

BOARD OF EDUCATION  
The School District of Independence

12085

The Board of Education met in regular session Tuesday, April 13, 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  
Mrs. Jill Esry, Director  
Mr. Blake Roberson, Director  
Mr. Greg Finke, Director  
Mrs. Carrie Dixon, Director

Member Absent: Dr. Matt Mallinson, Treasurer

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, Mr. Salum Stutzer, Mrs. Jana Corrie, PTA, staff members, patrons, 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.

Eric Knipp made the motion to approve the April 13, 2021 Agenda as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl stated that the April 13, 2021 Bills List totals \$8,093,845.25 and that there are five motions to let bids: 1) parking lot expansion at John W. Luff Elementary School,, 2) parking lot improvements at Independence Academy; 3) softball fields and tennis courts at William Chrisman and Truman High Schools, javelin area at Truman High School, and athletics improvements at Clifford H. Nowlin Middle School; 4) District custodial and operational supplies; and 5) student accident insurance.

Jill Esry made the motion to approve the April 13, 2021 Consent Agenda as printed.

1. Approval of March 9, 2021 Minutes.
2. Approval of April 13, 2021 List of Bills totaling \$8,093,845.25
3. Approval of Personnel Recommendation #15
  - A. Request to Resign (Certificated Staff) Effective June 30, 2021.
    1. Haley Bierbaum, Third Grade/Blackburn Elementary School
    2. Amelia Brewster, Social Studies/Jim Bridger Middle School
    3. Ashtin Byrd, Fourth Grade/Bryant Elementary School
    4. Sarah Cridlebaugh/Virtual Kindergarten
    5. Tyler DeCavele, Science/Pioneer Ridge Middle School
    6. Madison Esch, Virtual Fifth Grade/Glendale Elementary School
    7. Danna Gray, Art/Cassell Park Elementary School
    8. Elizabeth Gregg, Fourth Grade/William Southern Elementary School
    9. Taylor Griffin, ELA/Nowlin Middle School
    10. Hannah Hatton, English/Truman High School
    11. Amy Hofstetter, SLP/Glendale Elementary School
    12. Samantha Jackson, Second Grade/Blackburn Elementary School
    13. Susan Jackson, Art/Bryant and Procter Elementary Schools
    14. Breanne Jeffries, Music/Cassell Park Elementary School
    15. Mary Lile, Health/William Chrisman High School
    16. Aaron Litvak, Math/William Chrisman High School
    17. Natalie Long, Third Grade/Christian Ott Elementary School
    18. Jessica Lorenz, ELA/Jim Bridger Middle School
    19. Amber Lovisone, Science/Van Horn High School
    20. Lindsey Markworth, Science/Van Horn High School
    21. Kathryn Messick, Art/Van Horn High School
    22. Olivia Navato, Virtual First Grade/Blackburn Elementary School
    23. Jacob Olszanski, Special Education/Independence Academy
    24. Sarah Perez, Art/George Caleb Bingham Middle School
    25. Bethany Pierce, ELA/George Caleb Bingham Middle School
    26. Katie Pruitt, Counselor/Randall Elementary School

27. Mark Rogge, Physical Education/Pioneer Ridge Middle School
28. Cindy Schluckebier, Business/Van Horn High School
29. Hayley Trom, Special Education/Bryant Elementary School
30. Victoria Waltz, Second Grade/Blackburn Elementary School
31. Eugene Wier, ISS/William Chrisman High School
32. Jessica Wright, Fifth Grade/William Southern Elementary School
- B. Request to Retire (Certificated Staff) Effective June 30, 2021.
  1. Laylee Brown, Third Grade/Sycamore Hills Elementary School
  2. Marcia Elliott SLP/Jim Bridger Middle School
  3. Deborah Karisson, LMS/Nowlin Middle School and Van Horn High School
  4. Leah McGee, LMS/Jim Bridger Middle School
- C. Request to Employ (Certificated Staff-Fellows) Effective 2021-2022 School Year.
  1. Abbey Jodts, Elementary Teacher
  2. Emily Stegemann, Elementary Teacher
  3. Eleanor Van Kirk, Elementary Teacher
- D. Request to Employ (Certificated Staff) Effective 2021-2022 School Year.
  1. Morgan Alexander, Middle School ELA
  2. Jonathan Bobeen, Middle School Math
  3. Carolyn Brown, Elementary Music
  4. Jacqueline Burasco, Physical Education Teacher
  5. Charles Carter, Social Studies Teacher
  6. Callie Combs, Speech Language Pathologist
  7. Cathi Crosier, Elementary Counselor
  8. Kenneth Davis, Special Education Teacher
  9. Michael Elliott, Industrial Technology
  10. Zoe Goodwin, Music Teacher
  11. Rachel Hays, ELA Teacher
  12. Mandi Hedrick, Middle School English Teacher
  13. Kierstin Hill, Elementary Counselor
  14. Emily Hornbuckle, Secondary Math Teacher
  15. Dahris Mayes, Elementary Counselor
  16. Emma Moore, Library Media Specialist
  17. Samuel Morgan, Physical Education Teacher
  18. M'Lissa Rodgers, ELL Teacher
  19. Leslie Sherman, Counselor
4. Approval to Let Bids for Parking Lot Expansion at John W. Luff Elementary School.
5. Approval to Let Bids for Parking Lot Improvements at Independence Academy.
6. Approval to Let Bids for Softball Fields at William Chrisman High School and Truman High School, Javelin at Truman High School, Tennis Courts at William Chrisman High School, and Truman High School, and Athletics Improvements at Clifford H. Nowlin Middle School.
7. Approval to Let Bids for District Custodial and Operational Supplies.
8. Approval to Let Bids for Student Accident Insurance.

The motion was seconded by Eric Knipp and approved by the Board of Education as follows:

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

Dr. Herl stated that it is a busy time in Jefferson City with various legislation bills. He said that SB 55 is not moving at this time and HB 248 sponsored by Jeff Coleman from Grain Valley caps assessed valuation to 2% growth and this amendment would cut assessed valuation by 20%. He referred to 2008 and the difficult time that the District had due to a drop of \$80 million in assessed valuation. He said it took the District to 2019 to get back up the \$196 million overall with \$9.5 million in one year. He will be monitoring this bill closely. HB 137 deals with charter schools and their ability to collect local tax effort. Currently, Kansas City and St. Louis are the only two now that have charter schools but this bill would allow all charter schools to do this. People are trying to expand charter schools throughout the state. Dr. Herl said this could be a significant blow to public education school districts.

Dr. Herl shared that the Bond Issue passed with an 84.76% approval. This is the highest percentage for the April 6, 2021 election. He said the COVID numbers are down and there are only 6 active cases among students/staff at

this time. He explained that an active case is when someone contracts it and he said there are new different strains present in Jackson County now.

Denise Fears reported that she, Eric Knipp, and Jill Esry attended the MSBA virtual Legislative Forum on April 12<sup>th</sup>. She said that MSBA talked about legislation that is proposed and how the bills will affect public schools as well as tax credits. She said they received handouts with contact information for area legislators.

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

Dr. Herl reviewed the adjustments to the 2020-2021 School District calendar. He said the Administration is recommending using March 31, April 5, May 24, 25, 26, 27, and 28 as regular school attendance days in order to make up the days missed due to inclement weather. He said that May 28<sup>th</sup> will be the last day of school.

Jill Esry made the motion that the Board of Education approves adjusting the 2020-2021 School Calendar to change March 31, April 5, May 24, 25, 26, 27, and 28, 2021 to regular student attendance days in order to make up the required days of attendance missed due to inclement weather. The motion was seconded by Greg Finke and approved as follows: (Page 12088)

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

Dr. Herl shared the April 6<sup>th</sup> Bond Issue Election results of 5,318 Yes votes and 956 No votes with the Issue passing by 84.76% and recommended approval of the Election results.

Carrie Dixon made the motion, second by Eric Knipp, that the Board of Education approves the certification of the April 6, 2021 Election results as follows:

<u>Jackson County</u>		<u>Kansas City</u>		<u>Total</u>		<u>Percent</u> <u>Approved</u>
<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>	
5208	937	110	19	5318	956	84.76%

The motion was approved as follows:

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

Dr. Herl recommended appointing Ms. Debi Allen as the District's representative on the 2021 Jackson County Board of Equalization. He said that it is a thankless job and Debi Allen has agreed again to serve for the District.

The motion was made by Blake Roberson, second by Carrie Dixon, that the Board of Education approves the appointment of Ms. Debi Allen as the Independence School District's representative to the 2021 Jackson County Board of Equalization. The motion was approved as follows:

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

Dr. Boatright explained the proposed changes to the Performance Based Evaluation Instrument for 2021. She talked about the loss of state assessment last year and adjusting the student growth component at the end of the 2021 year. The teacher observations were reduced from six times to four times during the 2019-2020 school year. They will return to six observations for the 2021-2022 school year. With the addition of building coaches, their evaluation will mirror the same criteria as guidance counselors, etc.

### INDEPENDENCE PUBLIC SCHOOLS 2020-2021 CALENDAR

JULY 2020					AUGUST 2020					SEPTEMBER 2020					OCTOBER 2020				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3	3	4	5	6	7		1	2	3	4				1	2
6	7	8	9	10	10	11	12	13	14	7	8	9	10	11	5	6	7	8	9
13	14	15	16	17	17	18	19	20	21	14	15	16	17	18	12	13	14	15	16
20	21	22	23	24	24	25	26	27	28	21	22	23	24	25	19	20	21	22	23
27	28	29	30	31	31					28	29	30			26	27	28	29	30
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
					6					20					21				
					10					21					22				
NOVEMBER 2020					DECEMBER 2020					JANUARY 2021					FEBRUARY 2021				
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	1	2	3	4	5
2	3	4	5	6	7	8	9	10	11	4	5	6	7	8	<del>6</del>	<del>7</del>	10	11	12
9	10	11	12	13	14	15	16	17	18	11	12	13	14	15	<del>15</del>	<del>16</del>	<del>17</del>	18	19
16	17	18	19	20	21	22	23	24	25	18	19	20	21	22	22	23	24	25	26
<del>23</del>	<del>24</del>	25	26	27	28	29	30	31	25	26	<del>27</del>	28	29						
30																			
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
15					14					16					14				
16					16					18					15				
MARCH 2021					APRIL 2021					MAY 2021					JUNE 2021				
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	7		1	2	3	4
8	9	10	11	12	5	6	7	8	9	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	12	13	14	15	16	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	19	20	21	22	23	24	24	26	27	28	21	22	23	24	25
29	30	31			26	27	28	29	30	31					28	29	30		
Student Attendance					Student Attendance					Student Attendance									
Teacher Contract					Teacher Contract					Teacher Contract									
22					19					20									
24					20					20									
Hours worked extra during conference week equals 1 contract day for certified/trade day for classified																			

**A. Contract Days**

July		Jan	18
August	10	Feb	15
Sept	21	March	24
Oct	22	April	20
Nov	16	May	20
Dec	16	June	

**182**

**Weather Make Up Days**

Snow Days # 1-5 May 24th-28th  
 Snow Day #6 March 31st Student Attendance Day  
 Snow Day #7 March 19th Student Attendance Day  
 All Attendance and Contract Days that are postponed due to inclement weather will be added at the discretion of the Board of Education

Required Student Contact Days                    167  
 Required Teacher Contract Days                182

HR 3/22/2021

**SNOW DAY**

No School / Non Contract

Professional Development - No School / Contract

Spring Break - No School / Non Contract

First Day of School/Last Day of School

Teacher Work Day

End of PT Conferences - No School / Contract Day

Jill Esry made the motion that the Board of Education approves the revisions to the Performance Based Evaluation Instrument for certificated staff. The motion was seconded by Eric Knipp and approved as follows:

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

Absent: Matt Mallinson

Dr. Herl said the Administration is recommending approval of the bid from Uni Floor, Inc. at a cost of \$202,457.00 for epoxy floor finishing at Blackburn, John W. Luff, Santa Fe Trail, Sycamore Hills, and Thomas Hart Benton Elementary Schools.

Eric Knipp made the motion that the Board of Education approves the bid of \$202,457.00 from Uni Floor, Inc. for epoxy floor finishing at Blackburn, John W. Luff, Santa Fe Trail, Sycamore Hills, and Thomas Hart Benton Elementary Schools as presented. The motion was seconded by Blake Roberson and approved as follows:

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

Absent: Matt Mallinson

Dr. Stout said the District released an RFP to purchase new Storage Area Network (SAN) to replace two aging SANs. He said the Administration recommends approving the bid of \$158,733.00 from Provision Data Solutions and purchasing two new Storage Area Networks with one being placed at the data center and the other one in the Disaster Recovery site.

Blake Roberson made the motion that the Board of Education approves the purchase of two new Storage Area Networks from Provision Data Solutions for a total cost of \$158,733.00. The motion was seconded by Jill Esry and approved as follows:

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

Absent: Matt Mallinson

Dr. Stout said that Technology needs to update projectors and whiteboards at the schools. The Administration is recommending purchasing new Epson Interactive Projectors, Claridge Whiteboards, and installation from KCAV under the TIPS #200105 Contract for \$221,997.50 through ESSR II funds.

Carrie Dixon made the motion that the Board of Education approves the quote to purchase new Epson Interactive Projectors, Claridge Whiteboards, and installation from KCAV under the TIPS #200105 Contract for \$221,997.50. The motion was seconded by Eric Knipp and approved as follows:

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

Absent: Matt Mallinson

Dr. Herl said the Administration is recommending acceptance of the bid for exterior LED lighting upgrades at the Project Shine Schools from Heartland Electric at a cost of \$51,647.00.

Jill Esry made the motion that the Board of Education approves the bid of \$51,647.00 from Heartland Electric for Exterior LED Upgrades for Project Shine Schools. The motion was seconded by Carrie Dixon and approved as follows:

Ayes: Denise Fears  
Eric Knipp  
Jill Esry  
Blake Roberson

Absent: Matt Mallinson

Greg Finke  
Carrie Dixon

Dr. Herl said the District let bids for carpet, LVT, stair treads, and cove base for the Project Shine Schools. The Administration is recommending acceptance of the bid from Regents Flooring for \$156,338.00.

Greg Finke made the motion, second by Eric Knipp, that the Board of Education approves the bid of \$156,338.00 from Regents Flooring for carpet, LVT, stair treads, and cove base for the Project Shine Schools. The motion was approved as follows:

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

Dr. Herl said based on the bids for demolition and installation of playground equipment for 17 elementary schools, the Administration is recommending approval of the bid of \$959,000.00 from Ideal Play and Surfacing, Inc.

Blake Roberson made the motion that the Board of Education approves the bid of \$959,000.00 from Ideal Play and Surfacing Inc. for demolition and installation of playground equipment for 17 elementary sites. The motion was seconded by Jill Esry and approved by the Board of Education as follows:

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

Dr. Herl said the Administration is recommending approval of the bid of \$85,561.46 from Hillyard for restroom partitions at the Project Shine Schools.


Eric Knipp made the motion, second by Blake Roberson, that the Board of Education approves the bid of \$85,561.46 from Hillyard for restroom partitions for Project Shine Schools. The motion was approved as follows:

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

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, personnel, real estate, and student issues at 6:35 p.m. The motion was approved as follows:

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

  
Secretary

  
President