCPHX2F203689	No	Poor	No	Surplus/Donate
Bus 221 - 174452 Miles - In Service 8/22/01	1		18AAHCPHS2F203695	No	Poor	No	Surplus/Donate
Bus 223 - 178710 Miles - In Service 8/22/01	1		18AAHCPH92F203697	No	Poor	No	Surplus/Donate
Cabinet - Large 2 door	1	16004542		No	Poor	No	Disposal
Cabinet - Student	1			No	Poor	No	Disposal
Cabinet -Small 2 Door	1	16004543		No	Poor	No	Disposal
Cabinet -Small 2 Door	1	16004601		No	Poor	No	Disposal
Cable Machine	1			No	Poor	No	Disposal
Cables/power cables/mice/keyboards	10 Boxes			No	Poor	No	Disposal
Carts for Mats	4			No	Poor	No	Disposal
Chair - Metal	1			No	Broken	No	Disposal
Chair - Rack	1			No	Poor	No	Disposal
Chair - Square Red	1			No	Broken	No	Disposal
Chair - Student	56			No	Poor	No	Disposal
Chair - Wooden	1			No	Poor	No	Disposal
Chairs - Adult	12			No	Broken	No	Disposal
Chairs - Folding	67			No	Poor	No	Disposal
Chairs - Plastic Blue	24			No	Broken	No	Disposal
Coat Rack - child	1			No	Broken	No	Disposal
Conference Chairs	7			No	Poor	No	Disposal
Conference Table	1	13009695		No	Poor	No	Disposal
Cots	2			No	Broken	No	Disposal
Desk - Teacher	2			No	Broken	No	Disposal
Desk - Computer	2			No	Broken	No	Disposal
Desk - Student	18			No	Poor	No	Disposal
Desk Top - PC	96			No	Poor	No	Disposal
Drying Rack	1			No	Poor	No	Disposal
Easel - Plastic Red	1			No	Poor	No	Disposal
Electric Kiln	1			No	Poor	No	Disposal
Electric Pottery Kiln	1			No	Poor	No	Disposal
File Cabinet	2			No	Poor	No	Disposal
File Cabinet-2 Drawer	2			No	Broken	No	Disposal
Groen Steam Kettle	1	13003093	29989	No	Broken	No	Scrap
HV 31 - 1997	1		1GDHG31FXV1094629	No	Poor	No	Surplus/Donate
HV 32 - 2001	1		1GBJG31F911193186	No	Poor	No	Surplus/Donate
HV 33- 2001	1		1GBJG31F211192574	No	Poor	No	Surplus/Donate
HV 36 - 2004	1		1FDXE45P94HA70192	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
HV 39 - 2004	1		1FDXE45P56DA28483	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Ice Maker Hoshizaki	1	13018891	V185577C	No	Poor	No	Disposal
Kenmore Oven	1	13019173	316417748	No	Poor	No	Disposal
Koblenz Industrial	1	163003750	107012	No	Poor	No	Scrap
Lap Tops	30			No	Poor	No	Disposal
Lat Pull down Machine	1			No	Poor	No	Surplus/Donate
Lego Table	1			No	Broken	No	Disposal
LG TV	1	16803	106RMFRAR401	No	Fair	No	Disposal
Light Fixture - Single Rule	5			No	Poor	No	Disposal
Mats - Full Cart	8			No	Poor	No	Disposal
Mats - Half Cart	1			No	Poor	No	Disposal
Monitors	11			No	Poor	No	Disposal
PE Mattress	1			No	Poor	No	Disposal
Piccolo (Gemeinhardt)	1		62344	No	Poor	No	Trade-in
Piccolo (Gemeinhardt)	1		62342	No	Poor	No	Trade-in
Piccolo (Yamaha)	1		32358	No	Poor	No	Trade-in
Play Cabinet	1			No	Poor	No	Disposal
Power Washer DDG-3440	1	16005236	J051010008	No	Poor	No	Disposal
Power Washer DDG-3440	1	16005237	J051010019	No	Poor	No	Disposal
Projectors	8			No	Poor	No	Disposal
Refrigerator	1	13007673		No	Broken	No	Disposal

INDEPENDENCE SCHOOL DISTRICT

PUR-009

Date: 6-12-18

FIXED ASSET SHEET FOR DISPOSAL /SCRAP/DONATE

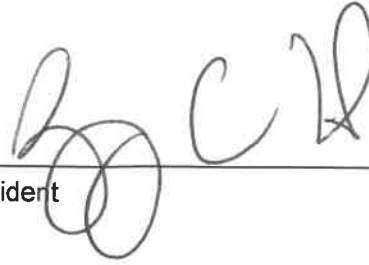
Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Refrigerator	1			No	Broken	No	Disposal
REI Bus Watch Video REI-R4001	42			No	Obsolete	No	Disposal
REI Hard Drive 710200	48			No	Obsolete	No	Disposal
Robinair Refrigerant System	1		21272	No	Poor	No	Disposal
Rolling Steel Cart	1			No	Poor	No	Disposal
Salvador Garbage Disposal	1	13038856	62163	No	Broken	No	Scrap
Salvador Garbage Disposal	1	13015330	8768	No	Broken	No	Scrap
Salvador Garbage Disposal	1	13018058	15730	No	Broken	No	Scrap
Sand Table	1			No	Poor	No	Disposal
Sewing Machine	4			No	Poor	No	Disposal
SmartBoard	47			No	Obsolete	No	Surplus/Donate
Steel Bench	1			No	Poor	No	Disposal
Stool - Metal	1			No	Poor	No	Disposal
Table	1			No	Broken	No	Disposal
Table - 6 ft	1			No	Broken	No	Disposal
Table - Metal 6 ft	4			No	Poor	No	Disposal
Table - Metal 8 ft	1			No	Poor	No	Disposal
Table - Trapezoid	1			No	Poor	No	Disposal
Table changing	1			No	Broken	No	Disposal
Tables - Round	2			No	Poor	No	Disposal
Television	1			No	Poor	No	Disposal
Thoromatic	1	16003748	22097	No	Poor	No	Scrap
Toshiba TV MV13Q41	1		30402803A	No	Poor	No	Disposal
Treadmill	1	13011284	A9850250500	No	Broken	No	Disposal
TV Cart	1			No	Poor	No	Disposal
Valve Trombone (Jupiter)	1		00883	No	Poor	No	Trade-in
Van 44 - 2002	1		1FDXE45F02HA11147	No	Poor	No	Surplus/Donate
Van 49 - 2004	1		1FDXE45P84HA70197	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Van 50 - 2005	1		1FDXE45P15HB08578	No	Poor	No	Surplus/Donate
Van 51 - 2005	1		1FDXE45P75HB49068	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Van 52 - 2006	1		1FDXE45P75HB49054	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Van 57 - 2006	1		1FDXE45P76DA83114	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Van 58 - 2006	1		1FDXE45P96DA83115	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Van 60 - 2006	1		1FDXE45P36DA44374	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Van 63 - 2006	1		1FD4E45P18DA84958	No	Ford 6.0 Diesel Engine Cos	No	Surplus/Donate
Water Table	2			No	Poor	No	Disposal
Wheel Lift System - Gray WL-30	1	13019120	92-001484	No	Poor	No	Disposal
Wheel Lift System - Gray WL-30	1	13019121	92-001514	No	Poor	No	Disposal
Winston Warner/Steamer	1	13038529	20061030-104	No	Broken	No	Scrap
Wooden Steps	1			No	Poor	No	Disposal
Zonar Model V2J	144			No	Obsolete	No	Disposal

Ayes: Greg Finke
Denise Fears
Matt Mallinson
Jill Esry
Blake Roberson
Carrie Dixon
Eric Knipp

Nays:



Secretary



President

BOARD OF EDUCATION
The School District of Independence

11560

The Board of Education met in special session Friday, June 29, 2018, at 7:30 a.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mr. Greg Finke, President
 Mrs. Denise Fears, Vice President
 Mrs. Jill Esry, Director
 Mrs. Carrie Dixon, Director
 Mr. Eric Knipp, Director

Members Absent: Dr. Matt Mallinson, Treasurer
 Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
 Mrs. Molly Johnson and Ms. Annette Miller.

The meeting was called to order by the President, Mr. Greg Finke, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller.

Eric Knipp made the motion to approve the June 29, 2018 Agenda as printed. The motion was seconded by Denise Fears and was unanimously approved by the Board of Education.

Dr. Herl reviewed the one item on the Consent Agenda regarding letting bids for School Bus Replacement Parts for the 2018-2019 School Year.

A motion was made by Carrie Dixon, second by Jill Esry, that the Board of Education approves the letting of bids for School Bus Replacement Parts for the 2018-2019 School Year. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that Budget Adjustments/Transfers for the annual budget year are usually presented two or three times a year to the Board of Education. At the end of the 2018 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 and Title 1. He recognized Molly Johnson and her staff for their work in making sure that the District's financial transactions are recorded correctly.

Jill Esry made the motion, second by Eric Knipp, that the Board of Education approves the necessary Budget Adjustments for the FY18 Budget and annual transfers for Nutrition Service equipment, Transportation buses, the Annexation building lease purchase payment, grant match, and capital levy expenditures as presented. The motion was unanimously approved by the Board of Education. (Page 11561)

Dr. Herl reported that the School District's 2018-2019 Budget has anticipated revenues of \$191,312,707 and anticipated expenditures of \$211,817,503. Dr. Herl explained that this is a deficit budget. He said that he wants the District to continue to maintain at least a 12.5% balance in funds which has been the goal in the past. He again commended Molly Johnson and the Business Office staff for a well-defined Budget for the 2018-2019 school year.

Following this information, a motion was made by Denise Fears that the Board of Education approves the 2018-2019 School District Budget as presented. The motion was seconded by Eric Kipp and was unanimously approved by the Board of Education.

Dr. Herl presented the First Addendums to the Collective Bargaining Agreements from the three organizations (INEA, IESP, and ITEA). He reviewed the changes for each of the organizations and said that all three groups had been very good to work with and he expressed appreciation to the Board members that had served on the 2018-2019 Negotiation Team. Dr. Herl also shared changes that take place by 2020 for all union groups and that it may change the District's Negotiation process at that time.

Jill Esry made the motion that the Board of Education approves the First Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, Missouri as presented. The motion was seconded by Carrie Dixon and was unanimously approved by the Board of Education. (Pages 11562-11563)

Denise Fears made the motion that the Board of Education approves the First Addendum to the Agreement between the School District of the City of Independence, Missouri and the Independence Educational Support

Budget Amendments FY18 - BOE - June

Fund	Revenue	Expenditures	Change
10 Incidental	(3,643,876.43)	2,135,168.38	(5,779,044.81)
13 Textbook	-	161,175.00	(161,175.00)
15 Scholarship	-	-	-
16 Nutrition Services	-	137,500.00	(137,500.00)
17 Activity	-	-	-
18 Self Insurance Funds	(1,310,000.00)	(1,310,000.00)	-
General - total	(4,953,876.43)	1,123,843.38	(6,077,719.81)
20 Special Revenue	4,221,781.43	1,469,756.98	2,752,024.45
30 Debt Service	1,020,000.00	1,541,462.78	(521,462.78)
40 Capital Projects	391,690.33	1,101,287.31	(709,596.98)
45 2017B GO Bond Fund	325,000.00	-	325,000.00
	1,004,595.33	5,236,350.45	(4,231,755.12)

FIRST ADDENDUM TO THE
 AGREEMENT
 BETWEEN THE
 INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION
 AND THE
 SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
 JULY 1, 2017-JUNE 30, 2022

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, June 7, 2018; 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 2017 (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 29th day of June, 2018 (the "Effective Date").

The Association and District agree to the following:

1. Communication Regarding Staff Meetings
 - a. Building principals will include information regarding meetings (i.e. frequency, duration, attendance) as part of their beginning of the year review with staff; and
 - b. The District will continue to collect meeting schedules from each building for monitoring purposes. *The information collected will be available for the Association president to review upon request;*
2. Teacher Absences and Substitutes
 - a. The District will provide guidance for staff regarding leave requests. The guidance will be made available through the District online portal;
 - b. The District will continue to employ strategies to attract and retain substitutes;
3. Teacher Salaries for 2018-19 School Year
 - a. Teachers will receive one vertical step on the indexed salary schedule;

June 2018

- 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. \$250 will be added to the indexed base (consisting of \$125 from former Career Ladder funds and \$125 from district funds)
 - d. The salary overlay will be increased as follows:
 - i. Step 1 BS = \$3,650
 - ii. Step 2 BS and Step 1 BS+16 = \$2,650
 - iii. Step 3 BS, Step 2 BS+16 and Step 1 Masters = \$1,650
 - iv. Step 4 BS, Step 3 BS+16, Step 2 MA, and Step 1 MA+16 = \$500
4. Health and Dental Insurance
- a. The District will cover the cost of the base health and dental plan for the 2018-19 school year;
 - b. A total of \$600 will be contributed for each employee during the 2018-19 school year by the District to eligible Health Savings Accounts;

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

June 2018

Personnel as presented. The motion was seconded by Eric Knipp and was unanimously approved by the Board of Education. (Pages 11565-11566)

Carrie Dixon made the motion that the Board of Education approves the First Addendum to the Agreement between the School District of the City of Independence, Missouri and the Independence Transportation Employees Association as presented. The motion was seconded by Jill Esry and was unanimously approved by the Board of Education. (Pages 11567-11568)

There being no further business to come before the Board of Education, Eric Knipp made the motion, second by Denise Fears, to adjourn the meeting at 7:53 a.m. The motion was approved by the Board of Education as follows: The motion was approved as follows:

Ayes: Greg Finke
Denise Fears
Jill Esry
Carrie Dixon
Eric Knipp

Absent: Matt Mallinson
Blake Roberson



Secretary


President

FIRST ADDENDUM TO THE
 AGREEMENT
 BETWEEN THE
 INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL
 AND THE
 SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI

JULY 1, 2017-JUNE 30, 2022

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 11, 2018; 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 2017 (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 29th day of June, 2018 (the "Effective Date").

The Association and District agree to the following:

1. The evaluation section of the employee handbook shall be modified as follows:
 - a. Employees with cleaning responsibilities shall generally have their areas inspected by their direct supervisor on a bi-monthly basis between September and May of the regular school year. Areas for particular individual employees may be inspected on a more frequent basis if deemed necessary by the Facilities Supervisor of Custodial Operations;
 - b. Completed inspections will be reviewed with the employee in an individual meeting with the direct supervisor;
 - i. The inspection will be signed by the employee and the direct supervisor
 - ii. A copy of the inspection will be provided to the employee
 - iii. A copy of the inspection will be submitted to the Facilities Supervisor of Custodial Operations
 - c. Head Custodians shall receive training regarding the area inspections on a bi-annual basis
2. Salaries for 2018-19 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;
3. Health and Dental Insurance
- a. The District will cover the cost of the base health and dental plan for the 2018-19 school year; and
 - b. A total of \$600 will be contributed for each eligible employee during the 2018-19 school year by the District to eligible Health Savings Accounts.

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, 2017-JUNE 30, 2022

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 Monday, June 11, 2018; 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 2017 (the "Collective Bargaining Agreement"); and,

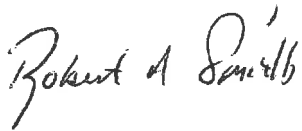
In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this 29th day of June, 2018 (the "Effective Date").

The Association and District agree to the following:

1. The District will create a walking path by striping a portion of the Transportation facility's south drive;
2. The District will purchase and install 6 picnic tables for outdoor use by employees;
3. Salaries for 2018-19 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;
4. Health and Dental Insurance
 - a. The District will cover the cost of the base health and dental plan for the 2018-19 school year; and
 - b. A total of \$600 will be contributed for each eligible employee during the 2018-19 school year by the District to eligible Health Savings Accounts.

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