

BOARD OF EDUCATION
The School District of Independence

12068

The Board of Education met in regular session Tuesday, February 9, 2021 at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Denise Fears, President
Mr. Eric Knipp, Vice President
Dr. Matt Mallinson, Treasurer
Mrs. Jill Esry, Director
Mr. Blake Roberson, Director
Mr. Greg Finke, Director
Mrs. Carrie Dixon, Director

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, Mrs. Sherry Potter, Mr. Todd Theen, PTA, staff members, and Ms. Annette Miller.

The meeting was called to order by the President, Mrs. Denise Fears, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mrs. Fears welcomed those in attendance.

Blake Roberson made the motion to approve the February 9, 2021 Agenda as presented. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Herl shared that the February 9, 2021 Bills List totals \$7,749,447.06 which is lower for this time of year as the District is still being conservative on spending. There are five motions to let bids for Project Shine items: 1) epoxy floor finishing, 2) carpet, LVT, stair treads, and cove base; 3) exterior LED upgrades; 4) restroom partitions; 5) replacement of interior/exterior doors; and 6) demolition and installation of playground equipment for 17 elementary sites. The five Project Shine Schools are: Blackburn, John W. Luff, Santa Fe Trail, Sycamore Hills, and Thomas Hart Benton.

Jill Esry made the motion to approve the February 9, 2021 Consent Agenda as printed.

1. Approval of January 12, 2021 Minutes.
2. Approval of February 9, 2021 List of Bills totaling \$7,749,447.06
3. Approval of Personnel Recommendation #11
 - A. Request to Resign (Certificated Staff) Effective June 30, 2021.
 1. William Harris, Physical Education/Van Horn High School
 2. Shelley Mullins, Special Education/George Caleb Bingham Middle School
 3. Jordan Palin, Special Education/Fairmount Elementary School
 4. Jennifer Penniston, Virtual First Grade/Cassell Park Elementary School
 - B. Request to Retire (certificated Staff) Effective June 30, 2021.
 1. Robert Charpie, Social Studies/Pioneer Ridge Middle School
 2. Teresa Earley, Counselor/William Chrisman High School
 3. Michelle Kelly, Literacy Specialist/Pioneer Ridge Middle School
 4. Laura Kilpatrick, Music/Bryant and Procter Elementary Schools
 5. Cynthia Leutzinger, Physical Education/Fairmount Elementary School
 6. Karen Lopez, Counselor/Thomas Hart Benton Elementary School
 7. Karen Spalding, Music/Christian Ott Elementary School
 - C. Request to Employ (Certificated Staff-Fellow) Effective 2021-2022 School Year.
 1. Titan Johnson, Elementary Teacher
 - D. Request to Employ (Certificated Staff) Effective 2021-2022 School Year.
 1. Theresa Bolanos, Elementary Teacher
 2. Samuel Carroll, Music Teacher
 3. Andrew Hinton, Elementary Teacher
 4. Inessa Hood, Elementary Teacher
 5. Jessica Johnson, English Teacher
 6. Jared Meister, Math Teacher
 7. Deborah Ripper, Special Education Teacher
 8. Anna Zirpolo, Math Teacher
4. Approval to Let Bids for Epoxy Floor Finishing at Project Shine Schools.
5. Approval to Let Bids for Carpet, LVT, Stair Treads, and Cove Base at Project Shine Schools.
6. Approval to Let Bids for Exterior LED Upgrade at Project Shine Schools.
7. Approval to Let Bids for Restroom Partitions at Project Shine Schools.

8. Approval to Let Bids for Replacement of Interior/Exterior Doors at Project Shine Schools.

9. Approval to Let Bids for Demolition and Installation of Playground Equipment for 17 Elementary Schools.

The motion was seconded by Greg Finke and approved by the Board of Education as follows:

Ayes: Denise Fears

Eric Knipp

Matt Mallinson

Jill Esry

Blake Roberson

Greg Finke

Carrie Dixon

Nays:

Dr. Herl stated that he testified before the Legislature regarding HB 729 (SB 55) and SB 95 on February 2. He said that he has never seen greater disrespect for people testifying as they used attacking methods in their questioning. HB 729 has three major areas: ESA's are capped at \$50 million; Charter Schools are currently allowed in Kansas City and St. Louis City School District's but a number of the education bills are pushing to expand this to all first class counties or communities greater than 30,000 population; and the virtual tuition amount charged could go to whatever the tuition amount is in a district and not just the current \$6,375 capped amount. Dr. Herl shared information on COVID cases as of February 9th it is 0.14% vs October 2nd at 0.19% and quarantines at 0.52% compared to 0.65% on November 6th. The District is below the County figures. Approximately 300+ sophomore students will be returning and 6th-8th graders that have failed two or more classes will be brought back. Dr. Herl said that it will now be March or maybe April before the District receives COVID-19 vaccine to dispense to staff.

Dr. Herl reported that Summer School will look different this year and he asked several administrators to discuss some of the changes. Jennifer Walker coordinates the Summer School Program and said that it is currently scheduled for June 2-29 which may change depending on the number of inclement weather days. She said 15 sites will be utilized and safety precautions will be addressed. Dr. Janet Richards shared information on the elementary model. She said the program for incoming kindergarteners will look the same but the 1st-5th grades will be different. The District will prioritize to address those with learning needs and extend invitations to families who will be asked if they chose to attend the in-person school opportunity. She said that a wait list may then be established for other students. Attendance will continue to be a main focus as regular attendance will be required. Students will work on core classes with an emphasis on math and reading as well as offering technology classes and library book checkout. Dr. LeMay shared information regarding the Middle School Program for Summer School. She said the incoming 6th graders will focus on 5th grade priority standards and introduction to 6th grade standards. The 7th graders will review the 6th grade priority standards and receive an introduction to the 7th grade standards. They will have an opportunity to continue using their AVID strategies. The 7th and 8th graders that are not failing, can take PE/Health for credit. Current 6th, 7th, and 8th graders that are failing two (2) or more core classes will have a rotation of the four core classes with the curriculum focusing on the grade priority standards and a fifth class for AVID study skills/organization. Dr. Maglinger talked about the high school Summer School model. He said that two (2) sessions of approximately 3 hours each have been scheduled and students can earn up to one (1) credit through this traditional model. In the Credit Recovery Model, students who have failed a core class can earn up to two (2) credits. Through a Blended Model, students who have failed a core class can earn 1.5 credits through taking the Credit Recovery class first session and then selecting another elective class offered through the Traditional model during second session. He also said that In July high school students will have the opportunity to take two (2) sessions of asynchronous core classes (virtual lessons).

Dr. Herl stated that the Administration is recommending minor changes/additions to Board of Education Policy 6180 based on State statute requirements. (Page 12070)

Jill Esry made the motion that the Board of Education approves this as the first reading of changes/additions to Board of Education Policy 6180 as presented. The motion was seconded by Greg Finke and approved as follows:

Ayes: Denise Fears

Eric Knipp

Matt Mallinson

Jill Esry

Blake Roberson

Greg Finke

Carrie Dixon

Nays:

Dr. Herl said the Administration is recommending approval of changes to Regulation 6190 to reflect that students who wish to enroll in the Missouri Course Access and Virtual School Program courses will need to apply 10 days prior to each semester. (Page 12071-12073)

INSTRUCTIONAL SERVICES**Policy 6180**
(Form 6180)**Curriculum Services****English Language Learner (ELL)**

The Board of Education is committed to identifying and assessing the educational needs of students whose native or home language is other than English. Once identified, the District will provide appropriate programs to address the needs of these students. Students entitled to considerations under this policy include:

1. Language Minority (LM) - students who come from a background where English is not the student's first language, or where the primary language of the home is not English or both.
2. Limited English Proficient (LEP) - Students whose English language skills are insufficient to lead to success in an English-only classroom.

The District will also take steps to ensure to the maximum extent practicable that the interests of ELL students are included in the development and implementation of District programs and services that are offered by the District to and for its student body.

School personnel enrolling ELL students are trained in the process of identifying, assessing, and providing services to these students.

To ensure that parents/guardians are properly notified of the ELL program, all new and enrolling students are to be given the Student Home Language Survey (Form 6180). The form shall be completed and returned to the school by the parents/guardians if they feel their child may be in need of such services.

Where the District has or may have in the future a low number of ELL students, the District may contract with a neighboring district for services until a qualified ELL teacher is employed. However, if the District serves twenty (20) or more ELL students, the District will employ a full-time certified ESOL teacher.

The Board designates the Director of Title Services to serve as the District's ELL Implementor.

INSTRUCTIONAL SERVICES**Regulation 6190****Instructional Services****Curriculum Services****Virtual Education**

The District will annually permit any eligible student, under the age of twenty-one (21) in grades kindergarten through 12 who resides in the District, to enroll in Missouri Course Access and Virtual School Program (“Program”) courses as part of the student’s annual course load. Course costs will be paid by the District provided that the student:

1. Is enrolled full-time and has attended a public school, including a charter school, for at least one (1) semester immediately prior to enrolling in the Program. However, if the reason for a student’s non-attendance in the prior semester is a documented medical or psychological diagnosis or condition which prevented attendance, such non-attendance will be excused; and
2. Prior to enrolling in the Program course has received District approval through the procedure set out in this Regulation 6190.

Each Program course successfully completed will count as one class and will receive that portion of a full-time equivalent that a comparable course offered by the District generates.

District students enrolled full-time in Program courses are not permitted to attend or participate in various noncurricular, extracurricular, and/or interscholastic activities and athletics, including graduation ceremonies, dances, etc.

A. Enrollment

The enrollment process for participation in the Program will be substantially similar to the enrollment process for participation in District courses. The enrollment period will be ten (10) school days prior to each semester. Students who fail to timely enroll will be permitted to apply the next semester. New students enrolling during the school year will have five (5) school days from school enrollment for a Program Course under this regulation. The process may include consultation with a school counselor. However, consultation does not include the counselor’s approval or disapproval of enrollment in the Program. The District has ten (10) business days from the date the application was submitted to the District to approve or deny the application.

When a District school denies a student’s enrollment in a Program course or enrollment as a full-time Program student, the District will provide in writing a “good cause” reason for the denial. Such good cause determination will be based upon a determination that the enrollment is not in the student’s best educational interest. Where enrollment is denied, the following process will be utilized:

Regulation 6190**Page 2**

1. The District will notify the student and the student's family in writing of the right to appeal denial of Program enrollment to the Board of Education; and
2. The family will be given an opportunity to present the reasons for their appeal to the Board at an official Board meeting; and
3. The District, at such Board meeting, will provide the basis for its determination that Program enrollment was not in the student's best educational interest; and
4. The written submissions by the family and the District will be incorporated into Board minutes; and
5. The Board's written decision and the reason for that decision will be provided to the family within thirty (30) days of such Board meeting; and
6. The family may appeal the Board's determination to the Department of Elementary and Secondary Education. The Department shall provide their decision within seven (7) calendar days.

Considerations that may support the District's determination that enrollment is not in the student's best educational interest include, but are not limited to, the fact that the student:

1. Has not completed prerequisite courses;
2. Has requested to enroll in a class that does not meet appropriate curriculum requirements or does not contain sufficient rigor according to the District's standards.
3. Does not have consistent attendance.
4. Does not have consistent passing grades in the classes he or she has taken within the past school year.
5. Has not successfully completed other virtual courses.

Program credits previously earned by a student transferring into the District will be accepted by the District. Students participating in the Program at the time of transfer shall continue to be enrolled in the course(s), and the District will assume future monthly payments for the course(s).

Students wishing to take additional courses beyond their regular course load will be permitted to enroll in Program courses under an agreement that includes terms regarding the student's payment of tuition or course fees.

B. Payment for Program Courses

Cost associated with Program courses shall be paid by the District for students satisfying subsection (1) of this Regulation 6190. Payments will be made on a monthly cost basis prorated over the semester enrolled and based on the student's completion of assignments and assessments. In the event a student discontinues their enrollment, the District will discontinue monthly payments made on the student's behalf.

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Page 3

Payments will be made directly to the Program contract provider. The District shall not pay, for any one course for a student, more than the market necessary costs but in no case shall pay more than fourteen percent of the state adequacy target, as defined under section 163.011, RSMo, as calculated at the end of the most recent school year for any single, year-long course and no more than seven percent of the state adequacy target as described above for any single semester equivalent course. Payment for a full-time virtual school student shall not exceed the state adequacy target, unless the student receives additional federal or state aid. Where possible, the District will negotiate lower costs directly with the course or full-time virtual school providers, particularly in cases where several students enroll in a single course or full-time virtual school.

In the case of a student who is a candidate for A+ tuition reimbursement and who is enrolled in a Program course, the District will attribute no less than ninety-five (95%) percent attendance to any such student who has completed such Program course.

C. Program Course Evaluation

The District will consider recommendations made by DESE relative to a student's continued Program enrollment. ~~Based in part on DESE's recommendations, the District may terminate or alter a course offering if the District, in its reasonable discretion, determines that the Program course(s) is not meeting the student's educational needs.~~ The District will evaluate the progress and success of enrolled students that are enrolled in any course or full-time virtual school and may terminate or alter a course offering if the District determines that the Program course(s) or full-time virtual school is not meeting the student's educational needs.

Independently, the District will monitor student progress and success in Program courses. The District will annually provide DESE with feedback regarding Program course quality.

The District is not obligated to provide computers, equipment or internet access unless required by eligible students with a disability in compliance with federal and state law.

The District will include students' enrollment in the Program in determining the District's average daily attendance (ADA). For students enrolled in the Program on a part-time basis, ADA will be calculated as a percentage of the total number of Program courses in which the student is enrolled by the number of courses required for full-time students.

D. Notice

The District will inform District parents of their child's right to participate in the Program through a notice in parent handbooks, registration documents and on the homepage of the District's website.

REV. 2/21

The motion was made by Blake Roberson, second by Carrie Dixon, that the Board of Education approves adopting the changes/additions to Board of Education Regulation 6190 as presented. The motion was approved as follows:

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

Dr. Stout explained that the Administration is recommending purchasing 180 Lenovo additional desktop computers for students through the CDW-G for \$198,000 under the Education Plus (Missouri Schools) (018-A) Contract.

Greg Finke made the motion that the Board of Education approves the purchase of 180 new Lenovo desktop computers for students from the CDW-G for \$198,000.00 under the Education Plus (Missouri Schools) (018-A) Contract. The motion was seconded by Eric Knipp and approved as follows:

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

Dr. Stout said that it is time to renew the District's annual Microsoft license agreement at a cost of \$126,914.15. This agreement provides support and upgrades to the District's software as needed.

Eric Knipp made the motion that the Board of Education approves the quote for purchasing annual licenses for Microsoft products from CDW for \$126,914.15 under the Education Plus (Missouri Schools) (018-A) Contract. The motion was seconded by Carrie Dixon and approved as follows:

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

Dr. Herl said there are 81 pages of amendments for the FY21 Budget with 61 pages being Early Education changes that the Administration is recommending for approval. The changes reflect adjustments in revenue and expenditures associated with building carryover funds being put back in the schools' budgets as well as changes to grants, account codes, etc. (Page 12075)

Eric Knipp made the motion that the Board of Education approves the FY21 Budget adjustments as presented. The motion was seconded by Blake Roberson and approved as follows:

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

Dr. Herl said the Administration is recommending approval to order supplies for the 2021-2022 school year. This approval will allow for timely ordering and delivery of supplies and textbooks for the start of school and for summer projects to be encumbered.

Matt Mallinson made the motion that the Board of Education approves the preliminary budgets for the 2021-2022 school year for classroom supplies, textbooks, and department supplies as presented for the purpose of encumbering funds for the timely ordering of these items. The motion was seconded by Blake Roberson and approved as follows:

Ayes:	Denise Fears	Nays:
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Budget Amendments FY21 - BOE - February

Fund	Revenue	Expenditures	Change
11 Scholarship	-	-	-
12 Incidental	3,106,922.54	1,896,978.56	1,209,943.98
15 Nutrition Services	800.00	800.00	-
16 Activity	(74,200.00)	-	(74,200.00)
17 Self Insurance Funds	-	-	-
General - Total	3,033,522.54	1,897,778.56	1,135,743.98
22 Special Revenue	243,840.00	101,619.02	142,220.98
31 Debt Service	-	-	-
41 GO Series 2017B	-	-	-
42 Capital Projects	51,545.50	128,176.50	(76,631.00)
45 Nutrition Service Capital	-	-	-
46 Activity Capital	-	-	-
	3,328,908.04	2,127,574.08	1,201,333.96

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

Dr. Herl presented the proposed work calendars for ten, eleven, and twelve month employees for the 2021-2022 school year. He said he may need to bring these back to the Board of Education if the Department of Elementary and Secondary Education grants a waiver so that schools can start earlier than 14 days prior to Labor Day. (Pages 12077-12079)

Greg Finke made the motion that the Board of Education approves the proposed ten, eleven, and twelve month work calendars for the 2021-2022 school year. The motion was seconded by Carrie Dixon and approved as follows:

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

Nays:

There being no further information to come before the Board of Education, Greg Finke made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal and personnel issues at 6:39 p.m. The motion was approved as follows:

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

Nays:



Secretary



President

**INDEPENDENCE PUBLIC SCHOOLS
2021-2022 CALENDAR
10 Month**

JULY 2021					AUGUST 2021					SEPTEMBER 2021					OCTOBER 2021				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30		25	26	27	28	29
Workdays 5					Workdays 22					Workdays 21					Workdays 21				
Non Workdays 17										Non Workdays 1									
NOVEMBER 2021					DECEMBER 2021					JANUARY 2022					FEBRUARY 2022				
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	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Workdays 19					Workdays 15					Workdays 20					Workdays 19				
Non Workdays 2					Non Workdays 7					Non Workdays 1					Holidays 1				
Holidays 1					Holidays 1														
MARCH 2022					APRIL 2022					MAY 2022					JUNE 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Workdays 20					Workdays 20					Workdays 19					Non Workdays 22				
Non Workdays 3					Non Workdays 1					Non Workdays 3									

A. Work Days

July	5	Jan	20
August	22	Feb	19
Sept	21	March	20
Oct	21	April	20
Nov	19	May	19
Dec	15		
			<u>201</u>

B. Holidays

Thanksgiving	1
Dec. 24	1
Presidents Day	1
	<u>3</u>

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	7
Martin Luther King	1
Spring Break	3
Good Friday	1
Memorial Day	1
	<u>16</u>

D. Appointment Days

Workdays	201
Holidays	3
	<u>204</u>

Appointment days that are postponed due to inclement weather will be added at the discretion of the Board of Education. These may be added to the end of the work calendar and/or affect Spring Break or any other break.

**INDEPENDENCE PUBLIC SCHOOLS
2021-2022 CALENDAR
11 Month**

JULY 2021					AUGUST 2021					SEPTEMBER 2021					OCTOBER 2021				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30		25	26	27	28	29
Workdays	6				Workdays	22				Workdays	21				Workdays	21			
Non Workdays	16									Non Workdays	1								
NOVEMBER 2021					DECEMBER 2021					JANUARY 2022					FEBRUARY 2022				
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	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Workdays	19				Workdays	15				Workdays	20				Workdays	19			
Non Workdays	2				Non Workdays	7				Non Workdays	1				Holidays	1			
Holidays	1				Holidays	1													
MARCH 2022					APRIL 2022					MAY 2022					JUNE 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Workdays	20				Workdays	20				Workdays	21				Workdays	22			
Non Workdays	3				Non Workdays	1				Non Workdays	1								

A. Workdays

July	6	Jan	20
August	22	Feb	19
Sept	21	March	20
Oct	21	April	20
Nov	19	May	21
Dec	15	June	22
			<u>226</u>

B. Holidays

Thanksgiving	1
Dec. 24	1
Presidents Day	1
	<u>3</u>

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	7
Martin Luther King	1
Spring Break	3
Good Friday	1
Memorial Day	1
	<u>16</u>

D. Appointment Days

Workdays	226
Holidays	3
	<u>229</u>

Appointment days that are postponed due to inclement weather will be added at the discretion of the Board of Education. These may be added to the end of the work calendar and/or affect Spring Break or any other break.

**INDEPENDENCE PUBLIC SCHOOLS
2021-2022 CALENDAR
12 Month**

JULY 2021					AUGUST 2021					SEPTEMBER 2021					OCTOBER 2021				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30		25	26	27	28	29
Workdays		21			Workdays		22			Workdays		21			Workdays		21		
Holidays		1								Non Workdays		1							
NOVEMBER 2021					DECEMBER 2021					JANUARY 2022					FEBRUARY 2022				
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	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Workdays		19			Workdays		15			Workdays		20			Workdays		19		
Non Workdays		2			Non Workdays		6			Non Workdays		1			Holidays		1		
Holidays		1			Holidays		2												
MARCH 2022					APRIL 2022					MAY 2022					JUNE 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Workdays		23			Workdays		21			Workdays		21			Workdays		22		
										Non Workdays		1							

A. Workdays

July	21	Jan	20
August	22	Feb	19
Sept	21	March	23
Oct	21	April	21
Nov	19	May	21
Dec	15	June	22
			<u>245</u>

B. Holidays

Independence Day	1
Thanksgiving	1
Dec. 24	1
New Years Day	1
Presidents Day	1
	<u>5</u>

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	6
Martin Luther King	1
Memorial Day	1
	<u>11</u>

D. Appointment Days

Workdays	245
Holidays	5
	<u>250</u>

01/26/2021 HR