

The Board of Education met in regular session Tuesday, May 11, 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. Greg Finke, Director  
Mr. Blake Roberson, Director  
Mrs. Carrie Dixon, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Lance Stout, Dr. Cindy Grant, Dr. Pam Boatright, Dr. Randy Maglinger,  
Dr. Prissy LeMay, Dr. Janet Richards, Mr. Dean Katt, Mrs. Sherry Potter,  
Mr. Todd Theen, Mr. Salum Stutzer, INEA, interested patrons, staff, 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 and said that two patrons would address the Board of Education.

Eric Knipp made the motion to approve the May 11, 2021 Agenda as presented. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Ms. Casey Phillips, 10601 East 26<sup>th</sup> Terrace South, Independence, Missouri 64052 addressed the Board of Education regarding accessibility, transparency, and equity. She said she was a community member, parent, active in PTA, and serves on several City commissions. She is committed to her family, the community, the school district and is a team player. She expressed concerns for accessibility of people attending Board of Education meetings if they do not have transportation, have the correct information when meetings are held, and/or having a babysitter. She talked about information on the Board of Education elections and how to speak/address the Directors at Board of Education meetings. Ms. Phillips said she was also in support of diversity in the teaching/administration personnel of the District. She talked about who sits at the table making the decisions for the School District. She said that systematic change takes time and that structural change needs to take place. Ms. Phillips said she wants to partner with the District to prioritize the initiatives that she has expressed so the District will reflect the strengths of the students and families. Mrs. Fears thanked Ms. Phillips for sharing this information with the Board of Education.

Mr. Bruce Dickerson, 11818 E. 21<sup>st</sup> Street Court South, Independence, Missouri 64050 addressed the Board of Education on behalf of the Missouri Alliance for Arts Education. He said that as a former teacher in the District he was proud to represent MAAE in commending the District for being an advocate for the arts. He presented a plaque to Dr. Herl as a *2021 MAAE District of Distinction*. He said the District has supported arts education through the George Caleb Bingham Academy and for 36 years with the Millicent Daugherty Music Arts Institute. He recognized the District for its unselfish support and providing the opportunity for all students to participate in the arts. Dr. Herl thanked Mr. Dickerson and the MAAE for this wonderful recognition for the Independence School District.

Dr. Herl reported the May List of Bills total is \$12,461,962.62 and is starting to rise due to professional services and Bond Issue projects. The Administration is recommending letting bids for pricing of propane fuel for school buses and locking in prices for the next two years. Currently, the District has 11 propane fuel buses and will be adding another 11 propane buses.

Greg Finke made the motion that the Board of Education approves the May 11, 2021 Consent Agenda as printed.

1. Minutes – April 13, 2021
2. Approval of May 11, 2021 List of Bills totaling \$12,461,962.62
3. Approval of Personnel Recommendation #17
  - A. Request to Resign (Certificated Staff) Effective June 30, 2021.
    1. Courtney Crotty, First Grade/Sugar Creek Elementary School
    2. Heather Foose, Special Education/ High School
    3. Rachel Kool, SLP/Bryant Elementary School
    4. Heather Montenguise, Special Education/Little Blue Elementary School
    5. Joel Pletcher, Alternative/Independence Academy

6. Alesha Roberson, Counsel/Abraham Mallinson/Sugar Creek Elementary Schools
7. Jody Routon, Special Education/William Chrisman High School
- B. Request to be Released (Certificated Staff) Effective June 30, 2021.
  1. Heather Bird, Pre K Prep/Sugar Creek Elementary School
  2. Alyssa Boersma, Pre K Prep/Sycamore Hills Elementary School
  3. Ariel Collins, Physical Education/Pioneer Ridge Middle School.
  4. David Dempsey, Debate/Van Horn High School
  5. Katie Dougherty, Science/Nowlin Middle School
  6. Montana Grizzle, Fifth Grade/Sycamore Hills Elementary School
  7. Kaitlyn Moran, Fifth Grade/William Southern Elementary School
  8. Marcus Summers, Physical Education/Truman High School
- C. Request to Retire (Certificated Staff) Effective June 30, 2021.
  1. Linda Baker, ELA/George Caleb Bingham Middle School
  2. Julie Tyler, FACS/Truman High School
  3. Dudley Wade. Fuel Ed/Van Horn High School
- D. Request to Employ (Certificated Staff-Fellow) Effective 2021-2022 School Year.
  1. Anna Gremminger, Elementary Teacher
  2. Taylor McCoy, Elementary Teacher
  3. Rachel Reed, Social Studies Teacher
  4. Haley Smith, Elementary Teacher
  5. Summer Walters, Elementary Teacher
- D. Request to Employ (Certificated Staff) Effective 2021-2022 School Year.
  1. Alise Babcock, Early Education Special Education
  2. Jennie Battaglia, Elementary Alternative Teacher
  3. Elizabeth Calloni, Art Teacher
  4. Amanda Claywell, Middle School Math
  5. Kelly Coddington, Special Education Teacher
  6. Angela Cook, Pre K Prep Foundation Teacher
  7. Jessica Crane, Art Teacher
  8. Amanda Curtis, Pre K Prep Foundation Teacher
  9. Hannah Durham, Special Education Teacher
  10. Savannah Dye, Elementary Teacher
  11. Stacey Gonzalez/-Herrera, Pre K Prep Teacher
  12. Rachel Kirby, English Teacher
  13. Katherine Long, Elementary Teacher
  14. Morgan Lyons, Elementary Teacher
  15. Elizabeth McCracken, French Teacher
  16. Michelle Mason, Elementary Teacher
  17. Ashley Myers, Science Teacher
  18. Holly Pennell, Alternative Teacher
  19. Andrea Pierson, Elementary Teacher
  20. Steven Pierson, Special Education Teacher
  21. Kimberly Renetzky, Elementary Teacher
  22. Blythe Russell, Special Education Teacher
  23. Sarah Simons, Elementary Teacher
  24. Reid Titus, Business Teacher
  25. Jayden Vosika, Pre K Prep Foundation Teacher
  26. Megan White, Elementary Teacher
  27. Max Whited, ISS Teacher
  28. Lydia Zimmerman, Elementary Teacher
4. Approval to Issue a Request for Proposal to Secure Pricing for Propane Fuel for SY2021-2022 and 2022-2023.

The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl provided a legislative update. He said HB 349 passed out of the Senate and will go to the Governor's desk for signing. It is a voucher bill and the first one to pass in the state. Public education has fought this for 12 years as private and parochial schools do not have all the restrictions that public education has to meet. The Bill states that Transportation has to be funded at 40% for this Bill to take effect and it is capped at \$50 million. Dr. Herl reported that Bond Issue projects have started. He said the old playground equipment is being removed and getting ready for the new equipment to be installed. Demolition has started on the Truman High School auditorium and will soon be starting on William Chrisman High School's auditorium. Dr. Herl said that all three Proms were held and went very well. He said there had been an outbreak of COVID at Truman High School earlier but the numbers were going down now. The contact tracing showed that it started at a party outside of school hours that created the

issue. He announced that the USDA has extended the waiver for free/reduced meals which means that applications for free/reduced meals are no longer required. He also said that millions of dollars could be lost due to this process and the District is working with Technology to streamline the option on the enrollment data. Dr. Herl said that TMC has announced that it will no longer offer dental care through the dental van for our families. The Foundation Gala is this Friday, May 14, at The Farmhouse and it is sold out but people can go online to bid for auction items. The Foundation usually raises approximately \$100,000 each year through this even. This allows the Foundation to fund dual scholarships for students. Dr. Herl reported that the COVID vaccine has been approved for 12-15 year olds but Missouri has not passed this yet. The City of Independence will be asked to partner with the ISD when the State's order changes.

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

Brent Blevins, with Stifel Nicolaus & Co., congratulated the District on a successful Bond Election. He said they will issue the \$43 million pricing on June 8th and he will be back at the Board of Education meeting that evening. He said the lower the interest rates will allow the District to do more projects. He said the District received a high rating (AA-) from Standard and Poor's who conducted an in-depth review with Dr. Herl and Mrs. Molly Johnson. An AA-rating puts the District in the top rankings in the state and investors know the Bonds are very secure. Based on the current market, the Bonds will be issued on a 10 year call rate which means the District can go back and refund them at that time.

Dr. Grant shared information on the District's Literacy Program. She said that it starts with the Pillars: literacy, math, social studies, and science as well as elective courses. The focus is on reading and writing and how word recognition and language comprehension work together to establish skilled readers as preparation for college and career readiness. The following components are necessary skills in reading: phonological awareness, phonics, fluency, vocabulary, and comprehension. Teachers do everything they are asked to do to teach the children through the Literacy Model. She reviewed the goals for spring 2021, revisions and standardization of the Literacy Block (PreK-5) for 2021-2022, reviewed the training model for 2021-2022, and continue the training and focusing on phonological awareness and phonics practices in 2022-2023. She said the role of the Building Coaches is to model and support the teachers to increase instructional skills and curriculum implementation. They will model lessons, co-teach, observe and provide feedback, assist in developing lesson plans and curriculum navigation, and help the teachers meet the instructional needs of their students.

Dr. Grant presented information on the 2021 Collective Bargaining negotiations. She said the annual negotiations have come to a close with the following agreements. INEA – certificated staff will move two steps on the schedule, \$400 will be added to the index, \$500 will be paid as a stipend in December, and health insurance benefits will be covered by the District; ITEA - Transportation employees will move two vertical steps on the schedule, \$500 will be paid as a stipend in December for those that meet the requirements, and health insurance benefits will be covered by the District; IESP – Support staff will move two vertical steps on the schedule, \$500 will be paid as a stipend in December for those that meet the requirements, and health insurance benefits will be covered by the District. The District will also increase the HSA contribution to \$1,000. Dr. Grant expressed appreciation to the associations for their time and support during the negotiation sessions. Members of the Board of Education said they were impressed with how well the negotiation process worked this year.

Dr. Herl said the Administration is recommending this as the first reading of Board of Education Policy changes/additions as follows: 0311, 3165, 4120, and 6180. The changes are necessary based on state and federal requirements.

Eric Knipp made the motion that the Board of Education approves this as the first reading of changes/additions to Board of Education Policies 0311, 3165, 4120, and 6180 as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Pages 12904-12911)

Dr. Herl said the District has received the Missouri School Boards Association membership dues for the 2021-2022 school year in the amount of \$13,510.00. This is the same amount as last year.

The motion was made by Eric Knipp, second by Blake Roberson, 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 2021-2022 school year. The motion was unanimously approved by the Board of Education.

The National School Boards Association dues for the 2021-2022 school year is \$5,335.00, which is the same amount as last year. Dr. Herl recommended approval of the NSBA dues membership.

**ORGANIZATION, PHILOSOPHY AND GOALS****Policy 0311****School Board Organization****Statement of Practices****Attendance**

Members shall attend all regularly scheduled Board of Education meetings insofar as possible. Any member failing to attend the meeting of the Board for three (3) consecutive regular meetings, unless excused by a majority of the Board for reasons satisfactory to the Board, shall be deemed to have vacated the seat; and the secretary of the Board shall certify that fact to the Board. The vacancy shall be filled as other vacancies occurring in the Board. Attendance for purposes of this provision shall be defined as actual, physical attendance at the Board meeting until all of the business of the Board has been completed unless a member is excused by a majority of the Board.

The Board will allow members to participate electronically in meetings where other Board members are physically present, and the Board may hold meetings where all Board members participate electronically. The participation may occur by telephone, videoconference, or other electronic means. Board members may not simply vote electronically but must be connected with the meeting throughout the discussion of business and must be able to both hear and participate in the discussion. If a Board member electronically joins the meeting after an item of business has been opened, the remotely located member shall not participate until the next item of business is opened.

In accordance with law, Board members who participate in a meeting by videoconferencing may discuss and vote on issues in both open and closed sessions, regardless of the method by which the vote is taken. Board members participating electronically by other means, such as by telephone, may discuss issues and vote as long as the vote is not made by roll call. Board members participating electronically using methods other than videoconferencing may not cast roll call votes, regardless of whether those votes occur in open or closed session, unless a district emergency exists and a quorum of the Board is physically present at the meeting. If such an emergency exists, the nature of the district emergency shall be stated in the minutes.

**Knowledge**

Members shall come to Board of Education meetings informed concerning the issues to be considered.

**Abstentions**

Members shall avoid abstaining except when required by statute or Board policy. The members of the Board have been elected to make difficult decisions on behalf of the students, parents, patrons and employees of the district. The concept of trusteeship requires each member to review the issues under the Board's consideration and to take a stand regarding those issues. A member who has

**Policy 0311**  
**Page 2**

conformed to the above-described tenets of knowledge, open discussion, and independent judgment, and independent and civility should be prepared to cast a vote on each of the issues before that member.

**Cooperation/Delegation**

Members shall work with other Board members to establish effective Board policies and to delegate authority for the administration of the schools to the Superintendent. Members shall not attempt to by-pass, undermine, or usurp the Superintendent's authority and responsibility for the daily operation of the schools.

**Conflict of Interest (Refer to Policy and Regulation 0342 – Nepotism, Conflict of Interest and Financial Disclosure)**

Members shall avoid being placed in a position of conflict of interest, and shall not use the Board position for personal or partisan gain. Members shall conduct themselves in accordance with the conflict of interest policy and disclosure requirements prescribed by statute and Board policy.

**Confidentiality**

Members shall not disclose confidential information. Information is confidential if it is (a) communicated during executive session; or (b) otherwise communicated with a mutual understanding of confidentiality.

**Acceptance of Gifts**

Members shall not solicit or accept gifts, payments, or anything greater than a nominal value item or holiday gifts of nominal value from any person, organization, group, or entity doing business or desiring to do business with the School District.

**Contact with Vendors**

Members, if contacted by a vendor requesting information about the District's bidding procedures, whether of a general nature or with regard to specific goods or services to be bid, shall provide the vendor with the name and business telephone number of the administrator responsible for purchasing such goods or services. The member shall request that the vendor contact the relevant administrator and direct all questions and concerns to that administrator.

**Board Communications to Staff**

All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the Superintendent, and the Superintendent will employ such media as are appropriate to keep the staff fully informed of the Board's concerns and actions.

**Policy 0311**  
**Page 3**

**Visits to Schools**

Individual Board members who, in their parental capacity, wish to visit the school(s) or classroom(s) of their child(ren) will follow the regular procedures for visitors. Board members who wish to visit other schools or classrooms as an informal expression of interest in school affairs will report to the principal's office on entering the building so that the office will be aware of their presence. Official visits by Board members will be conducted only with the full knowledge of the Superintendent and principal(s) involved.

**Educational Welfare**

Members shall remember always that the first and greatest concern must be the educational welfare of the students attending the School District.

**REV. 5/2021**

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**FINANCIAL OPERATION****Policy 3165  
(Regulation 3165)****Financial Management****Procurement Standards - Federal Contracts**

The District will comply with all applicable regulations issued by the Office of the Secretary - Education related to procurement activities in federal related contracts. These provisions include, but are not limited to, procurement, disposition of unused supplies, copyrights, and debarred or suspended parties. [Prior to purchases exceeding \\$25,000, the District will review the current "Excluded Parties List" to ensure that the successful vendor is not debarred or suspended.](#) The District will maintain a contract administration system which ensures that contractors perform in accordance with the terms, conditions, and specification of their contracts or purchase orders. Detailed requirements for compliance are incorporated into Regulation 3165.

**NEW 1/18****REV. 5/2021**

**PERSONNEL SERVICES****Policy 4120  
(Regulation 4120)  
(Form 4120)****Employment****Employment Procedures**

The Board of Education, upon recommendation of the Superintendent, votes on the employment of all certificated staff members. In approving applicants the Board will be guided by the desire to obtain individuals committed to providing the highest quality education for the District's students. For Title I staff qualifications and hiring, refer to Policy and Regulation 1621 – Title I.

**Background Checks**

No person will be employed by the Board until the District obtains a clear criminal records check and a clear check of the Child Abuse/Neglect Registry maintained by the Missouri Department of Social Services. Additionally, and prior to offering employment to any teacher who had previously been employed by a Missouri school district or charter school, the Superintendent/designee shall obtain from the Department of Elementary and Secondary Education the identity of the school district or charter school that had previously employed the applicant. The District will contact the former employer to determine if such applicant had been terminated or resigned in lieu of termination; or against whom allegations of sexual misconduct had been substantiated by the Children's Division.

All persons employed by outside vendors/contractors who will have contact with students will be required to successfully undergo a criminal records and a clear check of the Child Abuse/Neglect Registry prior to contact with students. Such background checks will be performed at the vendors/contractors' expense and will, upon request, be shared with the District. All finalists for an employment position will be required to sign a release of liability authorizing prior employers, including school districts, to furnish any information about the applicant and the applicant's work performance, including but not limited to discipline records and performance evaluations. The Administration may also conduct random background checks after employment. Failure to check references and prior employment for new hires prior to their start date may result in disciplinary action up to and including suspension without pay.

As part of the criminal records check, any person employed after January 1, 2005, shall submit two sets of fingerprints to be used by the Missouri Highway Patrol and the Federal Bureau of Investigation. The fingerprints shall be collected pursuant to standards determined by the Missouri Highway Patrol. [All District employees who are authorized to access the Missouri Automated Criminal History Site \(MACHS\) will only use such criminal history information for purposes of verifying qualifications for employment. The District will not create copies of the criminal record for employment record purposes and will not disseminate the record, except as permitted by law.](#)

[The District will designate a full-time employee, who will be fully trained in the Missouri Highway Patrol's automated criminal history site \(MACHS\), to serve as the District Local Agency Security Officer \(LASO\). The District's LASO Security Officer will be responsible for](#)



**Policy 4120**  
**Page 2**

implementation and oversight of the District's Use of MACHS for all applicants. Any employee who attempts to access MACHS without authorization, improperly disseminates an applicant's criminal history record or facilitates unauthorized access to MACHS, will be subject to disciplinary action up to and including termination. Such improper use of the MACHS system constitutes an "incident" requiring reporting. Immediately upon knowledge of an "incident," the District's Local Agency Security Officer (LASO) will be notified, in writing, describing the "incident." The LASO Officer will then notify the Missouri Highway Patrol with the details of the "incident."

**Vacancies**

All vacancies should be posted for a minimum of ten (10) school days before the Superintendent may recommend a qualified applicant to the Board for employment. In an emergency situation the Superintendent may temporarily employ an applicant prior to the expiration of the posting. The temporary applicant may be considered along with other applicants for the position after the ten days. However, in order to hire a Board member's spouse, the position must have been advertised. (Refer to Policy 0342 – Nepotism, Conflict of Interest and Financial Disclosure.)

**Responding to Requests for Employee Information**

The Superintendent or designee is the person who shall respond to requests from potential employers for information regarding a former District employee. The information the District will provide is title, position, length of employment, whether the employee was terminated or resigned, and whether the District would re-hire the employee.

Additionally, when requests for information from any public school regarding a former employee against whom allegations of sexual misconduct involving a student have resulted in a determination by the Board of an actual violation of sexual misconduct pursuant to Board Policy; a resignation in lieu of termination; or allegations of sexual misconduct that have been substantiated by Children's Division, the Superintendent or designee shall disclose to the requesting school the allegations of sexual misconduct and the results of a Children's Division investigation.

Any school district employee who is permitted to respond to requests for information and acting in good faith reports authorized information as provided in this policy or in good faith reports alleged sexual misconduct on the part of a District employee will not be disciplined or discriminated against because of such report.

This foregoing policy is intended to comply with the Amy Hestir Student Protection Act, Senate Bill 54, including section 162.068 RSMo. The District shall provide notice of this policy to all current employees and to all potential employers who contact the District regarding the possible employment of a District employee.

**Policy 4120**  
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**Public Service Loan Forgiveness**

In accordance with State law, the Board directs the Superintendent or designee to provide to new employees, with ten (10) days following the start of employment, and to current employees upon request, up-to-date, accurate, and complete information regarding eligibility for public service loan forgiveness.

**Medical Examinations**

Medical examinations and inquiries will not be required prior to an offer of employment. The District may make post offer, pre-employment inquiries, however, into the ability of the applicant to perform job related functions.

At the post-offer, pre-employment stage, medical inquiries and tests may be required of all applicants for a particular job category. In addition, physical medical examinations may be required of all applicants for certain safety-sensitive job categories, including: custodians, maintenance, and facilities personnel. Any such medical examinations, inquiries, and/or tests shall be performed at District expense. Once employed, employees may only be subjected to medical inquiries or medical tests if the inquiry or test is job related and consistent with business necessity as provided by law.

If an applicant fails a test, the applicant may retake the test one time, within seven (7) days of initial failure, at the applicant's expense. The District will provide accommodations during the hiring process as required by law.

Any medical records will be maintained on separate forms, in separate medical files, and shall be kept confidential.

**Rev. 11/2019**  
**REV. 5-2021**

**INSTRUCTIONAL SERVICES****Policy 6180**  
**(Form 6180)****Curriculum Services****English ~~Language~~ Learner (EL~~L~~)**

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 EL~~L~~ 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 EL~~L~~ 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 EL~~L~~ program, all new and enrolling students are to be given the ~~Student Home~~ Language ~~Use~~ 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 EL~~L~~ students, the District may contract with a neighboring district for services until a qualified EL~~L~~ teacher is employed. However, if the District serves twenty (20) or more EL~~L~~ students, the District will employ a full-time certified E~~S~~OL teacher.

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

**REV. 5/2021**

Blake Roberson made the motion, second by Carrie Dixon, 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 2021-2022 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl discussed the proposed Child Care Reimbursement Benefit program for employees meeting the eligibility requirements for up to 75% of the cost of enrolling their child/children in the District sponsored childcare programs. The Administration recommends adopting the attached Resolution for the ISD Employee Childcare Reimbursement Benefit Program.

The motion was made by Blake Roberson, second by Eric Knipp, that the Board of Education approves adoption of the Independence School District Resolution for the Employee Childcare Reimbursement Benefit Program. The motion was unanimously approved by the Board of Education. (Pages 12913-12914)

Dr. Herl said that the Board of Education Policy 4411 states that in any year in which the amount appropriated for transportation of students is less than 25% of the allowable costs of providing student transportation that the Board of Education may allocate less than 1% of the Foundation Formula funds to Professional Development. This law expires with the fiscal year 2024.

Greg Finke made the motion, second by Jill Esry, 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 2021-2022 school year. The motion was unanimously approved by the Board of Education.

Dr. Stout said the District let bids in February regarding Athletic Trainer Services. He said two bids were received: HCA and Children's Mercy. He said the Administration is recommending approval of the bid from Children's Mercy for \$39,000 per year and it can be renewed up to three additional years. The bid from HCA was \$90,000 per year.

Eric Knipp made the motion that the Board of Education accepts the bid from Children's Mercy Sports Medicine Center for Athletic Trainer Services for a fee of \$39,000 per year payable in equal monthly installments of \$3,250. This contract is for one year and can be renewed up to three additional years if both parties agree to continue this working agreement. The motion was seconded by Matt Mallinson and was unanimously approved by the Board of Education.

Dr. Stout said the current contract for waste, recycling, and portable restroom services expires June 30th. The Administration let bids and is recommending accepting the bid of Waste Management for \$164,873 and \$95 rental per week for portable restrooms.

A motion was made by Matt Mallinson, second by Blake Roberson, that the Board of Education approves the bid for a three year contract from Waste Management of Kansas, Inc. for the District's solid waste and recycling services for a yearly cost of \$164,873 and portable restroom services for a weekly rental of \$95. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending accepting the quote from SSI Furnishings for replacement offurniture at Thomas Hart Benton, Glendale, John W. Luff, Santa Fe Trail, and Sycamore Hills Elementary Schools for a total cost of \$191,130.06 through the TIPS Contract #200301 for Global/OTG, PEPPM Contract #527795 for Russwood/FOM/Wisconsin Bench and Equalis Group Contract #EQ-052920-01 for Artco Bell.

Eric Knipp made the motion that the Board of Education accepts the quotes totaling \$191,130.06 from SSI Furnishings for the replacement furniture for Thomas Hart Benton, Glendale, John W. Luff, Santa Fe Trail, and Sycamore Hills Elementary Schools through the TIPS Contract #200301 for Global/OTG, PEPPM Contract #527795 for Russwood/FOM/Wisconsin Bench and Equalis Group Contract #EQ-052920-01 for Artco Bell. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said the District let bids for audience seating in the main auditorium and little theater at William Chrisman High School and the main auditorium and lecture hall at Truman High School. The Administration is recommending accepting the bid from Mid-States School Equipment Co., Inc. at a total cost of \$375,337.

The motion was made by Jill Esry, second by Carrie Dixon, that the Board of Education accepts the bid of \$375,337 from Mid-States School Equipment Co, Inc. for Audience Seating at William Chrisman School's Main Auditorium and Little Theatre and Truman High School's Main Auditorium and Lecture Hall. The motion was unanimously approved by the Board of Education.

**THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI BOARD  
OF EDUCATION RESOLUTION REGARDING ADOPTION OF THE  
INDEPENDENCE SCHOOL DISTRICT EMPLOYEE CHILDCARE  
REIMBURSEMENT BENEFIT PROGRAM**

**WHEREAS**, the Board of Education of the School District of the City of Independence, Missouri, in carrying out its responsibilities, is guided by the desire to recruit and retain dedicated and successful staff members.

**WHEREAS**, the Board of Education seeks to provide eligible District employees the opportunity to enroll their children in District-sponsored childcare programs, at a reduced cost.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education for the School District of the City of Independence, Missouri hereby adopts the Independence School District Employee Childcare Reimbursement Benefit Program (“Benefit Program”), to begin at the start of the 2021-2022 School Year. The Benefit Program shall reimburse eligible District employees for up to 75% of the weekly fees associated with enrolling their children in District-sponsored child-care programs. To be eligible to participate in the Benefit Program, District employees must meet the following eligibility criteria:

- Employee must be a current ISD employee, work for ISD at least 25 hours per week, and eligible to receive benefits through ISD (employed by ISD for at least 30 days);
- Employee must reside within the boundaries of the ISD;
- Employee must own their residence and Employee’s name must be on the residence title;
- Employee must be the parent or legal guardian of the child or children to whom the enrollment reimbursement is to be applied;
- The child or children to whom the enrollment reimbursement is to be applied must be enrolled full-time in ISD school(s) and taking part in full-time in-person learning and enrolled in a Kid’s Safari Program (excluding drop-in or emergency care), or, where applicable, enrolled in one of the District’s Early Education Programs; and
- The child or children to whom the enrollment reimbursement is to be applied must maintain a minimum attendance record of 90% within the District sponsored childcare program in which they are enrolled while the regular school year is in session.

An employee’s eligibility to participate in the Benefit Program shall cease when his or her employment ceases. For teachers, eligibility to participate in the Benefit Program ceases at the conclusion of their contracted teaching duties. For admission into the Benefit Program, an eligible District employee must complete a Benefit Program Application, to be reviewed and approved by the District’s Human Resources department. Upon approval, an eligible District employee must

then complete a Benefit Program Agreement, which provides the terms and conditions of the employee's participation in the Benefit Program.

**BE IT FURTHER RESOLVED**, that the Board of Education for the School District of the City of Independence, Missouri delegates to the District Superintendent or his designee the authority to administer the Benefit Program and implement any procedures or restrictions reasonably necessary to accomplish the Board's intent of the program. All decisions of the Superintendent regarding administration of the Benefit Program shall be final.

THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE,  
MISSOURI

By: *Denise Beard*

President, Board of Education

Date: *5-11-21*

ATTEST:

By: *C. Annette Miller*

Secretary, Board of Education

Date: *5/11/2021*

Dr. Herl reported that the Administration is recommending accepting the bid from Heartland Seating, Inc. for the audience seating and telescoping stands (Grandstands) at Van Horn High School at a cost of \$394,900.

Matt Mallinson made the motion that the Board of Education accepts the bid of \$394,900 from Heartland Seating, Inc. for audience seating and telescoping stands (Grandstands) at Van Horn High School. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl stated that based on the District's membership in the Greater Suburban Kansas City Joint Purchasing Cooperative, the Administration is recommending accepting the vendors' bids as presented for purchasing custodial and operational supplies for the 2021-2022 school year.

The motion was made by Greg Finke, second by Eric Knipp, that the Board of Education approves the bids from vendors through the Greater Suburban Kansas City Joint Purchasing Cooperative to purchase the District's custodial and operational supplies for the 2021-2022 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl reviewed the bids for athletics and parking improvements at several school sites. The bids included the base bid and 10 alternates. By separating the bids, it allows the District to save over \$9,000. The Administration is recommending approving the bid and alternates 1-8 from Precision Construction & Contracting, Inc. for Truman, William Chrisman, John W. Luff, and Nowlin Schools at a cost of \$8,490,372 and the bid and alternates 9-10 from Phillips Paving company, Inc. for Independence Academy at a cost of \$9,749.

Carrie Dixon made the motion, second by Jill Esry, that the Board of Education approves the athletics and parking improvements bid and alternates 1-8 from Precision Construction & Contracting, Inc. for Truman, William Chrisman, John W. Luff, and Nowlin Schools at a cost of \$8,490,372 and the bid and alternates 9-10 from Phillips Paving company, Inc. for Independence Academy at a cost of \$9,749. The motion was unanimously approved by the Board of Education.

Dr. Herl explained that the Administration is recommending accepting the Guaranteed Maximum Price of \$20,324,413 from Nabholz Construction for remodeling performing arts at William Chrisman and Truman High Schools; stadium at Van Horn High School; secure entries at Blackburn, Bryant, Glendale, Procter, Santa Fe Trail, Spring Branch and Sycamore Hills Elementary Schools and Independence Academy; and remodel FAC classrooms at Truman, Van Horn, and William Chrisman High Schools. This means the District will not have to pay more than the GMP for all of this work and it will cut down on the approval of change orders

Eric Knipp made the motion, second by Carrie Dixon, that the Board of Education accepts the Guaranteed Maximum Price of \$20,324,413 from Nabholz Construction for remodeling performing arts at William Chrisman and Truman High Schools; stadium at Van Horn High School; secure entries at Blackburn, Bryant, Glendale, Procter, Santa Fe Trail, Spring Branch, and Sycamore Hills Elementary Schools and Independence Academy; and remodel FAC classrooms at Truman, Van Horn, and William Chrisman High Schools. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration, due to compatibility with the current system, is recommending approval of the agreement with ACS for Control Access and Life Safety Devices for Blackburn, Bryant, Glendale, Procter, Santa Fe Trail, Spring Branch, and Sycamore Hills Elementary Schools; Independence Academy; and Truman, Van Horn, and William Chrisman High Schools for a total cost of \$114,151.

The motion was made by Blake Roberson, second by Jill Esry, that the Board of Education accepts the agreement with ACS for Control Access and Life Safety Devices for Blackburn, Bryant, Glendale, Procter, Santa Fe Trail, Spring Branch, and Sycamore Hills Elementary Schools; Independence Academy; and Truman, Van Horn, and William Chrisman High Schools for a total cost of \$114,151. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that Control Services currently provides the software and hardware for the District's Automated Logic Controls and recommends approval for Control Service Company to install Automated Logic Controls at the Bond Project sites for a cost of \$360,647.

Jill Esry made the motion that the Board of Education approves the proposal from Control Service Company for the installation of Automated Logic Controls at the Bond Project sites for a total cost of \$360,647. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

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, real estate, and personnel issues at 7:21 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