

The Board of Education met in regular session Tuesday, March 10, 2020, 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
Dr. Matt Mallinson, Treasurer
Mrs. Jill Esry, Director
Mr. Blake Roberson, Director
Mrs. Carrie Dixon, Director
Mr. Eric Knipp, Director

Member Absent: Mrs. Denise Fears, Vice President

Also Present: Dr. Dale Herl, Superintendent
Dr. Lance Stout, Dr. Cindy Grant, Dr. Randy Maglinger, Dr. Janet Richards, Dr. Prissy LeMay, Dr. Pam Boatright, Mr. Dean Katt, Mr. Salum Stutzer, 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 members of Boy Scout Troop 173.

The motion was made by Eric Knipp, second by Jill Esry, to approve the March 10, 2020 Agenda as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl shared that the Bills List for the month of March totals \$72,128,900.25 which includes the Debt Service payment of \$57,629,177.63. He said a request to let a bid for a Nutrition Services freezer addition.

Matt Mallinson made the motion to approve the March 10, 2020 Consent Agenda as printed.

1. Approval of February 11, 2020 Minutes.
2. Approval of March 10, 2020 List of Bills totaling \$72,128,900.25
3. Personnel Recommendation #16
 - A. Request to Resign (Certificated Staff) Effective End of the 2019-2020 School Year
 1. Heather Buckner, Fourth Grade/Three Trails Elementary School
 2. Amy Cates, Math/Jim Bridger Middle School
 3. Bailey Cook, Spanish/William Chrisman High School
 4. Elizabeth Dierking, Science/George Caleb Bingham Middle School
 5. Riley Dovel, Science/Pioneer Ridge Middle School
 6. Katie Griffith, Kindergarten/Randall Elementary School
 7. Jeff Herron, Social Studies/Van Horn high School
 8. Amanda Holder, Social Studies/George Caleb Bingham Middle School
 9. Jacob Kates, Math/William Chrisman High School
 10. Vanessa Kinney, First Grade/Procter Elementary School
 11. Bruce Lapham, Social Studies/Nowlin Middle School
 12. Robert Lisher, ISS/Jim Bridger Middle School
 13. Mackenzie Quitrell, Third Grade/Glendale Elementary School
 14. Brittany Randall, Counselor/Independence Academy
 15. Morgan Rodecap, Math/George Caleb Bingham Middle School
 - B. Employment of Certificated Teaching Staff for the 2020-2021 School Year
 1. Natasha Bertz, Elementary Teacher
 2. Claire Elliott, Speech Pathologist
 3. Moriah Johns, Elementary Teacher
 4. Rachael McIlvain, Middle School Science Teacher
 5. Sydney Robertson, Middle School Math Teacher
 6. Leigha Zank, Special Education Teacher
 - C. Employment of Certificated Teaching Staff (Fellows) for the 2020-2021 School Year.
 1. Karli Skeans, Elementary Teacher
4. Approval to Let Bids for Nutrition Services Freezer Addition.

The motion was seconded by Carrie Dixon and approved by the Board of Education as follows:

Ayes: Greg Finke
Jill Esry

Absent: Denise Fears

Matt Mallinson
 Blake Roberson
 Carrie Dixon
 Eric Knipp

Dr. Herl reported that he testified on SB996 and H2491 last week before the Legislature. These are Virtual Education bills which takes local control away from public school districts. It costs school districts approximately \$6,375 per online student. These bills mean that school districts will not have any say in a child's educational program. The companies providing the online services are for-profit businesses. Dr. Herl said the bills passed out of the government reform committee but still have to go to the senate floor and be passed there. He said that he would continue to monitor the bills. Dr. Herl stated that he and the Cabinet Administrators have spent a significant amount of time planning on appropriate actions to take regarding the Coronavirus. He said the District has a plan in place for cleaning buses, buildings, etc. and the staff is working to make sure the School District does their part to prevent spreading the Coronavirus.

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

Dr. Herl asked Joe Kinder from Stifel Nicolaus Investment Brokerage and Ben Thompson from Gilmore Bell Bond Counsel to present information on the refunding of the 2010A and 2010B Lease Participation Certificates. They explained that the District was refunding 2010A and 2010B which would create a savings of \$372,631.46. A Resolution approving this refunding was presented for the Board of Education's consideration.

Blake Roberson made the motion, second by Matt Mallinson, that the Board of Education approves the following Resolution:

RESOLUTION APPROVING THE DELIVERY OF \$985,000 PRINCIPAL AMOUNT OF REFUNDING LEASE PARTICIPATION CERTIFICATES (THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI), SERIES 2020A, \$1,690,000 PRINCIPAL AMOUNT OF REFUNDING RECOVERY ZONE FACILITY LEASE PARTICIPATION CERTIFICATES (THE SCHOOL DISTRICT OF INDEPENDENCE, MISSOURI), SERIES 2020B AND \$60,000 PRINCIPAL AMOUNT OF TAXABLE REFUNDING LEASE PARTICIPATION CERTIFICATES (THE SCHOOL DISTRICT OF INDEPENDENCE, MISSOURI), SERIES 2020C, FOR THE PURPOSE OF REFUNDING CERTAIN OUTSTANDING LEASE PARTICIPATION CERTIFICATES ISSUED IN 2010; AUTHORIZING AND APPROVING CERTAIN DOCUMENTS IN CONNECTION WITH THE DELIVERY OF SAID CERTIFICATES; AND AUTHORIZING CERTAIN OTHER ACTIONS IN CONNECTION WITH THE DELIVERY OF SAID CERTIFICATES.

The motion was unanimously approved by the Board of Education.

Dr. Herl said this was the first reading of proposed changes for Board of Education Policies 2640 and 4871. He said the changes/additions have been reviewed and recommended by the Board of Education committee. He also said that Policy changes require two readings.

The motion was made by Eric Knipp, second by Jill Esry, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies 2640 and 4871 as presented. The motion was unanimously approved by the Board of Education. (Pages 11904-11906)

Dr. Herl explained that five days of school attendance have been missed due to inclement weather. He said the Administration is recommending amending the School District calendar to include May 18, 19, 20, 21, and 22, 2020 as student attendance days and May 26 as a teacher work day.

Carrie Dixon made the motion that the Board of Education approves adjusting the 2019-2020 School Calendar to change May 18, 19, 20, 21, and 22, 2020 to regular student attendance days in order to make up the required five days of attendance missed due to inclement weather and May 26 as a teacher work day. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education. (Page 11907)

Dr. Stout stated that as part of the District's capital improvement program, the Administration recommends accepting the bid from Provision Data Solutions for the 2020-2021 school year to upgrade the core network infrastructure at a cost of \$438,765.00. The project was bid through E-rate which means the District is only responsible for 20% of the total price.

A motion was made by Blake Roberson, second by Matt Mallinson, that the Board of Education approves the bid for Network Infrastructure Upgrade from Provision Data Solutions at a cost of \$438,765.00 for the 2020-2021 school year and with the E-rate applied, the District will be responsible for \$87,753.00. The motion was unanimously approved by the Board of Education.

STUDENTS**Policy 2640****Discipline****Student Use of Tobacco, Alcohol and Drugs****Smoking**

The Board of Education believes that smoking and the use of any tobacco products or substances appearing to be tobacco products are detrimental to the health and well-being of staff and students. Therefore, the Board prohibits the use, sale, transfer, and possession of any tobacco products or substances appearing to be tobacco products, e.g. e-cigarettes, vaping paraphernalia, and/or other tobacco or nicotine delivery devices at school and at school activities. This prohibition includes, but is not limited to, electronic cigarettes, vaping devices, electronic nicotine delivery systems, and similar devices used in conjunction with vaping.

Alcohol and Drug Use

The improper use of controlled substances, alcohol, and substances represented to be such is detrimental to the health and welfare of students and is detrimental to discipline in school. Such conduct, as well as the possession of drug paraphernalia, is prohibited and is subject to disciplinary action as set forth in Regulation 2610.

Pursuant to 29 U.S.C. 705(20c)(iv), a student with a 504/ADA disability who is currently engaging in the illegal use of alcohol or drugs is not considered a student with a disability under those laws, and the District may take disciplinary action – to the same extent that disciplinary action is taken against nondisabled students – in relation to that use or possession of alcohol or drugs. In such cases, the due process procedures contained in the Section 504 regulations will not apply to protect those students. This provision does not apply to students who are identified as disabled under the Individuals with Disabilities Education Act. However, school personnel may remove an IDEA disabled student to an interim alternative educational setting for not more than 45 school days without regard to whether that student's behavior is a manifestation of his/her disability where that student knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance, while at school, on school premises, or at a school function under the District's jurisdiction. "Illegal drug," as it pertains to the discipline of IDEA students, means a controlled substance but does not include a controlled substance that is legally possessed or used under the supervision of a licensed health-care professional or under any other authority.

The determination of whether or not a student is under the influence of alcohol or a controlled substance is based upon a variety of information including but not limited to physical appearances, speech patterns, and witnesses' statements. While not required, District administrators may request a student suspected of alcohol use to submit to a Breathalyzer. Conduct that includes possession of or use of alcohol or controlled substances as well as the possession of drug paraphernalia is prohibited and is subject to disciplinary action as set forth in Regulation 2610.

Policy 2640
Page 2

CBD Products

The use or administration of CBD at school or school related activities is strictly prohibited unless such administration is required under the law for a student with a disability. Penalties for violations of this policy will be consistent with the penalties for alcohol and drug possession.

REV. 3/20

PERSONNEL SERVICES**Policy 4871**
(Regulation 4871)**Staff Welfare****Driver Drug Testing**

The District recognizes that it shares the responsibility to prevent accidents and injuries resulting from the misuse of alcohol or the use of controlled substances by its employees who operate commercial motor vehicles. The District complies with the provisions of the Omnibus Transportation Employee Testing Act of 1991, which mandates that the District test its drivers who are required to hold commercial drivers licenses under specified conditions. [The District fully complies with the provisions of the "Commercial Driver's license Drug and Alcohol Clearinghouse."](#) The District will regularly evaluate its policies and procedures to ensure that it remains in compliance with federal regulations.

REV. 3/20

**INDEPENDENCE PUBLIC SCHOOLS
2019-2020 CALENDAR
Revised Teacher Calendar**

JULY 2019					AUGUST 2019					SEPTEMBER 2019					OCTOBER 2019					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
1	2	3	4	5				1	2			3	4	5	6		1	2	3	4
8	9	10	11	12	5	6	7	8	9	9	10	11	12	13	7	8	9	10	11	
15	16	17	18	19	12	13	14	15	16	16	17	18	19	20	14	15	16	17	18	
22	23	24	25	26	19	20	21	22	23	23	24	25	26	27	21	22	23	24	25	
29	30	31			26	27	28	29	30	30					28	29	30	31		
Student Attendance 13					Student Attendance 19					Student Attendance 22										
Teacher Contract 17					Teacher Contract 20					Teacher Contract 23										
end of 1st qtr Oct 11																				
NOVEMBER 2019					DECEMBER 2019					JANUARY 2020					FEBRUARY 2020					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
				1	2	3	4	5	6					1						
4	5	6	7	8	9	10	11	12	13	6	7	8	9	10	3	4	5	6	7	
11	12	13	14	15	16	17	18	19	20	13	14	15	16	17	10	11	12	13	14	
18	19	20	21	22	23	24	25	26	27	21	22	23	24	25	18	19	20	21	22	
25	26	27	28	29	30	31				27	28	29	30	31	24	25	26	27	28	
Student Attendance 17					Student Attendance 13					Student Attendance 17					Student Attendance 17					
Teacher Contract 18					Teacher Contract 13					Teacher Contract 19					Teacher Contract 17					
end of 1st semester Dec 20																				
MARCH 2020					APRIL 2020					MAY 2020					JUNE 2020					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
				1			1	2	3					1	1	2	3	4	5	
2	3	4	5	6	6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	
9	10	11	12	13	13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	
16	17	18	19	20	20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	
23	24	25	26	27	27	28	29	30	25	26	27	28	29	29	30					
30	31																			
Student Attendance 15					Student Attendance 20					Student Attendance 16										
Teacher Contract 17					Teacher Contract 21					Teacher Contract 17										
end of 3rd qtr March 13					Anticipated Final Student attend May 22															

Non-Student Attendance/Non-Contract
 Non-Student Attendance/Professional Development
 Parent Conference Week
 First/Last Day of School
 Non-Student Attendance/Contract Day
 Snow Day

ELEMENTARY/SECONDARY

First Quarter	41
Second Quarter	43
Third Quarter	43
Fourth Quarter	42
	<hr style="width: 50px; margin-left: 0;"/>
	169

TEACHER CONTRACT DAYS

First Quarter	46
Second Quarter	45
Third Quarter	45
Fourth Quarter	46
	<hr style="width: 50px; margin-left: 0;"/>
	182

All Attendance and contract days that are postponed due to inclement weather will be added at the discretion of the Board of Education.
 *are protected as potential attendance and contract days in case of adverse weather

Student Evaluation Schedule

First Quarter (Grades K-8)	August 14, 2019 through October 11, 2019
End of First Semester	December 20, 2019
Third Quarter (Grades K-8)	January 3, 2020 through March 13, 2020
End of Second Semester	May 22, 2020

Dr. Stout said the Administration recommends accepting the bid from Provision Data Solutions for the 2020-2021 school year to replace the District' Uninterruptible Power Supplies (UPS) at a cost of \$87,757.00. The bid was placed through E-rate which means the District is only responsible for 20% of the cost or \$17,551.40.

Jill Esry made the motion that the Board of Education approves the bid for District Uninterruptible Power Supply replacement from Provision Data Solutions at a cost of \$87,757.00 for the 2020-2021 school year and with E-rate applied, the District will be responsible for \$17,551.40. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Stout stated that through the District's capital improvement program, the Administration is recommending approval of the bid from CDW-G to upgrade the District's Wireless program for \$490,497.54. The bid was through E-rate which means the District will be responsible for 20% or \$98,099.51.

The motion was made by Matt Mallinson, second by Blake Roberson, that the Board of Education approves the bid for Network Infrastructure Upgrade for the 2020-2021 school year from CDW-G at a cost of \$490,497.54 and with E-rate applied, the District will be responsible for \$98,099.51. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending accepting the three (3) year bid from AT&T for the District's Internet at 10 Gigabits for \$68,162.16 per year with E-rate, the District's cost is \$13,632.43.

Carrie Dixon made the motion that the Board of Education approves the Internet bid from AT&T for a cost of \$68,162.16 per year for three (3) years and with E-rate the District will be responsible for \$13,632.43 per year. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Stout stated that the Administration is recommending purchasing 100 Lenovo ThinkPad E595 Laptops for teachers and substitutes from CDW-G for \$95,800.00 under the Education Plus (Missouri Schools) (018-A) Contract.

A motion was made by Matt Mallinson, second by Carrie Dixon, that the Board of Education approves the purchase of 100 new Lenovo ThinkPad E595 Laptops for District teachers and substitutes from CDW-G for \$95,800.00 under the Education Plus (Missouri Schools) (018-A) Contract. The motion was unanimously approved by the Board of Education.

Dr. Stout said the District let bids for Middle School Yearbooks in January 2020 which included specific criteria. The Administration is recommending accepting the bid from Herff Jones at a cost of \$15.00 per yearbook for two years with two – one year renewal options.

Eric Knipp made the motion that the Board of Education approves the bid for Middle School Yearbooks and Service from Herff Jones for two years with two – one year renewal options at a cost of \$15.00 per yearbook at all of the middle schools. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl reported that the District let bids for replacement of interior and exterior doors for several buildings as a number of the doors are original to the buildings (Glendale, Korte, Christian Ott and William Southern Elementary Schools; Jim Bridger and Nowlin Middle Schools; Truman High School; and Independence Academy). He said the District received one bid from Omega Door and Hardware for a cost of \$1,063,877. Omega Door and Hardware have previously done quality work in the District.

Blake Roberson made the motion, second by Matt Mallinson, that the Board of Education accepts the bid of \$1,063,877.00 from Omega Door and Hardware for replacement of interior and exterior doors for District buildings as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl reviewed the list of items that that Administration is recommending to be declared surplus pursuant to Section 177.091 R.S.M.o. He said surplus items are submitted approximately four times a year.

The motion was made by Eric Knipp, second by Carrie Dixon, that the Board of Education approves declaring for surplus the list of items as presented pursuant to Section 177.091 R.S.M.o. The motion was unanimously approved. (Page 11909-11910)

There being no further information to come before the Board of Education, Eric Knipp made the motion, second by Blake Roberson, 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:

INDEPENDENCE SCHOOL DISTRICT

PUR-009

Date: 3-10-20 INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE

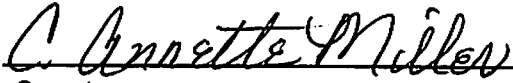
11909

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
All-in-One PC	51			No	Poor	No	Diposal
Beverage Air Commercial Freezer EF48 1A5	1	13001240	4925670	No	Broken	No	Scrap
Blodgett Convection Oven	1	13001273		No	Broken	No	Scrap
Bus 116 model year 2002	1		1BAAJCPH33F207542	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 121 model year 2002	1		1BAAJCPH23F207547	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 216 model year 2001	1		1BAAHCPH12F203693	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 219 model year 2001	1		1BAAHCPH02F203698	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 224 model year 2001	1		1BAAHCPH92F203702	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 225 model year 2001	1		1BABJCKH86F232808	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 227 model year 2001	1		1BABJCKH66F232810	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 231 model year 2005	1		1BABKCKH36F230011	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 234 model year 2005	1		1BABKCKH26F230016	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 235 model year 2005	1		1BABKCKHX8F247570	No	Scrap Per Grant Requirement	Yes	Scrap
Bus 237 model year 2006	1		1BABKCKH36F230011	No	Accident - Total Loss	No	Scrap
Bus 261 model year 2009	1		1BABHCPH79F259667	No	Accident - Total Loss	No	Scrap
Chair - Student	85			No	Poor	No	Disposal
Chair - Teacher	3			No	Poor	No	Disposal
Chair - Wooden	15			No	Poor	No	Disposal
Chromebook	156			No	Poor	No	Diposal
Cleveland Steamer Gemini	1	13011859	1205230000242	No	Broken	No	Scrap
Couch	1			No	Poor	No	Disposal
Cres-Cor Warmer H1381834	1	13001276	A1J-K7437	No	Broken	No	Scrap
Desk - Double	3			No	Poor	No	Disposal
Desk - Student	30			No	Poor	No	Disposal
Dewalt Planner	2			No	Poor	No	Disposal
Document Camera	5			No	Poor	No	Disposal

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
Edlund Can Opener 266	1	13038718	68849	No	Broken	No	Scrap
File Cabinet	1			No	Poor	No	Disposal
Foot Shear	1	13003357		No	Broken	No	Scrap
Garland Stove	1	13001275		No	Broken	No	Scrap
Gas Oven	1	18002566		No	Poor	No	Disposal
Gas Oven	1	18000195		No	Poor	No	Disposal
Gas Oven	1			No	Poor	No	Disposal
Heat Cabinet	1			No	Poor	No	Disposal
Imperial Stove IR-4-XB	1	13011862	2139600	No	Obsolete	No	Surplus/Donate
Laptops	16			No	Poor	No	Disposal
Master Stepper	1			No	Poor	No	Disposal
Power Mate Table Saw	1			No	Poor	No	Disposal
Printer	3			No	Poor	No	Disposal
Projector	8			No	Poor	No	Disposal
Refrigerator	1			No	Broken	No	Disposal
Refrigerator - Mini	1		THD1307HM8	No	Broken	Yes	Disposal
Robot Coupe R2 Dice	1	13038716	2560276803E-10	No	Broken	No	Scrap
Robot Coupe R2 Dice	1	13038636	2560277503E-10	No	Broken	No	Scrap
Rocking Chairs	2			No	Broken	Yes	Disposal
Ryobi Sander	1			No	Poor	No	Disposal
Sander	1			No	Poor	No	Disposal
Scroll Saw	1			No	Poor	No	Disposal
Smart Board	4			No	Poor	No	Disposal
Table Top	1			No	Poor	No	Disposal
TV	1	13001170		No	Poor	No	Disposal
TV Cabinet	1			No	Poor	No	Disposal
TV Stand	1			No	Poor	No	Disposal
Van hv38 model year 2006	1		1FDXE45P46DA78789	No	Repairs Exceed Value	No	Surplus/Scrap
Washing Machine	1			No	Broken	No	Disposal
Weight Bench	1	18002688		No	Poor	No	Disposal
Weight Equip	1	SCH00414		No	Poor	No	Disposal
Weight Equip	1	13007916		No	Poor	No	Disposal
Weight Equip	1			No	Poor	No	Disposal
Weight Scale	1	18002650		No	Poor	No	Disposal
Wet Vac Viper Shovel Nose	1		18WD-10902	No	Broken	No	Disposal

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

Absent: Denise Fears


Secretary


President