

BOARD OF EDUCATION
The School District of Independence

12107

The Board of Education met in regular session Tuesday, June 8, 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

Member Absent: 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, Mr. Salum Stutzer, Sherry Potter,
 Jana Corrie, PTA, 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.

The motion was made by Eric Knipp, second by Blake Roberson, to approve the June 8, 2021 Agenda as presented. The motion was unanimously approved by the Board of Education.

Mrs. Fears stated that several patrons had requested to address the Board of Education. She read a statement regarding subject matter that could be discussed and the time limit of five (5) minutes per speaker.

Ms. Wendy Baird, 2312 Viking Drive, Independence 64057, addressed the Board of Education. She said as a parent, she has always been very involved and the District staff has been helpful and she always felt that she was heard. She discussed how patrons can address the Board of Education and be placed on the Board agenda. She also discussed how public comments and Board meetings are handled in other school districts. She talked about how districts broadcast their meetings and how the Independence School District could do better.

Mrs. Rita Toczek, 15600 East 42nd Place, Independence 64055, said she has been a parent in the Independence School District for a very long time and always involved in District activities with her children. Her daughter started Pioneer Ridge for the 2020-2021 school year when COVID happened. She discussed how the School District had handled continuing with in-person classes as well as virtual classes for students. She talked about having virtual learning include students participating in elective class options and school activities.

Dr. Herl shared a video on several of the Bond Issue projects that are underway. On behalf of the Board of Education, Dr. Herl expressed appreciation to the April 2021 Bond Issue Committee that provided their support and leadership during the election that resulted in an 84.76% voter approval. Dr. Herl introduced seven committee members that were present and presented each one with a small gift: Aimee Bolt, Ron Clemons, Don Coffman, Ann Franklin, Marvin Sands, Dr. Dred Scott, and Jana Waits.

Dr. Herl shared that the Bills List for the month of June totals \$10,536,880.48.

Blake Roberson made the motion to approve the June 8, 2021 Consent Agenda as printed.

1. Approval of May 11, 2021 Minutes.
2. Approval of June 8, 2021 List of Bills totaling \$10,536,880.48
3. Personnel Recommendation #19
 - A. Request to Resign (Certificated Staff) Effective June 30, 2021.
 1. Angela Candiano, Kindergarten/William Southern Elementary School
 2. Savannah Handley, Kindergarten/William Southern Elementary School
 3. Jennifer Hedrick, First Grade/William Southern Elementary School
 4. Joshua Hurt, Instrumental Music/Truman High School
 5. Natalie Kirchhoff, Spanish/Truman High School
 6. Maria Koppen, Second Grade/Korte Elementary School
 7. Jessica Niehues, ELL/William Chrisman High School
 8. Bethany Srivastava, ELL/Pioneer Ridge Middle School
 9. Robert Streich, Second Grade/Mill Creek Elementary School
 10. Jim Underwood, Social Studies/William Chrisman High School

11. Christopher Wells, English/William Chrisman High School
12. Marci Wooldridg, Special Services/Independence Academy
- B. Request to Retire (Certificated Staff) Effective June 30, 2021.
 1. Jill Douglas, Elementary Alternative/Independence Academy
 2. Kimberly VanMeter, Fifth Grade/Spring Branch Elementary School
- C. Request to Employ (Certificated Staff-Fellow) Effective for the 2021-2022 School Year.
 1. Megan Heil, Elementary Teacher
- D. Request to Employ (Certificated Staff) Effective for the 2021-2022 School Year.
 1. Tammy Anderson, Library Media Specialist
 2. Thomas Baack ELA Teacher
 3. Kelcey Burnette, Elementary Teacher
 4. Brushana Cannedy, Elementary Teacher
 5. Marcia Grimes, Elementary Teacher
 6. Laura Gschwender, Special Education
 7. Amanda Hall, Elementary Teacher
 8. Jay Jones, Fuel Education
 9. Cassandra Kilgore, Physical Education
 10. Anna Longhofer, Elementary Teacher
 11. Trejuanna Lunn, Pre-K Prep Teacher
 12. Stephanie Lutes, Library Media Specialist
 13. Angela McClanahan, ELA Teacher
 14. Scott McKinley, ISS Teacher
 15. Kayla Mertz, Mentor Teacher
 16. Joanna Varnum, Elementary LMS
 17. Luke Williams, Alternative Teacher
 18. Katelynn Wilson, Speech-Debate Teacher
 19. Jake Zirpolo, Physical Education
 20. Kyleigh Zoltek, ELA Teacher

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

<p>Ayes: Denise Fears Eric Knipp Matt Mallinson Jill Esry Blake Roberson Greg Finke</p>	<p>Absent: Carrie Dixon</p>
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Dr. Herl reported on several of the Bond Issue projects: the elementary playground equipment installation has been slowed due to the previous rainy weather: demolition work at Truman High School and William Chrisman High School auditoriums is going well, work is started on the fine arts area, and the FACS classrooms have been demolished. Dr. Herl said that Summer School is off to a great start with an enrollment of 4,856 students compared to 3,459 last year and 4,123 for 2019. The high school Graduations were held outside and a number of positive comments have been received. The Legislative Session is over and with the exception of HB349, the education portion of bills wasn't that bad. HB 349 is on the Governor's desk but at this time, we are not sure if he will veto or sign the Bill. Another Bill was passed that changed the \$50 million maximum to \$25 million which made it a little more positive than originally thought.

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

Mr. Brent Blevins from Stifel, Nicolaus & Company, Inc. congratulated the District on an almost 85% approval of the 2021 Bond Issue. He also said this was a great time to sell the bonds as investors were very interested. He said that the Bonds were over-subscribed in each category which meant that the investors pay more and interest rates are lower. He said the buyers were large banks and that the rate is locked in as of today. Over the 20 years, the District will pay between 1.69-2.10 percent. Mr. Ben Thompson with Gilmore Bell said that the Bond sale will be finalized on June 24th and the District will receive the funds for the Bond projects.

Following this information, Eric Knipp made the motion that the Board of Education approves the following Resolution:

RESOLUTION AUTHORIZING AND DIRECTING THE ISSUANCE, SALE AND DELIVERY OF \$43,000,000 PRINCIPAL AMOUNT OF GENERAL OBLIGATION SCHOOL BUILDING BONDS (MISSOURI DIRECT DEPOSIT PROGRAM), SERIES 2021, OF THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI; PRESCRIBING THE FORM AND DETAILS OF SAID BONDS; PROVIDING FOR THE LEVY AND COLLECTION OF AN ANNUAL TAX FOR THE PURPOSE OF PAYING THE PRINCIPAL OF AND

INTEREST ON SAID BONDS AS THEY BECOME DUE; AND AUTHORIZING CERTAIN OTHER DOCUMENTS AND ACTIONS IN CONNECTION THEREWITH.

The motion was seconded by Jill Esry and unanimously approved by the Board of Education

Dr. Stout stated that he worked with CBIZ on securing the health, dental, and life/long term disability insurance plans. He asked Mr. Jim Vigliaturo with CBIZ to share the results of the health insurance renewal. Mr. Vigliaturo said that four proposals were received and the Blue Cross/Blue Shield proposal was the most competitive with an overall increase of 8.3% with no plan changes. The District will also increase the HSA contribution from \$600 to \$1,000 for each employee.

Greg Finke made the motion, second by Blake Roberson, that the Board of Education approves Blue Cross/Blue Shield to provide health insurance coverage to the Independence School District becoming effective on October 1, 2021. The Board of Education also approves the increase in the HSA contribution from \$600 to \$1,000. The motion was unanimously approved by the Board of Education.

Mr. Vigliaturo explained that CIGNA Insurance, current provider for the School District, has offered to renew the dental plan with a 0% premium increase and no plan design changes, with a 6.5% rate cap for the 2022 and 2023 years.

Blake Roberson made the motion, second by Matt Mallinson, that the Board of Education approves CIGNA Insurance to provide dental insurance coverage to the Independence School District effective October 1, 2021 with no increase to the current premium and no change to plan benefits and a rate cap of 6.5% for the 2022 and 2023 years. The motion was unanimously approved by the Board of Education.

Mr. Vigliaturo said that CBIZ conducted a request for proposals to review plan options for life and long term disability insurance. He recommended accepting the proposal from Standard Insurance as it was the most competitive and their rate levels are guaranteed for three years. This plan will provide an overall decrease in cost to the District of \$36,000.

Jill Esry made the motion, second by Eric Knipp, that the Board of Education approves the basic life, AD&D, voluntary life, and long term disability benefit insurance with Standard Insurance, at an overall decrease in annual cost, for a period of three years. The motion was unanimously approved by the Board of Education.

Dave Johnson said CBIZ conducted a request for proposal to review options for the District's Employee Assistance Program (EAP). He is recommending approval of the proposal from LifeWorks as they were the most competitive and provided several plan enhancements. The agreement would include a three year rate guarantee.

Eric Knipp made the motion, second by Jill Esry, that the Board of Education approves LifeWorks as the District's Employee Assistance Program effective October 1, 2021 at an approximate annual cost of \$28,080 with a rate guarantee for three years. The motion was unanimously approved by the Board of Education.

Dr. Grant shared that the INEA negotiation team had met and approved the attached proposal. The Administration is recommending approval of the Fourth Addendum to the Collective Bargaining Agreement between the Independence National Education Association and the School District of the City of Independence, Missouri.

Jill Esry made the motion that the Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence National Education Association and the School District of the City of Independence, Missouri. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education. (Pages 12110-12111)

Dr. Grant shared that the IESP negotiation team had met and approved the attached proposal. The Administration is recommending approval of the Fourth Addendum to the Collective Bargaining Agreement between the Independence Educational Support Personnel and the School District of the City of Independence, Missouri.

Blake Roberson made the motion that the Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence Educational Support Personnel 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 12112-12113)

Dr. Grant shared that the ITEA negotiation team had met and approved the attached proposal. The Administration is recommending approval of the Fourth Addendum to the Collective Bargaining Agreement between the Independence Transportation Education Association and the School District of the City of Independence, Missouri.

FOURTH 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 4, 2021; 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 1 day of July 2021 (the "Effective Date").

The Association and District agree to the following:

1. 6.4 Salary

- a. Horizontal step movement and two vertical steps on the indexed salary schedule for those who qualify. To qualify for two steps, an individual needs to have been an employee of the ISD during the 2019-2020 school year and have been eligible for vertical step movement had it been available.
- b. \$400 will be added to the indexed salary schedule.
- c. A \$500 training stipend will be paid in December to individuals who are eligible for benefits (25 hours). Employees not eligible for benefits will receive \$250.
- d. Certified staff who complete additional education may move horizontally on the salary schedule in the months of September and January and necessary documentation is provided.

2. 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 \$1000 to the HSA.


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

FOURTH 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 final negotiation session which concluded on Tuesday, May 4, 2021; 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 1 day of July 2021 (the "Effective Date").

The Association and District agree to the following:

- 1) 6.1 Salaries for 2021-2022 School Year
 - a) Two vertical steps on the indexed salary scale for those who qualify. To qualify for two steps, an individual needs to have been an employee of the ISD during the 2019-2020 school year and have been eligible for vertical step movement had it been available.
 - b) \$400 will be added to the indexed teacher salary schedule. A comparable percentage will be added to the salary schedule. Those salary schedules are provided.
 - c) A \$500 training stipend will be paid in December to individuals who are eligible for benefits (25 hours). Employees not eligible for benefits will receive \$250.
- 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 \$1000 to the HSA for the 2021-2022 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: Midal Ort
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: Denise Sears
President, Board of Education

ATTESTED BY: Annette Miller
Secretary, Board of Education

Greg Finke made the motion that the Board of Education approves the Fourth Addendum to the Collective Bargaining Agreement between the Independence Transportation Education Association and the School District of the City of Independence, Missouri. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education. (Pages 12115-12116)

Dr. Herl reviewed the proposed changes to Board of Education Policies: 0311, 3165, 4120, and 6180. He said these changes were presented at the May Board of Education meeting also but Policy changes requires two readings for final approval.

Eric Knipp made the motion, second by Greg Finke, that the Board of Education approves this second and final reading of changes/additions to Board of Education Policies 0311, 3165, 4120, and 6180 as presented. The motion was unanimously approved by the Board of Education. (Pages 12117-12124)

Dr. Herl said that two Board of Education Regulations (3165 and 6190) have been reviewed and the Administration is recommending approval of the changes/additions as presented which only require one reading.

The motion was made by Greg Finke, second by Jill Esry, that the Board of Education the changes/additions to Board of Education Regulations 3165 and 6190 as presented. The motion was unanimously approved by the Board of Education. (Pages 12125-12133))

Dr. Herl said that normally Molly Johnson is the Independence School District delegate for the Missouri Securities Investment Program (MOSIP) but she is not available to attend the annual meeting on June 11. Therefore, the District is recommending to elect to grant its proxy to the MOSIP Board of Directors.

Blake Roberson made the motion that the Board of Education approves the School District electing to grant its proxy to the MOSIP Board of Directors to vote on its behalf at the annual June 1, 2021 meeting. Jill Esry seconded the motion and it was unanimously approved by the Board of Education.

Dr. Stout said the District let bids in February for student accident insurance. He said the District received two bids: Lawrence E. Smith Company and Gallagher Student Health and Special Risk Insurance. Based on the bids, the Administration is recommending Gallagher Student Health and Special Risk Insurance as the student accident insurance provider for the 2021-2022 and 2022-2023 school years at a rate per year of \$32,000.00 with an option for two one-year extensions.

The motion was made by Eric Knipp, second by Matt Mallinson, that the Board of Education approves Gallagher Student Health and Special Risk Insurance to provide student accident insurance for the calendar years 2021-2022 and 2022-2023 at a rate for each year of \$32,000.00 with the option for two one-year extensions as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl said the District will be replacing furniture in the FAC classrooms at Truman, Van Horn, and William Chrisman High Schools. The Administration is recommending accepting the quotes from SSI Furnishings at a total cost of \$118,145.29 per the TIPS Contract #200301 for Global/OTG and Equalis Group Contract #EQ-052920-01 for Artco Bell. Furniture quotes for FAC rooms.

Jill Esry made the motion, second by Eric Knipp, that the Board of Education approves the quotes from SSI Furnishings per the TIPS Contract #200301 for Global/OTG and Equalis Group Contract #EQ-052920-01 for Artco Bell for a total cost of \$118,145.29 for replacement furniture for the 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 recommends approving a three year contract for HVAC services for all District sites with Control Service Company at a yearly cost of \$41,300.00 due to compatibility of the current system

The motion was made by Blake Roberson that the Board of Education approves entering into a three year contract with Control Service Company for automation and energy management service for the HVAC systems for all District sites during each school term for a yearly cost of \$41,300.00. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Herl said the District is recommending approval of a Resolution for the 2020 Multi-Jurisdictional Hazard Mitigation Plan that addresses the risk or loss of life or property through actions taken in advance of crisis or disaster situations in the School District. The plan was developed by Mid-America Regional Council.

Matt Mallinson made the motion, second by Jill Esry, that the Board of Education approves the 2020 Multi-Jurisdictional Hazard Mitigation Plan Resolution to address the risk or loss of life or property through actions taken

FOURTH 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 14, 2021; 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 1st day of July 2021 (the "Effective Date").

The Association and District agree to the following:

1. Salary

- a. Two vertical steps on the indexed salary scale for those who qualify. To qualify for two steps, an individual needs to have been an employee of the ISD during the 2019-2020 school year and have been eligible for vertical step movement had it been available.
- b. \$400 will be added to the indexed teacher salary schedule. A comparable percentage will be added to the driver and attendant salary schedule. Those salary schedules are provided.
- c. A \$500 training stipend will be paid in December to individuals who are eligible for benefits (25 hours). Employees not eligible for benefits will receive \$250.
- d. An addition of one step to both the driver and attendant salary schedule.
- e. Fuelers will receive \$13.00 per hour for fueling duties.

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 \$1000 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: Robert A. Smith
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: Kenno Sears
President, Board of Education

ATTESTED BY: Annette Miller
Secretary, Board of Education

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
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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. 6/2021

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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. 6/2021**

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
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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**Page 3****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. 6-2021

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 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 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.

FINANCIAL OPERATION**Regulation 3165****Procurement Standards – Federal Contracts****Conflict of Interest**

The District maintains a written code of standards of conduct which governs the performance of District employees who may be engaged in the award and administration of contracts. These standards will include a prohibition against employees who are involved in the selection, award or administration of a contract supported by Federal funds, if a conflict of interest, real or apparent, would be involved.

A conflict of interest would arise if a District board member or employee, any member of their family, their partner, or an organization which employs or is about to employ any of the parties named in this paragraph, has a financial or other interest in the firm selected for the award.

Neither District board members, nor employees will accept gratuities, favors, or anything of monetary value from contractors, potential contractors or parties to sub-agreements. This rule will not apply to gifts of less than ten dollars (\$10.00), or is an unsolicited item of nominal intrinsic value. Violations of these conflict of interest provisions will result in disciplinary action up to and including termination for employees, and up to and including public sanction of a violating Board member.

Avoidance of Unnecessary/Duplicate Purchase

The District will review proposed procurements to avoid purchases of unnecessary or duplicative items. Consideration will be given to consolidating or breaking out procurements to obtain a more economical purchase. Where appropriate, an analysis will be made of lease versus purchase alternatives, and any other appropriate analysis to determine the most economical approach. Where appropriate to foster great economy and efficiency, the District will consider entering into state and local intergovernmental agreements for procurement, or lease of common goods and services. Moreover where appropriate, the District will use Federal excess and surplus property in lieu of purchasing new equipment and property.

The District will, when appropriate, consider and utilize value engineering clauses in contracts for construction projects for cost reductions. In making awards, the District will select contractors to successfully perform under the terms of the procurement. In analyzing the suitability of contractors, consideration will be given to contractor integrity, compliance with public policy, past performances, as well as, financial and technical services.

Recordkeeping

The District will maintain records sufficient to detail the significant history of a procurement. These records will include, but not be limited to, the following:

Regulation 3165
Page 2

- rationale for the method of procurement;
- selection of contract type;
- contractor selection/rejection; and
- basis for the contract price.

Time and Material Type Contracts

The District will use time and material contracts only after a determination has been made that no other contract is suitable and, if the contract includes a ceiling price, which the contractor may exceed only at its own risk.

Contractor Compliance Resolution

The District is responsible for resolution and settlement of all contractual and administrative issues arising out of Federal related procurements including, but not limited to, source evaluation, protests, disputes and claims. Violations of law will be referred to the local, state or federal authority having jurisdiction.

The District will maintain procedures to handle and resolve procurement disputes, including provisions to share information regarding the protest to the awarding agency.

Competition for Contract Awards

The District will conduct all procurement transactions in a manner providing full and open competition. In doing so, the District will avoid:

- placing unreasonable requirements on firms seeking to qualify to do business;
- requiring unnecessary experience or excessive bonding;
- noncompetitive pricing practices among bidders;
- noncompetitive awards to consultants that are retainer contracts;
- organizational conflicts of interest;
- specifying only a brand name product instead of allowing an equal product to be offered; and
- any arbitrary actions in the procurement process.

The District will avoid in such Federal procurements administratively imposed in – state or local geographical preferences in the evaluation of bids or proposals, except where federal law expressly mandates or encourages such preferences. However, when contracting for architectural and engineering services, geographic locations may be a selection criteria provided that the use of such criteria leaves a sufficient number of qualified firms to compete for the contract.

Procedures for Procurement Transactions

The District will ensure a clear and accurate description of the technical requirements for the material, product or service to be provided under federally related procurements. The description

Regulation 3165**Page 3**

may include a statement of the qualitative nature of the material, product or service to be procured and when appropriate will set forth those minimum essential characteristics and standards to which it need conform in order to satisfy the intended use. Where appropriate, a “brand name or equal” description may be used to define the performance or other requirements of a procurement.

The District will ensure that all prequalified lists of persons, firms, or products are current and include enough qualified sources to ensure maximum open and free competition. Potential bidders will not be precluded from qualifying during the solicitations process. [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.](#)

Methods of Procurement Affecting**Micro Purchases**

Where small purchases under Three Thousand Five Hundred Dollars (\$3,500.00) price quotations will be obtained from an adequate number of qualified sources. Micro Purchases will be distributed equally among qualified vendors.

Small Purchases

The District will utilize the following procurement procedures for purchases of \$75,000 or less. The District where feasible will obtain at least three (3) bids or quotes for each such purchase. The District will maintain documentation for all “small purchases” including the small purchase item; identity of quotes/bids; amount of such bid/quotes; and the date of purchase.

Sealed Bids

When procurement is by sealed bid (formal advertising), bids are publically solicited and a firm-fixed price contract is awarded, the award will be made to the responsible bidder whose bid, conforming with all material terms and conditions of the invitation to bid, is the lowest in price. The sealed bid procurement method will be utilized for all purchases in excess of \$75,000. The sealed bid method is preferred for construction if the following conditions apply:

- a complete adequate and realistic specification is available;
- two or more responsible bidders are willing and able to compete for the project;
- the procurement lends itself to a firm price contract; and
- selection of the successful bidder can be made principally on the basis of lowest price

If sealed bids are used, the following requirements apply:

- invitation to bid will be publically advertised and bids will be solicited from an adequate number of known suppliers providing them sufficient time to bid;
- invitation to bid will define the items or services to be bid;

Regulation 3165**Page 4**

- all bids will be publically opened at a time and place described on the invitation to bid;
- firm fixed-price contract award is made to the lowest responsive and responsible bidder; and
- any and all bids may be rejected when there is a sound documented reason.

Competitive Proposal

The District will utilize a competitive proposal method when conditions are not appropriate for the use of sealed bids. This method will be utilized where either a firm-fixed price is capped or cost reimbursement contract is available. When this method is used, the following requirements will apply:

- requests for proposals will be publicized along with evaluation factors and their relative importance;
- proposals will be solicited from any adequate number of qualified sources;
- a clear method of technical evaluations of the proposals and selective of any awardee will be utilized;
- awards will be made to the firm whose proposal is most advantageous to the program with price and other factors considered; and
- this method may be used for selection of architectural and engineering firms where qualifications are evaluated and the most qualified firm is selected subject to negotiations; and
- more than one contractor/vendor is submitted an offer.

Noncompetitive Sole Source

Where appropriate, procurement may be made by a proposal from any one source or after solicitation, competition is deemed inadequate. This method will be used when small purchase procedures, sealed bid, or competitive proposals are not feasible and one of the following applies:

- item is available from only one source, or there is an emergency situation;
- using the services of the Small Business Administration and the Minority Business Development Agency;
- requiring the prime contractor, where subcontracts are to be left to utilize the steps set out above sole source purchases will be well documented concerning the necessity for all sole source purchases.

▪

Contract Cost and Price

The District will perform a cost or price analysis in connection with every procurement action. At a minimum, the District will make independent estimates before receiving bids or proposals. A cost analysis will be required when adequate price competition is lacking and for sole source procurements, unless price reasonableness can be established on the basis of catalog or mailed price. The District will negotiate profit as a separate element of the process for each contract.

Regulation 3165
Page 5

public emergency will not permit a delay in competitive solicitation; and

- the awarding Federal agency authorizes this method.

Contracting with Small and Minority Firms, Women's Business Enterprise and Labor Surplus Area Firms

The District will take all necessary steps to assure participation of such firms. Affirmative steps will include:

- placing such firm on a solicitation list;
- assuring that such firms are solicited whenever possible;
- when economically feasible dividing total requirements into smaller contracts or quantities; and
- when economically feasible establishing delivery requests which encourage participation for such firms in which there is no price competition and small cases where cost analysis is performed. Consideration will be given to the complexity of the work, the risk to be borne, contractor's investment, the amount of subcontracting, quality of contractors' work on similar work.

Costs or prices on estimated costs will be allowable only to the extent that costs incurred or cost estimates are consistent with Federal cost principals. The District will not use a cost plus a percentage of cost and a percentage of construction cost method.

Agency Review

The District will make available, upon request of the Federal agency, all documents, including but not limited to, procurement specifications; invitations to bid; procurement procedures; pre-award documents.

Bidding Requirements

The District will require bonding for all construction or facility improvements ensuring that the awarding Federal agency's interests are adequately protected as provided in federal regulations.

Contract Provisions

The District's contracts under the Regulation will include:

- administrative, contractual or legal remedies for contractor breaches and provide appropriate remedies for such breaches;
- compliance with Executive Order (EO 11246);
- compliance with Copeland Anti-Kickback Act;
- compliance with Davis Bacon Act;
- compliance with § 103 and 107 of the Contract Work Hours and Safety Standards Act;

Regulation 3165**Page 6**

- notice of awarding agency's requirements and regulations pertaining to reporting;
- notice of awarding agency's requirements and regulations pertaining to patent rights;
- notice of awarding agency's requirements and regulations relating to copyrights and rights in data;
- access to contractor's book documents, papers and records which are pertinent to the contract;
- compliance with all applicable standards, order or requirements under §306 of the Clean Air Act, §508 of the Clean Water Act (EO 11738) and Environmental Protection Act Regulations; and
- mandatory standards and policies relating to emergency efficiency contained in the state emergency conversation plan.

Background Checks

All District vendors shall conduct criminal record and sexual offender background checks on each of its employees who, under a procurement contract, may provide services on District property or at District events. Copies of such record requests will be provided to the District upon request.

Faith Based Organizations

Faith based organizations are eligible to contract with those Districts on federally related contracts on the same basis as any other private organization. In such contracting, the District will not discriminate for or against an organization based on the organization's religious character or affiliation. However, private organizations that engage in inherently religious activities, such as religious workshops, instruction or proselytization must offer these services separately in a time or location separate from any programs or services supported by a federally related District contract.

A faith based organization that contracts with the District on a federally related contract may retain its independence, autonomy, right of expression, religious character and authority over its governance.

Rev. 1/19

REV. 6/2021

INSTRUCTIONAL SERVICES

Regulation 6190

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. [Students enrolled full-time in Program courses may be allowed to attend graduation ceremonies if they complete District in-person instruction and seat time requirements as set forth by the District and upon a written request from the student to the Superintendent.](#)

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.

Regulation 6190**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. 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. 4/20

REV. 3/21

REV. 6/21

in advance of crisis or disaster situations in the School District. The motion was unanimously approved by the Board of Education. (Page 12135)

Dr. Herl explained that the Missouri Department of Elementary and Secondary Education and the United States Department of Education require school district to publish a Safe Return to In-Person Instruction and Continuity of Service Plan (SRCSP) in order to receive allocations of the ESSER III funds. The plan presented is a draft as it will potentially be amended as local, state, and national guidance changes.

Eric Knipp made the motion that the Board of Education approves the Safe Return to In-Person Instruction and Continuity of Service Plan (SRCSP) as required by the Missouri Department of Elementary and Secondary Education and the United States Department of Education for allocation of ESSER III funds. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

The District uses software packages to assist students with credit recovery as part of the curriculum plan. The Administration recommends renewing the Fuel Ed Credit Recovery System for two years with Fuel Education for a cost of \$99,200.00.

The motion was made by Matt Mallinson, second by Blake Roberson, that the Board of Education approves the quote for Fuel Ed System from Fuel Education for a total cost of \$99,200.00. The motion was unanimously approved by the Board of Education.

The District currently uses PowerSchool, a software package, to track student performance and attendance. The Administration recommends renewing the contract with Power School Support and Licensing for the 2021-2022 school year at a cost of \$89,392.86.

Jill Esry made the motion that the Board of Education approves the quote from Power School for a total cost of \$89,392.86 for the 2021-2022 school year. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Stout shared a list of multiple licensing packages the School District uses to operate and maintain data for District programs. The Administration recommends approval of the software and license renewals for the 2021-2022 school year.

Blake Roberson made the motion, second by Jill Esry, that the Board of Education approves the software and license renewals as presented for the 2021-2022 school year. The motion was unanimously approved by the Board of Education. (Page 12136)

Dr. Herl presented a list of surplus items for disposal. This is done on a quarterly basis as items are no longer needed or are broken.

The motion was made by Eric Knipp that the Board of Education approves declaring for surplus the list of items pursuant to Section 177.091 R.S.M.o. as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Page 12137)

Dr. Herl stated that the District is required to conduct a public hearing at a Special Board meeting to present the proposed budget for the new school year. The Administration is recommending scheduling the Budget Hearing on Wednesday, June 30, at 7:30 a.m.

Matt Mallinson made the motion that the Board of Education approves scheduling a special Board of Education meeting on Wednesday, June 30, 2021 at 7:30 a.m. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Greg Finke made the motion, second by Eric Knipp, to adjourn the meeting and go into executive session for real estate, legal, and personnel issues at 6:59 p.m. The motion was approved as follows:

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

Absent: Carrie Dixon



Secretary



President

Resolution

2020 Multi-Jurisdictional Hazard Mitigation Plan

WHEREAS the Independence School District recognizes the threat that natural hazards pose to people and property within the Independence School District; and

WHEREAS the Independence School District has participated in the preparation of a multi-jurisdictional local hazard mitigation plan, hereby known as the 2020 Multi-Jurisdictional Hazard Mitigation Plan for Cass, Clay, Jackson, Platte and Ray counties, hereafter referred to as the *Plan*, in accordance with the Disaster Mitigation Act of 2000; and

WHEREAS the *Plan* identifies mitigation goals and actions to reduce or eliminate long-term risk to people and property in the Independence School District from the impacts of future hazards and disasters; and

WHEREAS the Independence School District recognizes that land use and other policies have a major impact on whether people and property are exposed to natural hazards, the Independence School District will endeavor to integrate the *Plan* into the comprehensive and/or strategic planning process; and

WHEREAS adoption by the Independence School District demonstrates their commitment to hazard mitigation and achieving the goals outlined in the *Plan* and affirms that the Plan will be updated no less than every five years; and

WHEREAS the final draft plan prepared by the Mid-America Regional Council has been reviewed by SEMA and is expected to be approved by FEMA.

NOW THEREFORE, BE IT RESOLVED BY THE INDEPENDENCE SCHOOL DISTRICT in the State of Missouri, in accordance with the Independence School District adopts the final draft *Plan*.

ADOPTED by Independence School District June 8, 2021

By: 

Print name: Denise Fears
President, Board of Education

EZfacility	Wellness & Pool Software System	\$1,620.00
BrainPop	BrainPop & BrainPop Jr	\$45,279.00
ClassLink	LaunchPad	\$52,745.00
Front Line	AESOP - FRONTLINE TECHNOLOGIES	\$31,160.48
AT&T Internet Service	10 Gbit Internet Service	\$16,000.00
Morenet (University of Missouri)	Membership Service Package (MSP)	\$16,733.00
Peardeck	Online extension for teachers to use with Chromebooks	\$11,556.00
Allegiant	Phone Support	\$16,605.00
Trebron - SecurLy	Internet filter for Chromebooks	\$50,820.00
CDW	Creative Cloud - Adobe	\$28,812.00
SpedTrack	Special Education	\$56,260.00
School Messenger (West Interactive)	School Messenger + Documents	\$30,076.75
SeeSaw	PK-5 - District License	\$46,277.00
City of Independence	Fiber Connection	\$46,332.00
VM Ware	CDW	\$9,710.00
PebbleGo (K-2)	K-5 - District License	\$23,187.15
Eaton Power	Server Rm UPS Maint	\$9,180.85
Fortinet	Firewall Maintenance	\$49,995.00
Cybernetics Maintenance	SAN Maintenance	\$4,707.00
Filewave	MDM licenses & Support	\$12,900.00
CDWG	comm Vault renewal	\$23,975.00
Park Place (SHI International)	Post Warranty Maintenance renewal	\$22,186.58
Professional Software for Nurses	SNAP	\$13,396.89
Allegiant - Xima Software Maintenance	Call Accounting	\$1,521.63
CDW	VxRail Maintenance (NEW)	\$46,500.00
CDW	Aruba Wireless Maintenance	\$29,223.94
Morenet Zoom Licenses	Zoom	\$19,800.00
Duo	MFA Licenses	\$27,840.00

**INDEPENDENCE SCHOOL DISTRICT
INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE**

Date: 6-9-21

PUR-009

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Item(s)	Grant Item	Disposal/Scrap/Donate
All-In-One PC	133			No	Poor	No	Disposal
Bookshelves - Yellow/Red	1			No	Broken	No	Disposal
Burnisher - Grey	1			No	Broken	No	Disposal
Chromebooks	2,579			No	Poor	No	Disposal
Document Camera	1	19435	002981204SP	No	Poor	No	Disposal
Dryer	1	13001294		No	Broken	No	Disposal
DVD Player - Magnavoc	1	13009886	U24877902	No	Poor	No	Disposal
DVD Player - Sharp	1	13009884	105254738	No	Poor	No	Disposal
File Cabinet	1	12245		No	Broken	No	Disposal
Freezer	1	18002459		No	Broken	No	Disposal
Keyboards	10 Boxes			No	Poor	No	Disposal
Lab Oven - Binder FD115-UL	1	13020047	10-13219	No	Good	No	Surplus
Laminator	1	13015610	9925-18894	No	Broken	No	Disposal
LapTops	67			No	Poor	No	Disposal
Microwave	1		D5X0020252	No	Broken	No	Disposal
Microwave - Commercial Style	1			No	Broken	No	Disposal
Monitors	5			No	Poor	No	Disposal
Mower - John Deere	1			No	Broken	No	Disposal
Mower - Wright	1	13018966		No	Broken	No	Disposal
Piano	1	13015187		No	Poor	No	Disposal
Power Cords, Cables, Miscellaneous parts	8 Boxes			No	Poor	No	Disposal
Printers	5			No	Poor	No	Disposal
Projectors	10			No	Poor	No	Disposal
Refrigerator	1			No	Broken	No	Disposal
Refrigerator	1	20000462		No	Broken	No	Disposal
Refrigerator	1	17002003		No	Broken	No	Disposal
Refrigerator	1	1448456	6DSHAXK00	No	Broken	No	Disposal
Teacher Desk - Grey	1			No	Broken	No	Disposal
Washer	1	13001295		No	Broken	No	Disposal
Wood Cabinet	1	20000347		No	Broken	No	Disposal
Wood Cabinet	1	13009224		No	Broken	No	Disposal