

BOARD OF EDUCATION
The School District of Independence

11935

The Board of Education met in regular session Tuesday, May 12, 2020, at 6:00 p.m. in Conference Room 2E 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. Dean Katt, Mr. Salum Stutzer, Mr. Todd Then, 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.

The motion was made by Denise Fears, second by Eric Knipp, to approve the May 12, 2020 Agenda as amended. The motion was unanimously approved by the Board of Education.

Dr. Herl shared that the Bills List for the month of May totals \$9,102,965.97.

Eric Knipp made the motion to approve the May 12, 2020 Consent Agenda as printed.

1. Approval of April 7, 2020 Minutes.
2. Approval of May 12, 2020 List of Bills totaling \$9,102,956.97
3. Personnel Recommendation #20
 - A. Request to be Released (Certificated Staff) Effective End of the 2019-2020 School Year.
 1. Chad Jones, PLTW/Truman High School
 - B. Request to Resign (Certificated Staff) Effective End of the 2019-2020 School Year.
 1. Kelly Britt, Kindergarten/William Southern Elementary School
 2. Jenna Brooks, Speech Language Pathologist/Blackburn Elementary School
 3. Kandace Callwell, Counselor/Van Horn High School
 4. Sarah Caughey, Library Media Specialist/Thomas Hart Benton Elementary School
 5. Marcus Miller, Physical Education/Mill Creek and Sugar Creek Elementary Schools
 6. Dean Treece-Bauman, ELA/George Caleb Bingham Middle School
 - C. Employment of Certificated Teaching Staff for the 2020-2021 School Year
 1. Alexa Baker, Science Teacher
 2. Jonah Bates, Science Teacher
 3. Kamela Becker, Elementary Music Teacher
 4. Jessica Crouse, Middle School English Teacher
 5. Rachel Davis, English Teacher
 6. David Dempsey, Debate Teacher
 7. Megan Hinkle, ISS Teacher
 8. James Hafley, ISS Teacher
 9. Amy Hofstetter, Speech Language Pathologist
 10. Marisa Jack, Spanish Teacher
 11. Michele Jordan, Elementary Counselor
 12. Allison Matlock, Math Teacher
 13. Larry Parks, Math Teacher
 14. Seth Parres, Physical Education Teacher
 15. Bethany Pierce, Middle School English Teacher
 16. Eric Schroer, Social Studies Teacher
 17. Collin Sizemore, ISS Teacher
 18. Jenna Socha, Elementary Music Teacher
 19. Arden Thornburg, Spanish Teacher
 20. Megan Todd, Speech Language Pathologist
 21. Kate Tucker, Elementary Alternative Teacher
 22. Jessica Vernickas, English Teacher
 23. Brooklyn Wattenbarger, Theater Teacher

24. Ruth Wilson, Early Childhood Special Education Teacher
- D. Employment of Certificated Teaching Staff (Fellows) for the 2020-2021 School Year.
1. Linda Finger, Elementary Teacher
 2. Kyle Greenwood, Elementary Teacher
 3. Elizabeth Gregg, Elementary Teacher
 4. Ashten Winfrey, Elementary Teacher

The motion was seconded by Denise Fears and approved by the Board of Education as follows:

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

Dr. Herl reported that there are three days left for the Legislature to consider the education bills that have been introduced. The report received from Steve Carroll (CSDGKC lobbyist) is the belief that any detrimental education bill will be dead. Senator John Rizzo said there are some legislators that are willing to filibuster if any education bill comes up. Dr. Herl talked about the District's plans for Summer School and that parents will have choices for virtual lessons or in person lessons. Currently, there are approximately 3,000 students enrolled. He said he has been working with the Kauffman Foundation through zoom calls regarding a \$1.2 million grant for three years for the Bridge Program and the application is due May 15th. The District may only receive a percentage of this grant. Dr. Herl also talked about the CARES Act money (Elementary-Secondary Schools Recovery) ESSR from the Federal government. Some of the specifics included in the CARES Act is that the District has from March 13 through September 20, 2022 to spend \$3.8 million. The money would be used to purchase thermal scanners such as the one Board members saw when they entered the conference room this evening. The plan would be to have one in every bus and one at all of the buildings (larger buildings will have multiple scanners). The District has purchased 150 scanners at a cost of \$2,500 each. He said the District is going to purchase a number of Chromebooks and teacher laptops. Dr. Herl said the Federal guidelines are very lenient on this grant and the District may be able to recover all expenses related to the COVID issue as well as salaries. Dr. Herl talked about the goal of having 50% of all students attend one of our early education programs. He discussed reallocating Head Start money to transition some of the Head Start classes over to Foundation classrooms. He discussed how Head Start classrooms can mirror the Foundation classrooms.

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

Dr. Herl explained the change to Policy 4411 and that it will require two readings for approval. This change states that in any year, expiring with fiscal year 2024, in which the amount appropriated and expended for transportation of students is less than 25% of the allowable costs of providing student transportation, the Board, by majority vote, may allocate less than 1% of the Foundation Formula funds to professional development. However, in no case will the amount allocated be less than 0.5%, of money received under the Foundation Formula, to the District's professional development. This agrees with the legislative bill language.

Jill Esry made the motion, second by Carrie Dixon, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policy 4411 as presented. The motion was unanimously approved by the Board of Education. (Page 11937)

Dr. Herl shared the CSIP (Comprehensive School Improvement Plan) binders showing the plan for the District's 2020-2025 plan. He said each of the committees had met and that the Facilities committee was the most extensive as this one is used when planning for future bond issues and building development plans. Dr. Stout said 35 members of the Facilities committee met on Saturday, March 7th, and toured the buildings and gathered information. Dr. Herl and Dr. Stout said that the CSIP provides a nice road map when the District is looking at future plans.

The motion was made by Blake Roberson, second by Matt Mallinson, that the Board of Education approves the Comprehensive School Improvement Plan for 2020-2025 as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl said the District had received the annual membership dues for the Missouri School Boards' Association and it is the same amount as last year.

PERSONNEL SERVICES**Policy 4411
(Regulation 4411)****Professional Activities, Training and Professional Growth****Professional Development Program**

The Board shall provide a Professional Development Program to be in compliance with State Statutes regarding assistance for beginning teachers. A committee will be elected to develop a plan to carry out the goals of the Professional Development Program.

The Professional Development Program shall further be in compliance with the “Outstanding Schools Act” Section 7 of Senate Bill #380 of the 87th General Assembly.

The District will establish a Professional Development Committee to work with beginning teachers and experienced teachers in identifying instructional concerns and remedies; assist beginning teachers with implementation of their professional development plan; serve as a consultant upon a teacher’s request; arrange training programs for mentors; assess faculty needs and develop in-service opportunities for school staff; present faculty suggestions, ideas and recommendations pertaining to classroom instruction within the School District; and review and evaluate the District’s staff development program.

In any year, ~~expiring ending~~ with fiscal year 2024, in which the amount appropriated and expended ~~to the District~~ for transportation of students is less than 25% of the allowable costs of providing student transportation, the Board, by majority vote, may allocate less than 1%, of ~~the District’s state aid, exclusive of categorical add-ons, professional development funds to student transportation~~ the Professional Development Committee. However, ~~in no case will~~ the amount allocated ~~to the Professional Development Committee will not~~ be less than 0.5%, of ~~money received under the school foundation formula to~~ the District’s state aid, exclusive of categorical add-ons ~~professional development~~.

The District provides teacher externships for teachers participating in a supervised practical experience in local and state business. Depending upon the type of externship, participating teachers may receive professional development credit or credit on the District’s salary schedule. (See Regulation 4411).

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Denise Fears made the motion that the Board of Education authorizes the School District to pay the membership dues in the amount of \$13,510.00 to the Missouri School Boards' Association for the 2020-2021 school year. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl stated that National School Boards' Association dues for 2020-2021 had been received and they are the same amount as the 2019-2020 dues.

A motion was made by Matt Mallinson, second by Eric Knipp, that the Board of Education authorizes the School District to pay the membership dues in the amount of \$5,335.00 to the National School Boards' Association for the 2020-2021 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration recommends approval to allocate less than 1% of the Foundation Formula funds for professional development for the 2019-2020 and 2020-2021 school years. He said this goes along with what is stated in Policy 4411 and under no circumstances will the amount allocated be less than 0.5% of the money received under the Foundation Formula for the District's professional development.

Jill Esry made the motion that the Board of Education approves allocating less than 1%, but not less than 0.5%, of the Foundation Formula funds for professional development for the 2019-2020 and 2020-2021 school years. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Stout said the District let bids in February for school picture services and five vendors' submitted bids. A team reviewed and scored the bids for school picture services for: elementary school/Human Resources; middle school; and high school. He said that Strawbridge submitted the most complete bid for one year with the option to renew on a yearly basis up to four additional years. He shared the various package prices compared to the current company's cost.

The motion was made by Matt Mallinson, second by Blake Roberson, that the Board of Education approves the bid from Strawbridge for one year beginning June 1, 2020 and concluding on May 31, 2021 with the option to renew the contract on a yearly basis for up to four (4) additional years for the following services:

1. Elementary school photographs/Human Resources photographs;
2. Middle School photographs; and
3. High School photographs.

The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending accepting the bids from vendors for the District to purchase custodial and operational supplies through the approved membership in the Greater Suburban Kansas City Joint Purchasing Cooperative for the 2020-2021 school year.

Eric Knipp made the motion that the Board of Education approves the bids from vendors to purchase the District's custodial and operation supplies for the 2020-2021 school year through the Greater Suburban Kansas City Joint Purchasing Cooperative. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Stout said the District let bids to expand the freezer storage space at the Nutrition Services Warehouse to support the District's supper meal program. He said the Administration is recommending accepting the bid of Herner Construction, Inc. for \$109,000 plus \$21,275 for installation for a total cost of \$130,275.

A motion was made by Carrie Dixon, second by Eric Knipp, that the Board of Education approves the bid of \$109,000 from Herner Construction, Inc. including the additional allowance of \$21,275 for a total contract price of \$130,275. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending approval of the bid from The Paper Corporation for the District's white copy paper, color paper, and cardstock for the 2020-2021 school year. He said this is through the District's membership in the Greater Suburban Kansas City Joint Purchasing Cooperative.coop accept paper bid.

Matt Mallinson made the motion that the Board of Education approves the bid from The Paper Corporation to purchase the District's white copy paper, color paper, and cardstock for the 2020-2021 school year. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Herl said this is the agenda item for Policies 4320 and 4331 that was added due to clarifying PTO leaves. He said he received questions from the Business Office regarding Board Policy states that vacation days up to 1/2 can be turned back in and paid at \$50 per day at the end of the calendar year. The Policy now clarifies that employees using PTO have to use their vacation days, personal days, and then their sick leave days first.

Jill Esry made the motion, second by Matt Mallinson, that the Board of Education approves this as the first reading of changes and additions to Board of Education Policies as presented: 4320 and 4331. The motion was unanimously approved by the Board of Education. (Pages 11940-11942)

Mr. Finke and Dr. Herl lead the discussion regarding the Missouri School Boards' Association video on the *Impact of Childhood Trauma on Learning and Behavior*. Each of the seven Board of Education members had previously viewed the program and shared what they had learned. They talked about the prevalence of mental health issues in the schools, the depth of help that is needed and can be provided, the increasing rise of anxiety and depression among students, the support students need to do well in school, students' need to have a supportive adult in their life, etc. Each Board member completed their individual verification form and provided input for the Board's Governance Team Verification Form. (Pages 11943-11944)

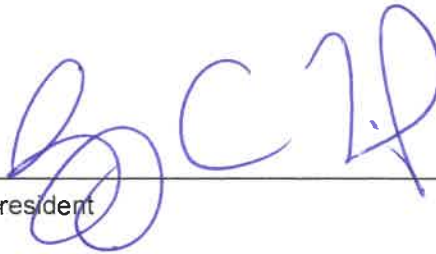
There being no further information to come before the Board of Education, Eric Knipp made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal and personnel issues at 6:55 p.m. The motion was approved as follows:

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

Absent:



Secretary



President

PERSONNEL SERVICES**Policy 4320**
(Regulation 4320)**Absences, Leave and Vacation****Personnel Leave**

The Board of Education shall adopt regulations for the following types of leave for District employees:

1. Sick Leave
2. Personal Leave
3. Authorized Leave
4. Authorized Leave of Absence Without Pay
5. Bereavement Leave
6. Emergency Leave
7. Leave for Jury Duty
8. Military Leave
9. Leave of Absence
10. Family and Medical Care Leave (See Policy and Regulation 4321)

Specific provisions of the various types of District leave are set out in Regulation 4320.

Paid Time Off (“PTO”)

As a result of the public health emergency due to COVID-19, any sick, personal, or vacation leave accrued by an employee as of March 13, 2020 through June 30, 2020 is hereby converted to “Paid Time Off” or “PTO.” PTO may be used on or between March 13, 2020 through June 30, 2020, for any reason approved by District administration.

Should an employee retain any PTO after June 30, 2020, it will be restored to the appropriate leave designation (sick, personal, vacation, etc.) based on ~~in proportion to~~ the amount(s) and type(s) of leave the employee had accrued, or did accrue, as of March 13, 2020 through June 30, 2020, and any PTO used during that timeframe. When restoring PTO to the appropriate designation, PTO leave taken by the employee will be considered to have been used from the employee’s available accrued leave until depleted, in the following order: vacation, personal, and sick

Policy 4320
(Regulation 4320)
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Borrowed Leave During the 2019-2020 School Year

As a result of the public health emergency due to COVID-19, leave under this policy and as outlined in Regulation 4320 may be borrowed from any anticipated leave an employee will accrue during the 2020-2021 school year, based on the position the employee will hold in the 2020-2021 school year, for use during the 2019-2020 school year.

Should an employee who borrowed leave to use during the 2019-2020 school year not continue working for the District through the 2020-2021 school year for any reason, any such monies paid to an employee as a result of the employee borrowing leave during the 2019-2020 school year shall be repaid to the District within 30 days of the employee's termination of employment.

By borrowing leave from the 2020-2021 school year to use in the 2019-2020 school year, the employee also expressly allows the District to withhold this amount from any paychecks due to the employee prior to, or at the time of, termination of employment with the District. Should the employee fail to repay any amount due to the District for borrowed leave not yet accrued, the employee also expressly agrees to pay any costs the District incurs to obtain repayment from such employee, including but not limited to, court costs and attorney's fees.

For purposes of borrowed leave, "school year" shall mean the period running from July 1 to June 30 of such school year.

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PERSONNEL SERVICES

Policy 4331 (Regulation 4331)

Absences, Leave and Vacation

Vacation

Employees working eleven or twelve months annually will earn vacation in accordance with the regulations.

Paid Time Off ("PTO")

As a result of the public health emergency due to COVID-19, any sick, personal, or vacation leave accrued by an employee as of March 13, 2020 through June 30, 2020 is hereby converted to "Paid Time Off" or "PTO." PTO may be used on or between March 13, 2020 through June 30, 2020, for any reason approved by District administration.

Should an employee retain any PTO after June 30, 2020, it will be restored to the appropriate leave designation (sick, personal, vacation, etc.) ~~in proportion to~~ based on the amount(s) and type(s) of leave the employee had accrued, or did accrue, as of March 13, 2020 through June 30, 2020, and any PTO used during that timeframe. When restoring PTO to the appropriate designation, PTO leave taken by the employee will be considered to have been used from the employee's available accrued leave until depleted, in the following order: vacation, personal, and sick.

Borrowed Leave During the 2019-2020 School Year

As a result of the public health emergency due to COVID-19, leave under this policy and as outlined in Regulation 4331 may be borrowed from any anticipated leave an employee will accrue during the 2020-2021 school year, based on the position the employee will hold in the 2020-2021 school year, for use during the 2019-2020 school year.

Should an employee who borrowed leave to use during the 2019-2020 school year not continue working for the District through the 2020-2021 school year for any reason, any such monies paid to an employee as a result of the employee borrowing leave during the 2019-2020 school year shall be repaid to the District within 30 days of the employee's termination of employment.

By borrowing leave from the 2020-2021 school year to use in the 2019-2020 school year, the employee also expressly allows the District to withhold this amount from any paychecks due to the employee prior to, or at the time of, termination of employment with the District. Should the employee fail to repay any amount due to the District for borrowed leave not yet accrued, the employee also expressly agrees to pay any costs the District incurs to obtain repayment from such employee, including but not limited to, court costs and attorney's fees.

For purposes of borrowed leave, "school year" shall mean the period running from July 1 to June 30 of such school year.

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MISSOURI SCHOOL BOARDS' ASSOCIATION

www.mosba.org

Impact of Childhood Trauma on Learning and Behavior

Governance Team Verification Form 2020 MSBA Virtual Spring Regional Meeting

Date of Discussion: 5-12-2020 Time: From 7:20 p.m. to 7:40 p.m.
 Method of Discussion (e.g. conference call, video conference): In person
 School District: Independence School District
 Submitter Email: Annette_Miller@idschools.org Phone: 816-521-5300

Please view the video then discuss and respond to the following questions to earn core meeting credit and 1 board member Contemporary Issues in Education (CIE) strand credit for each board member participating in the discussion.

The Missouri Model Framework for Trauma-Informed reflects four stages – Trauma Aware, Trauma Sensitive, Trauma Responsive and Trauma Informed. What stage do you think your governance team or district is at in this process?

The Independence School District is functioning between the stages of Trauma Responsive and Trauma Informed.

What factors or practices indicate this level?

A district level core team is in place. The district is able to provide numerous training options to employees yearly. It is expected that buildings implement targeted trainings during the year which focus on trauma. This information is shared at the district level during CSIP presentations. The implementation of trauma practices spans across the district, building and classroom levels and can be individualized.

What plans or strategies might your district modify or improve to address the needs of students experiencing trauma as a result of what you learned?

We will continue to seek out additional training options that the district can offer to employees through our train the trainer model. We will continue to review data to determine areas of focus.

What questions do you have regarding trauma-informed practices?

None at this time.

Please indicate the members of your Governance Team who viewed the program and participated in this discussion (at least three board members and the superintendent are required to fulfill core meeting credit for the Governance Team Award).

Name	Role
<u>Dale Herl</u>	<u>Superintendent</u>
<u>Greg Finke</u>	<u>Board President</u>
<u>Denise Fears</u>	<u>Board Vice President</u>
<u>Matt Mallinson</u>	<u>Board Treasurer</u>
<u>Jill Esry</u>	<u>Board Member</u>
<u>Blake Roberson</u>	<u>Board Member</u>
<u>Carrie Dixon</u>	<u>Board Member</u>
<u>Eric Knipp</u>	<u>Board Member</u>

I attest that these governance team members participated in this professional development opportunity.

Signature 

Date 5/12/2020

Mail, fax, or email the completed form by May 22, 2020 to:

Missouri School Boards' Association
 ATTN: Brandy Howard, Leadership Development
 2100 I-70 Drive SW
 Columbia, MO 65203
 Phone: 573-445-9920 ext 329
 Fax: (573) 445-9981
training@mosba.org