

The Board of Education met in regular session Tuesday, August 13, 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
Mr. Blake Roberson, Director
Mrs. Carrie Dixon, Director
Mr. Eric Knipp, Director

Also Present: Dr. Dale Herl, Superintendent
Dr. Lance Stout, Dr. Cindy Grant, Dr. Pam Boatright, Mr. Randy Maglinger,
Mr. Dean Katt, 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 those in attendance.

Eric Knipp made the motion to approve the August 13, 2019 Agenda as presented. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl reviewed the August 13th Consent Agenda with the Bills List totaling \$7,151,410.42. He also shared the recommendations to let three bids: 1) purchase of 10 propane buses; 2) proposal to secure pricing for propane fuel for 2019-2020 and 2020-2021; and 3) construction of a propane fueling station and required dispensing equipment.

Matt Mallinson made the motion that the Board of Education approves the August 13, 2019 Consent Agenda as printed.

1. Minutes – July 9, 2019
 2. Approval of August 13, 2019 List of Bills totaling \$7,151,410.42
 3. Approval of Personnel Recommendation #3:
 - A. Request to Retire (Certificated Staff) Effective End of the 2018-2019 School Year.
 1. Tracie Abernathy, Science/Nowlin Middle School
 - B. Employment of Certificated Teaching Staff for the 2019-2020 School Year.
 1. Allyssa Boersma, Pre-K Kindergarten Prep Teacher
 2. Madison Esch, Full Time Substitute
 3. Christopher Ferri, At Risk Teacher
 4. Joshua Gilliland, ISS Teacher
 5. Tiffany Short, Pre K Kindergarten Prep
 6. Brittany Smart, Science Teacher
 7. Diane Webb, Math Teacher
 4. Approval to Let Bids to Purchase 10 Propane School Buses.
 5. Approval to Issue a Request for Proposal to Secure Pricing for Propane Fuel for the 2019-20 and 2020-21 School Years.
 6. Approval to Let Bids for Construction of Propane Fueling Station and Required Dispensing Equipment.
- The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl reported that school starts tomorrow, Wednesday, August 14th. He said the Facilities' Grounds crew has done a phenomenal job getting the buildings ready as well as the preparation by the Technology and Nutrition Services Departments. Dr. Herl stated that the Admissions/Enrollment Office has been very busy getting students enrolled. He said that the District's enrollment may be up but will not know the specific numbers until after Labor Day when everything settles down.

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

Dr. Herl shared that the Assessed Evaluation information for the District is uncertain due to the number of assessment appeals that are being filed in Jackson County. Hopefully, the District will have some solid numbers by September 15th. Due to this uncertainty, the Administration is recommending the Tax Levy Rate hearing be rescheduled for September 25 at 7:45 a.m.

Matt Mallinson made the motion that the Board of Education approves scheduling a Tax Levy Rate Hearing on Wednesday, September 25, 2019 at 7:45 a.m. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Herl reviewed the Board of Education Policies that are being recommended for a second reading and final approval: 2871, 4870, and 5550. Two are related to medical marijuana and one is a food service non-discrimination policy.

Blake Roberson made the motion that the Board of Education approves this as the second and final reading of changes and additions to Board of Education Policies as presented: 2871, 4870, and 5550. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Pages 11827-11830)

Dr. Herl stated that the Board of Education sets goals for every five years. The Board recently met and developed the Board of Education Goals for 2019-2024.

The motion was made by Carrie Dixon, second by Denise Fears, that the Board of Education approves the Board of Education Goals for the 2019-2024 school years as presented. The motion was unanimously approved by the Board of Education. (Page 11831)

Dr. Herl reported that the Board of Education is required by the Missouri Ethics Commission to readopt an Ethics Policy-Financial Disclosure Statement every two years. The Administration is recommending the re-adoption of Policy 0342.

The motion was made by Blake Roberson, second by Matt Mallinson, that the Board of Education approves readopting Board of Education Policy 0342 regarding Nepotism, Conflict of Interest, and Financial Disclosure Statement for the 2019-2021 school years. The motion was unanimously approved by the Board of Education. (Page 11832)

Dr. Herl said the Board of Education is responsible for setting the District's tuition rate for students whose parents/guardians own property in the Independence School District but live outside the District. The Administration is recommending \$10,603.12 as the tuition rate for the 2019-2020 school year. Dr. Herl said this is calculated on expenses per student for the prior year (2018-2019).

The motion was made by Denise Fears that the Board of Education approves the recommendation to set the 2019-2020 school year tuition rate at \$10,603.12 as presented. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending approval of membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansas City Suburban Joint Purchasing Cooperative, NCPA, NPPGov, Omnia Partners (includes National IPA, TCPN & U.S. Communities), PEPPM, Sourcewell (formerly NJPA) and TIPS-USA for the 2019-2020 school year. He explained that this is a cost saving measure for the District when purchasing supplies, furniture, and equipment and there is no cost for the memberships.

Jill Esry made the motion, second by Carrie Dixon, that the Board of Education approves the District membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansas City Suburban Joint Purchasing Cooperative, NCPA, NPPGov, Omnia Partners (includes National IPA, TCPN & U.S. Communities), PEPPM, Sourcewell (formerly NJPA) and TIPS-USA for the 2019—2020 school year. The motion was unanimously approved by the Board of Education.

Dr. Stout reported that the District let bids for District Wide Fire Extinguisher Inspections for a three year contract. The Administration is recommending approval of the bid from Marmic Fire & Safety at a yearly cost of \$10,149.45.

The motion was made by Eric Knipp, second by Denise Fears, that the Board of Education approves the bid for a three year contact with Marmic Fire & Safety for a yearly cost of \$10,149.45. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval to purchase two ST-15, one VF-2, and one Mini Mill from Hass Factory Outlet through the approved Van Horn High School Enhancement Grant at a cost of \$371,762. He said the Vocational Enhancement Grant pays 75% and the District pays 25% of the total cost.

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
Food Service Program
Non-Discrimination Statement

Policy 5550

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

**INDEPENDENCE SCHOOL DISTRICT BOARD OF EDUCATION
GOALS 2019-2024**

Fiscal Responsibility

- Maintain sufficient fund balances to withstand financial difficulties
- Maintain and support long-range facilities plan
- Continue transparent fiscal reporting
- Maintain procedures to ensure fiscal accountability
- Seek innovative approaches for good financial stewardship

Communication, Collaboration, and Culture

- Ensure everyone is treated with courtesy and professionalism
- Use a variety of outlets to reach our stakeholders
- Proactively seek out and involve community partners
- Expand opportunities for parental engagement
- Make the District a destination of choice for families
- Ensure a culture of social and emotional literacy



Academic Achievement

- Focus on the Four Pillars of Success
- Aggressively attract and retain exemplary staff
- Provide quality professional development to encourage project-based learning
- Successfully implement District anchor programs (Leader in Me, AVID, ISD Academies)

Legislative Advocacy

- Educate and inform federal, local and state officials
- Develop an annual legislative platform
- Inform patrons and employees of legislative issues

ORGANIZATION, PHILOSOPHY AND GOALS**Policy 0342
(Regulation 0342)
(Form 0342)****School Board Organization****Nepotism, Conflict of Interest and Financial Disclosure**

Board members shall not debate or vote upon the employment of any person to whom they are related within the fourth degree. (See Form 0342.) Provided the Board member relative does not debate or vote upon the employment issue, the Board may employ a person related to a Board member. However, the Board may not under any circumstances employ one of its members.

Members of the Board of Education will conduct themselves in a manner which complies not only with the letter of conflict of interest laws, but also in the spirit of those provisions. Board members will at all times make good faith efforts to avoid the appearance of a conflict of interest. If a situation arises which involves the potential for a conflict of interest, the individual Board member will declare his interest and will refrain from debating or voting upon the question of engaging or using the business entity in question.

Matt Mallinson made the motion, second by Jill Esry, that the Board of Education approves accepting the proposal of \$371,762 from Haas Factory Outlet for the metal shop equipment to be purchased through the approved Enhancement Grant for Van Horn High School. The motion was unanimously approved by the Board of Education.

There being no further information to come before the Board of Education, Blake Roberson made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal, personnel, and real estate issues at 6:25 p.m. The motion was approved as follows:

Ayes: Greg Finke

Denise Fears

Matt Mallinson

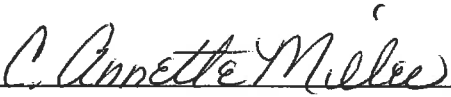
Jill Esry

Blake Roberson

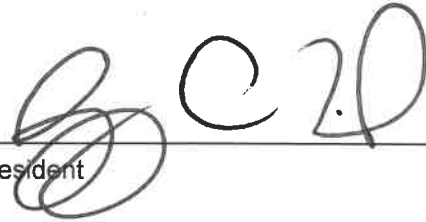
Carrie Dixon

Eric Knipp

Nays:



Secretary



President