

BOARD OF EDUCATION
The School District of Independence

11960

The Board of Education met in special session Tuesday, June 30, 2020, at 7:30 a.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mr. Eric Knipp, Vice President
 Dr. Matt Mallinson, Treasurer
 Mrs. Jill Esry, Director
 Mr. Greg Finke, Director

Members Absent: Mrs. Denise Fears, President
 Mr. Blake Roberson, Director
 Mrs. Carrie Dixon, Director

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

The meeting was called to order by the Vice-President, Mr. Eric Knipp, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller.

Matt Mallinson made the motion to approve the June 30, 2020 Agenda as printed. The motion was seconded by Jill Esry and was unanimously approved by the Board of Education.

Dr. Herl stated that Budget Adjustments/Transfers for the annual budget are 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 coding requirements. He recognized Molly Johnson and her staff for their work in making sure that the District's financial transactions are recorded correctly.

Greg Finke made the motion, second by Jill Esry, that the Board of Education approves the necessary budget adjustments for the FY20 Budget and annual transfers for Nutrition Service equipment, Transportation bus project, 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 11961)

Dr. Herl reported that the School District's 2020-2021 Budget has anticipated revenues of \$198,230,869 and anticipated expenditures of \$228,663,594. Dr. Herl explained that this is a deficit budget of \$3.7 million. He said that he wants the District to continue to maintain fund balances as has been the goal in the past. He again commended Molly Johnson, the Business Office staff, and the Human Resources department for a well-defined Budget for the 2020-2021 school year.

The motion was made by Jill Esry that the Board of Education approves the 2020-2021 School District Budget as presented. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Herl said that the following negotiation proposals were presented by Dr. Cindy Grant at the June 9th Board of Education meeting.

Dr. Herl stated that the INEA negotiation team had met and approved the attached proposal and the Administration is recommending approval of the Third Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, Missouri.

Greg Finke made the motion that the Board of Education approves the Third Addendum to the Agreement between the Independence National Education Association and the School District of the City of Independence, Missouri. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Pages 11962-11964)

Dr. Herl explained that the IESP negotiation team had met and approved the attached proposal and the Administration is recommending approval of the Third Addendum to the Agreement between the Independence Educational Support Personnel and the School District of the City of Independence, Missouri.

Budget Amendments FY20 - BOE - June

Fund	Revenue	Expenditures	Change
11 Scholarship	-	-	-
12 Incidental	91,577.06	2,855,589.88	(2,764,012.82)
15 Nutrition Services	75,561.00	75,561.00	-
16 Activity	-	-	-
17 Self Insurance Funds	-	-	-
General - total	167,138.06	2,931,150.88	(2,764,012.82)
22 Special Revenue	3,553,754.79	96,892.64	3,456,862.15
31 Debt Service	-	-	-
41 Bond Construction	-	261,455.83	(261,455.83)
42 Capital Projects	194,420.33	288,734.39	(94,314.06)
	<u>3,915,313.18</u>	<u>3,578,233.74</u>	<u>337,079.44</u>

THIRD 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 Monday, May 11, 2020; 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 _____ day of _____, 2020 (the "Effective Date").

The Association and District agree to the following:

1. 9.4 Sick Leave and Personal Leave:
 - a. Regulation 4320 will not be revised.
2. 6.4 Salary
 - a. Salaries will be frozen and no vertical step movement granted. Horizontal step movement for the completion of college credit hours will be granted.
 - b. The District will agree to reopen the topic related to salaries in January of 2021.
3. 6.5 Longevity Clause
 - a. The District agrees to add step 21 to MS + 16, Step 22 to MS +32 and Step 22 to the doctorate columns.
4. High Need Positions
 - a. The District will, in its discretion, deem teaching positions within the District as "high need." The District will provide INEA notification of the anticipated

teaching position type (i.e. high school math) prior to offering the incentive. When newly hired Teachers are hired into these "high need" positions, the District will provide those Teachers a \$10,000 grant opportunity through the ISD Foundation in exchange for the teacher's agreement to teach in the District for, at minimum, four school years. Nothing contained herein provides Teachers employed under this agreement with any additional rights in his/her employment beyond what is provided by Missouri law, Board Policy and his/her teaching contract.

- b. Should a Teacher terminate his or her employment with the District for any reason and at any time before the Teacher has taught in the District for four school years, the Teacher will be required to repay the prorated amount. If Teacher fails to repay the grant, Teacher will pay all of the District's costs in recovering such payments, including but not limited to, the District's attorney's fees.

5. Insurance and Benefits

- a. The District does agree to cover the cost of the base health and dental insurance plan, long-term disability and life insurance for employees, as well as continue to contribute \$600 to the HSA.

6. Supervision of Duties

- a. If teachers have concerns regarding supervision issues they will work with their building administration, the Building Leadership Team or Positive Behavior Intervention & Supports Committee to develop solutions to meet the needs of the building.

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

The motion was made by Matt Mallinson, second by Jill Esry that the Board of Education approves the Third Addendum to the Agreement between the Independence Educational Support Personnel and the School District of the City of Independence, Missouri. The motion was seconded by Jill Esry and unanimously approved by the Board of Education. (Pages 11966-11967)

Dr. Herl reported that the ITEA negotiation team had met and approved the attached proposal and the Administration is recommending approval of the Third Addendum to the Agreement between the Independence Transportation Employees Association and the School District of the City of Independence, Missouri.

Jill Esry made the motion that the Board of Education approves the Third Addendum to the Agreement between the Independence Transportation Employees Association and the School District of the City of Independence, Missouri. The motion was seconded by Greg Finke and unanimously approved by the Board of Education. (Pages 11968-11969)

There being no further business to come before the Board of Education, Greg Finke made the motion, second by Jill Esry, to adjourn the meeting at 7:51 a.m. The motion was approved by the Board of Education as follows:
The motion was approved as follows:

Ayes: Eric Knipp
Jill Esry
Matt Mallinson
Greg Finke

Absent: Denise Fears
Blake Roberson
Carrie Dixon



Secretary



Vice President

THIRD 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 Education 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, May 12, 2020; 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 _____ day of _____, 2020 (the "Effective Date").

The Association and District agree to the following:

1. 6.1 Salaries for 2020-21 School Year
 - a. Salaries will be frozen and no step movement granted;
 - b. The District agrees to reopen the topic related to salaries in January, 2021.
2. 6.2 Insurance and Benefits
 - a. The District will cover the cost of the base health and dental plan, long-term disability and life insurance for employees. As well as continue to contribute \$600 to the HSA for the 2020-2021 school year.

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 Wednesday, May 13, 2020; 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 _____ day of _____, 2020 (the "Effective Date").

The Association and District agree to the following:

1. The District will continue evaluate the current condition of the bus parking area and develop a plan to ensure the areas of concern are addressed and the parking area is maintained.
2. The Association will work with Mr. Huddleston to identify a date and time when the technology department can provide additional computers so transportation staff can have access to additional technology to assist with completing their online trainings.
3. Salaries for 2020-21 School Year
 - a. Salaries will be frozen and no step movement granted;
 - b. The District agrees to reopen the topic related to salaries in January, 2021.
4. Insurance and Benefits
 - a. The District will cover the cost of the base health and dental plan, long-term disability and life insurance for employees. As well as continue to contribute \$600 to the HSA for the 2020-2021 school year.

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