

The Board of Education met in regular session Tuesday, July 9, 2019, 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
Mrs. Carrie Dixon, Director
Mr. Eric Knipp, Director

Member Absent: Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Pam Boatright, Mr. Dean Katt, Dr. Janet Richards, Ms. Prissy LeMay, Mr. Salum Stutzer, Mr. Todd Theen, Mrs. Jana Corrie, 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 those in attendance including a student from the University of Central Missouri that was auditing the meeting as a course requirement.

The motion was made by Denise Fears, second by Jill Esry, to approve the July 9, 2019 Agenda as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl shared that the Bills List for the month of July totals \$15,637,912.22.

Jill Esry made the motion to approve the July 9, 2019 Consent Agenda as printed.

1. Approval of June 11, 13, and 28, 2019 Minutes.
2. Approval of July 9, 2019 List of Bills totaling \$15,637,912.22
3. Personnel Recommendation #1
 - A. Request to Retire (Certificated Staff) Effective End of the 2018-2019 School Year
 1. Randall Knotts, Industrial Technology/Truman High School
 - B. Employment of Certificated Teaching Staff for the 2019-2020 School Year.
 1. Nicole Baker, Full Time Substitute
 2. Emily Goldberg, Elementary Teacher
 3. Gene Griffith, Social Studies Teacher
 4. Samantha Jackson, Elementary Teacher
 5. Vanessa Kinney, Elementary Teacher
 6. Scott Kirsch, Math Teacher
 7. Madison Kush, Elementary Teacher
 8. Michael Lane, Science Teacher
 9. Robert Lisher, ISS Teacher
 10. Rebecca Lyle, Elementary Teacher
 11. Dustin Pastorella, At Risk Teacher
 12. Jennifer Pughsley, Special Education Teacher
 13. Jaycee Pummill, Special Education Teacher
 14. Chance Reuscher, ISS Teacher
 15. Greg Seward, At Risk Teacher
 16. Kaitlin Sims, Elementary Teacher
 17. R. Megann Smith, Elementary Teacher
 18. Austin Vandorn, Special Education Teacher
 19. Amber Wakefield, Library Media Specialist

The motion was seconded by Matt Mallinson and approved by the Board of Education as follows:

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

Dr. Herl reported that the District's summer work is going exceptionally well. He said that a lot of Professional Development is taking place this summer and that he is very impressed with the new teachers. Dr. Herl discussed the Assessed Valuations that patrons have been receiving. He said the School District will have to roll taxes back

due to the Hancock Amendment and therefore, the District may see less money. The District's actual tax rate levy amount has not been determined yet.

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

Mr. Stutzer provided an update on the work that is being done at Truman High School and Korte Elementary School. Truman High School – the science rooms are the final piece of Bond Issue projects: all new casework is being installed, storage cabinets for all of the chemicals that are used, new gas lines installed, cleaned up the plumbing, and installed collaborative tables for students. In the bio-med rooms: the floors are done, casework is in, and in the process of patching the acoustical ceiling. A teacher demonstration station has been added to the classrooms also. Weight room area: doing some cleanup; two spaces are being renovated, creating a multi-use space, creating a primary area for health fitness, and additional fitness equipment is on order. Turf room created on the south side (by the entrance) of the area will make a nice space that can be used during inclement weather. Gym: updating instructional spaces, developed an upper area for the band to use during events, walls have been painted, team benches have been added, created space behind the benches for crowd control and access when leaving the gym, floor sanding will be done in the next couple of weeks, a place for AD, their assistant, and a ticket booth have been included, cleaning up the long hallway by gym and the concession stand, and updating the trophy cases. Korte Elementary School: took a classroom and converted it into an office for the Assistant Principal and a staff work room, added a secure doorway to the new office, created a conference room/collaboration area, and the principal's office will be in the front also. New school signage will be placed on the exterior. Mr. Stutzer said the work on both projects should wrap up around July 17th.

Dr. Herl reviewed the three proposed changes to the Board of Education policies. Two of the changes are concerning medical marijuana and the third Policy change relates to a nondiscrimination statement that is required by Federal law.

Eric Knipp made the motion that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies as presented: 2671, 4870, and 5550. The motion was seconded by Denise Fears and unanimously approved by the Board of Education. (Pages 11821-11824)

Dr. Herl shared that in order to ensure staff have a reliable device for mobile communication, the Administration is recommending an agreement with AT&T Mobile Communication for the 2019-2020 and 2020-2021 school years. This will help to eliminate dead spots that currently occur with the Sprint connection. He said this plan may not be a cost saver but it should provide a more efficient communication device.

Denise Fears made the motion, second by Matt Mallinson, that the Board of Education approves the quote from AT&T under the Missouri NASPO contract for a total cost of \$81,364.80 per school year for 2019-2020 and 2020-2021. The motion was unanimously approved by the Board of Education.

Dr. Herl said that the District needs to schedule a Tax Rate Hearing for the 2019-2020 school year. The Administration recommends scheduling it for 5:45 p.m. prior to the Board of Education meeting on August 13, 2019.

Jill Esry made the motion, second by Eric Knipp, that the Board of Education approves Tuesday, August 13, 2019 at 5:45 p.m. for a Tax Levy Rate Hearing. The motion 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 Denise Fears, to adjourn the meeting and go into executive session for real estate, legal, and personnel issues at 6:23 p.m. The motion was approved as follows:

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

Absent: Blake Roberson


Secretary


President

STUDENTSPolicy 2871Student Services

Medical Marijuana

The Board strives to honor families' private medical decisions while ensuring a learning environment free of disruption. To that goal, the District maintains a strict prohibition against the possession, use, sale and presence under the influence of prohibited substances, having adopted a Drug Free School Policy (*Policy 2641 – Drug Free Schools*) as well as a prohibition against Student Use of Tobacco, Alcohol and Drugs (*Policy 2640 - Student Use of Tobacco, Alcohol and Drugs*). The purpose of these policies and others is not primarily punitive to catch offenders, rather it is designed to provide a safe learning environment and to serve as a deterrence to drug use.

The State of Missouri has adopted a limited authorization of medical marijuana, as defined by state law and all applicable regulations (hereinafter "medical marijuana" or "drug"). The law does not authorize, however, the use of medical marijuana on school premises, nor does it require or permit district employees to administer the drug to students. Accordingly, the District does not permit the use or administration of medical marijuana by an Individual while on school premises.

Under this policy, caregivers of qualified users of medical marijuana should administer the drug before or after school hours. Caregivers are advised to administer the drug as early in the morning as possible or after school in order to avoid safety issues at school.

Student possession, use, distribution, sale or being under the influence of marijuana inconsistent with this policy may be considered a violation of Board policy concerning drug and alcohol involvement by students or other Board policy and may subject the student to disciplinary consequences, including suspension and/or expulsion, in accordance with applicable Board policy.

New 6/2019

PERSONNEL SERVICES**Policy 4870****Staff Welfare****Drug Free Workplace**

The unlawful possession, use or distribution of illicit drugs and alcohol on school premises or as a part of school activities is strictly prohibited.

Employees under the influence of alcohol, drugs, or controlled substances while on duty are a serious risk to themselves, to students and to other employees. Employees, who display physical manifestations of drug or alcohol use while on duty, may be subject to drug testing. Any employee who violates this policy will be subject to disciplinary action up to and including termination and referral for prosecution. Employees may also be required to satisfactorily participate in rehabilitation programs.

As a condition of employment, all employees must abide by the terms of this policy. Employees who are convicted of a drug offense which occurred on school premises or while on duty must notify the Superintendent of their conviction. Notification must be made by the employee to the Superintendent within five (5) days of the conviction. Within ten (10) days, the Superintendent will provide notice of such violation to the Impact Aid Program, United States Department of Education, or other appropriate government agency.

The District will institute a drug-free awareness program to inform employees of:

1. The dangers of drug and alcohol abuse in the workplace.
2. This policy of maintaining a drug-free workplace.
3. Available counseling and rehabilitation.
4. The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

On the basis of medical certification, employees with the illness of chemical dependency shall qualify for the employee benefits and group insurance coverages that are provided for under group health and medical insurance policies. The confidential nature of the medical records of employees with chemical dependency shall be preserved in the same manner as for all other medical records.

The District's responsibility for chemical dependency is limited to its effects on the employee's job performance. If the employee violates this policy, refuses to accept diagnosis and treatment, or fails to respond to treatment, and performance is adversely affected, the employee will be subject to employment action in proportion to the performance problem. Implementation of this policy will not require or result in any special regulations, privileges or exemptions from the standard

Policy 4870**Page 2**

administrative practice applicable to job performance requirements.

Upon the request of the Department of Elementary and Secondary Education or an agency of the United States, the District shall certify that it has adopted and implemented the drug prevention program described in this policy, in the form required by such agency. The District shall conduct a biennial review of this policy to determine its effectiveness, implement necessary changes, and to ensure that the disciplinary sanctions are consistently enforced.

~~This policy shall be distributed in writing to all present and future employees.~~ It shall be a violation of this policy for any employee to possess, use, manufacture, distribute, or be under the influence of medical marijuana in any manner inconsistent with Missouri state law and applicable regulations. Additionally, employees may not be under the influence of marijuana while they are (i) acting in the scope of their employment, whether on District property or off, or (ii) present at any school- or District-sponsored or sanctioned event such as athletic events or conferences.

Transportation Employees

District employees who are subject to the Transportation Employee Testing Act may not use medical marijuana on work days and may not use marijuana while on District transportation. Transportation employees who test positive for any controlled substance including marijuana are subject to dismissal. Transportation employees who cannot, for medical reasons, comply with this policy may request a transfer to a non-safety sensitive position and a determination will be made on a case by case basis as to whether such a request will be granted.

The information in this policy will be distributed to all present and future employees.

Rev. 6/2019

SUPPORT SERVICES**Policy 5550****Food Service Program****Non-Discrimination Statement**

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at http://www.ascr.usda.gov/complaint_filing_cust.html, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: program.intake@usda.gov.

This institution is an equal opportunity provider.

New 6/2019