

BOARD OF EDUCATION
The School District of Independence

12231

The Board of Education met in regular session Tuesday, February 8, 2022, 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. Pam Boatright, Dr. Randy Maglinger,
 Dr. Prissy LeMay, Mrs. Leslie Hochsprung, Mr. Dean Katt, Mrs. Megan
 Murphy, 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.

Eric Knipp made the motion to approve the amended February 8, 2022 Agenda as presented. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Herl reported the February List of Bills total is \$10,873,541.09 which includes several Bond Issue projects that are underway. He said there were motions to let bids for: secure entry at James Bridger Middle School; HVAC and ventilation for the auxiliary gym at Nowlin Middle School; existing roof replacement at Truman High School over the FACS rooms and the Cafeteria prep area; secure entry and storage at Randall Elementary School; and mental health services for students

Eric Knipp made the motion that the Board of Education approves the February 8, 2022 Consent Agenda as printed.

1. Minutes – January 11, 2022
2. Approval of February 8, 2022 List of Bills totaling \$10,873,541.09
3. Approval of Personnel Recommendation #13 as follows:
 - A. Request to Retire (Certificated Staff) Effective June 30, 2022.
 1. Kimberly Johnson, Secondary Alternative/Independence Academy
 2. Barbara Muckey, FACS/Truman High School
 3. Kathy Nesselrode, Kindergarten/Glendale Elementary School
 4. Vicky Teece, Fifth Grade/Bryant Elementary School
 - B. Request to Resign (Certificated Staff) Effective June 30, 2022.
 1. Terry Brown, Pre-K Prep/Christian Ott Elementary School
 2. Laura D'Alexis, Counselor/Glendale Elementary School
 3. Paige Daniels, Art/Blackburn Elementary School
 4. Steven Gordon, Science/Van Horn High School
 5. Kay Jones, Pre-K Prep/Christian Ott Elementary School
 6. Rachel Kirby, ELA/Pioneer Ridge Middle School
 7. Brittany Rum, Fifth Grade/Spring Branch Elementary School
 - C. Request to Hire (Certificated Staff) for the 2022- 2023 School Year.
 1. Rashel Bussard, Middle School Science or Math Teacher
 2. Amy Cates, Middle School Math Teacher
 3. Seth Hadley, Middle School English Teacher
 4. Emily Heller, Elementary Teacher
 5. Rebekah Howell, Elementary Teacher
 6. Lydia Kemmerling, Middle School Math Teacher
 7. Kendall Knox, Elementary Teacher
4. Approval to Let Bids for Secure Entry at James Bridger Middle School.
5. Approval to Let Bids for HVAC and Ventilation for the Auxiliary Gym at Nowlin Middle School.
6. Approval to Let Bids for Existing Roof Replacement at Truman High School over the FACS rooms and the Cafeteria Prep Area.

7 Approval to Let Bids for Secure Entry and Storage at Randall Elementary School.

8 Approval to Let Bids for Mental Health Services for Students.

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

Dr. Herl reported that he spent some time in Jefferson City testifying to the Legislature regarding SB 648 – a Virtual School Bill before the Senate Education Committee. He talked about these services need to be bid out instead of going to profit companies so tax payers get the best option. Virtual students are paid at the student advocacy target rate and the for-profit companies also are paid other state or federal monies. The proposed Bill says the home school district of the student's residence would have to pay regardless even if the student had never attended school in their home district. He said there is also zero accountability by these companies and students test scores do not come back to the home school district but DESE will release them. Dr. Herl reported that the District has had two inclement weather days (February 2 and 3) and these will added to the calendar at the end of the school year. He said that March 24th is the deadline for the State to accept the ESSER III funds. Missouri is the last state to appropriate these funds. He reported that the COVID testing rates are down. Dr. Herl said that SB 648 is not out of committee yet and there is a filibuster going on in the Legislature regarding the proposed redistricting.

Mr. Stutzer provided an update on the Bond Issue projects. He said projects are continuing to make progress. He said two (2) large classrooms at the front of Sycamore Hills Elementary School have been updated to improve control of their HVAC system; the original storefront has been removed at Glendale Elementary School and work is being done on their signage. Performing Arts Projects: Truman High School's carpet is being installed then cleaners will come in, and should have the punch list ready to go by February 23rd; will provide 7-8 hours of training on lighting/audio/visual for staff, and on February 28th the project should be completed and ready to turn over to the building. Athletics: Working on storage spaces at Truman High School, William Chrisman High School, and the Middle School Campus. Middle School Campus storage space: the previous pavilion area was demolished and a new 40x60 foot storage building is being constructed. William Chrisman High School: the current metal building will be demolished and then prep work for the new structure will start. Truman High School: baseball complex still has a few items to be finished: concrete work is almost done, benches are set; and the bat/helmet racks are on order. At William Chrisman High School: the turf is being installed on the softball complex which may take another week and the branding will need to be done. Van Horn High School's punch list will be finished by next week on current projects and the Cafeteria expansion for the 3,000 square feet addition work is getting underway.

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

Dr. Herl reviewed the FY22 Budget Amendments. He said Budget amendments are brought to the Board twice a year for their consideration. In the summary there are two big items: Fund 41 - GO Series which is Bond money and \$21,950,000 that was not expended last year, and the Capital Projects fund. He explained that buildings have carryover funds from year to year and they are allowed to spend their leftover funds now. He said the District recently received two grants that also had to be added to the Budget.

Matt Mallinson made the motion, second by Blake Roberson, that the Board of Education approves the FY22 Budgets adjustments as presented. The motion was unanimously approved by the Board of Education. (Page 12233)

Dr. Stout said that Board of Education Policy 4221 states that work calendars will be set annually by the Board of Education. The ten month calendar includes 204 days, the eleven month calendar includes 229 days, and the twelve month calendar includes 250 days. The Administration recommends approval of these three employment calendars for the 2022-2023 year.

A motion was made by Jill Esry, second by Eric Knipp, that the Board of Education approves the proposed ten, eleven, and twelve month work calendars for the 2022-2023 school year. The motion was unanimously approved by the Board of Education. (Pages 12234-12236)

Dr. Herl reviewed the proposed changes to Board of Education Policies 0412 (references a change to the date that requests can be received to address the Board of Education at a Board meeting), 1421 (prohibits the posting or placing of campaign or candidate signs on School District property), and 2770 (seclusion and restraint of students). Dr. Herl stated that it takes two motions by the Board of Education to approve Policy changes.

Jill Esry made the motion that the Board of Education approves this as the first reading of changes/additions to Board of Education Policies 0412, 1421, and 2770. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education. (Pages 12237-12248)

Budget Amendments FY22 - BOE - February

Fund	Revenue	Expenditures	Change
11 Scholarship	-	-	-
12 Incidental	490,293.32	4,045,491.10	(3,555,197.78)
15 Nutrition Services	-	-	-
16 Activity	-	-	-
17 Self Insurance Funds	-	-	-
General - Total	490,293.32	4,045,491.10	(3,555,197.78)
22 Special Revenue	148,157.00	209,383.70	(61,226.70)
31 Debt Service	-	-	-
41 GO Series 2017B	-	21,595,000.00	(21,595,000.00)
42 Capital Projects	402,412.99	435,853.99	(33,441.00)
45 Nutrition Service Capital	-	-	-
46 Activity Capital	-	-	-
	1,040,863.31	26,285,728.79	(25,244,865.48)

INDEPENDENCE PUBLIC SCHOOLS
2022-2023 CALENDAR
 10 Month

JULY 2022					AUGUST 2022					SEPTEMBER 2022					OCTOBER 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5				1	2	3	4	5	6	7
4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	10	11	12	13	14
11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	24	25	26	27	28
25	26	27	28	29	29	30	31			26	27	28	29	30	31				
Workdays 6					Workdays 23					Workdays 21					Workdays 21				
Non Workdays 15					Non Workdays 1					Non Workdays 1					Non Workdays 1				
NOVEMBER 2022					DECEMBER 2022					JANUARY 2023					FEBRUARY 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4				1	2	2	3	4	5	6			1	2	3
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	12	13	14	15	16	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	19	20	21	22	23	23	24	25	26	27	20	21	22	23	24
28	29	30			26	27	28	29	30	30	31				27	28			
Workdays 19					Workdays 15					Workdays 20					Workdays 19				
Non Workdays 2					Non Workdays 6					Non Workdays 2					Holidays 1				
Holidays 1					Holidays 1														
MARCH 2023					APRIL 2023					MAY 2023					JUNE 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3	3	4	5	6	7	1	2	3	4	5				1	2
6	7	8	9	10	10	11	12	13	14	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	17	18	19	20	21	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	24	25	26	27	28	22	23	24	25	26	19	20	21	22	23
27	28	29	30	31						29	30	31			26	27	28	29	30
Workdays 18					Workdays 19					Workdays 20					Non Workdays 22				
Non Workdays 5					Non Workdays 1					Non Workdays 3									

A. Contract Days

July	6	Jan	20
August	23	Feb	19
Sept	21	March	18
Oct	21	April	19
Nov	19	May	20
Dec	15	June	0
201			

B. Holidays

Thanksgiving	1
Dec. 23	1
Presidents Day	1
3	

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	7
Martin Luther King	1
Spring Break	5
Good Friday	1
17	

D. Appointment Days

Workdays	201
Holidays	3
204	

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

HR 01/18/2022

INDEPENDENCE PUBLIC SCHOOLS 2022-2023 CALENDAR

11 Month

JULY 2022					AUGUST 2022					SEPTEMBER 2022					OCTOBER 2022					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
				1	1	2	3	4	5					1	2	3	4	5	6	7
4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	10	11	12	13	14	
11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	17	18	19	20	21	
18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	24	25	26	27	28	
25	26	27	28	29	29	30	31			26	27	28	29	30	31					
Workdays 7					Workdays 23					Workdays 21					Workdays 21					
Non Workdays 14										Non Workdays 1										
NOVEMBER 2022					DECEMBER 2022					JANUARY 2023					FEBRUARY 2023					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
	1	2	3	4				1	2	2	3	4	5	6			1	2	3	
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13	6	7	8	9	10	
14	15	16	17	18	12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	
21	22	23	24	25	19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	
28	29	30			26	27	28	29	30	30	31				27	28				
Workdays 19					Workdays 15					Workdays 20					Workdays 19					
Non Workdays 2					Non Workdays 6					Non Workdays 2					Holidays 1					
Holidays 1					Holidays 1															
MARCH 2023					APRIL 2023					MAY 2023					JUNE 2023					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
		1	2	3	3	4	5	6	7	1	2	3	4	5				1	2	
6	7	8	9	10	10	11	12	13	14	8	9	10	11	12	5	6	7	8	9	
13	14	15	16	17	17	18	19	20	21	15	16	17	18	19	12	13	14	15	16	
20	21	22	23	24	24	25	26	27	28	22	23	24	25	26	19	20	21	22	23	
27	28	29	30	31						29	30	31			26	27	28	29	30	
Workdays 18					Workdays 19					Workdays 22					Workdays 22					
Non Workdays 5					Non Workdays 1					Non Workdays 1										

A. Contract Days

July	7	Jan	20
August	23	Feb	19
Sept	21	March	18
Oct	21	April	19
Nov	19	May	22
Dec	15	June	22
			226

B. Holidays

Thanksgiving	1
Dec. 23	1
Presidents Day	1
3	

C. Other Observations

Labor Day	1
Thanksgiving	2
Winter Recess	7
Martin Luther King	1
Spring Break	5
Good Friday	1
Memorial Day	1
18	

D. Appointment Days

Workdays	226
Holidays	3
229	

HR 01/18/2022

INDEPENDENCE PUBLIC SCHOOLS
2022-2023 CALENDAR
 12 Month Draft

JULY 2022					AUGUST 2022					SEPTEMBER 2022					OCTOBER 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5				1	2	3	4	5	6	7
4	5	6	7	8	8	9	10	11	12	5	6	7	8	9	10	11	12	13	14
11	12	13	14	15	15	16	17	18	19	12	13	14	15	16	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	19	20	21	22	23	24	25	26	27	28
25	26	27	28	29	29	30	31			26	27	28	29	30	31				
Workdays 20					Workdays 23					Workdays 21					Workdays 21				
Holidays 1										Non Workdays 1									
NOVEMBER 2022					DECEMBER 2022					JANUARY 2023					FEBRUARY 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4				1	2	2	3	4	5	6			1	2	3
7	8	9	10	11	5	6	7	8	9	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	12	13	14	15	16	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	19	20	21	22	23	23	24	25	26	27	20	21	22	23	24
28	29	30			26	27	28	29	30	30	31				27	28			
Workdays 19					Workdays 15					Workdays 20					Workdays 19				
Non Workdays 2					Non Workdays 6					Non Workdays 1					Non Workdays 1				
Holidays 1					Holidays 1					Holiday 1									
MARCH 2023					APRIL 2023					MAY 2023					JUNE 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3	3	4	5	6	7	1	2	3	4	5				1	2
6	7	8	9	10	10	11	12	13	14	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	17	18	19	20	21	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	24	25	26	27	28	22	23	24	25	26	19	20	21	22	23
27	28	29	30	31						29	30	31			26	27	28	29	30
Workdays 23					Workdays 20					Workdays 22					Workdays 22				
										Non Workdays									

A. Contract Days

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

B. Holidays

Independence Day	1
Thanksgiving	1
Dec. 23	1
Jan. 2	1
Presidents Day	1
<u>5</u>	

C. Other Observations

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

D. Appointment Days

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

HR 01/18/2022

ORGANIZATION, PHILOSOPHY AND GOALS**Policy 0412****Meetings****Requests to Address the Board**

The Board is very interested in citizen viewpoints and problems, however, citizens are encouraged to work through problems at the building and/or administrative levels before coming to the Board. District residents and employees who desire to address the Board during the public comment period must present items to be considered for placement on the agenda. This request must be in writing, specifying the individual's name who will be addressing the Board, the subject of the presentation, supporting data, and the desired action. The request is to be directed to the Board of Education and must be received in the Office of the Superintendent of Schools by 4:00 pm on the Friday ~~one week~~ before the regular meeting of the Board of Education. The Board President and the Superintendent shall determine whether or not the request is appropriate for inclusion on the agenda, either in open or closed session, or for public comment.

The Board may refuse to address an issue if the individual proposing the topic has not first attempted to resolve the matter through the appropriate established procedures and policies. The Board reserves the right to impose reasonable restrictions on the number of items placed on the agenda and the number of spokespersons for any given public comment period. In the event the Board agenda is full, items may be rescheduled for the next regular Board meeting.

Public Comment Period

A period of time not to exceed thirty (30) minutes, unless extended by the Board, will be allotted for public comment by District residents and staff members who have received prior approval and placement on the agenda. Individuals who have not been placed on the agenda, pursuant to this policy, may not speak during the public comment period. The Board has established a maximum limit of five minutes per approved spokesperson, thus allowing a maximum number of participants in the allotted time period. Only items from the posted agenda may be discussed during the public comment period.

Board members or other representatives from the District will not respond during the meeting to comments made during the period for public comment. All questions will be responded to by an appropriate person within a reasonable period of time.

Rev. 1/19

Rev. 2/22

GENERAL ADMINISTRATION**Policy 1421****School/Community Relations****Polling Places on School Premises**

School District facilities may be used as polling places pursuant to Section 115.117.1 of the Revised Missouri Statutes.

The posting or placing of election campaign or candidate signs on School District property is strictly prohibited. Election campaign or candidate signs placed on School District property may be confiscated and destroyed by School District personnel.

Pursuant to Section 115.637(18) of the Revised Missouri Statutes, exit polling, surveying, sampling, electioneering, distributing campaign literature, posting signs or placing vehicles bearing signs with respect to any candidate or question to be voted on shall be prohibited on election day inside any School District building in which a polling place is located or within twenty-five (25) feet of the building's outer door closest to the polling place. The Board of Election Commissioners or a duly appointed election judge shall enforce the distance requirement.

~~On non-election days, the posting or placing of election campaign or candidate signs on School District property is prohibited except for twelve hours immediately prior to the opening of the polls on election day. Election campaign or candidate signs placed on School District property on election day pursuant to this Policy 1421 shall be removed from School District property on or before 6:00 a.m. on the day after election day. Any signs not so removed may be confiscated and destroyed by School District personnel.~~

9/2006

Rev. 3/2022

STUDENTS**Policy 2770**
Form 2770**Student Welfare****Seclusion and Restraint****A. Purpose**

Through the adoption of this policy the Board expects to:

- Meet the requirements of RSMo 160.263.
- Promote safety and prevent harm to all students, school personnel and visitors in the school district.
- ~~Foster a climate of~~ Treat all students with dignity and respect in the use of discipline and behavior-management techniques.
- Provide school personnel with clear guidelines about the use of seclusion, ~~Safe Room placement~~ isolation, and restraint on school district property or at any school district function or event.
- Promote retention of teachers and other school personnel by addressing student behavior in an appropriate and safe manner.
- Promote parent understanding about state guidelines and district policies related to the use of discipline, behavior management, behavior interventions and responses to emergency situations.
- Promote the use of non-aversive behavioral interventions and positive behavior support techniques.
- ~~Meet the requirements of RSMo 160.263.~~

B. Definitions:

“Authorized School Personnel” means school personnel who have received annual training in:

- De-escalation practices,
- Appropriate use of physical restraint,
- Professionally-accepted practices in physical management and use of restraints,
- Methods to explain the use of restraint to the student who is to be restrained and to the individual’s family,
- Appropriate use of ~~Safe Room placement~~ isolation,
- Appropriate use of seclusion, and
- Information on the policy and appropriate documentation and notification Procedures

Policy 2770
Page 2

~~“Assistive technology device” means any item, piece of equipment or product system that is used to increase, maintain or improve the functional capacities of a child with a disability.~~

~~“Aversive behavioral interventions” means an intervention that is intended to induce pain or discomfort to a student for the purpose of eliminating or reducing maladaptive behaviors, including such interventions as: contingent application of noxious, painful, intrusive stimuli or activities; any form of noxious, painful or intrusive spray, inhalant or tastes; or other stimuli or actions similar to the interventions described above. The term does not include such interventions as voice control, limited to loud, firm commands; time limited ignoring of a specific behavior; token fines as part of a token economy system; brief physical prompts to interrupt or prevent a specific behavior; interventions medically necessary for the treatment or protection of the student. Corporal punishment administered in accordance with state law is not an aversive intervention for the purpose of this policy.~~

“Behavior Intervention Plan (BIP)” means a plan developed by an IEP team for a student with a disability who displays need for specific behavior interventions for chronic patterns of problem behavior. ~~If a disabled student’s team develops a BIP in those circumstances, the BIP becomes a part of the IEP~~ sets forth specific behavior interventions for a specific student who displays chronic patterns of problem behavior.

“Chemical Restraint” shall never be used by school personnel. ~~restraint” means the administration of a drug or medication to manage a student’s behavior that is *not* a standard treatment and dosage for the student’s medical condition.~~

~~“Discipline” means consequences for violating the district’s student code of conduct.~~

~~“Emergency situation” is one in which a student’s behavior poses a serious, probable threat of imminent physical harm to self or others or destruction of property.~~

“Functional Behavior Assessment” a formal assessment to identify the function or purpose the behavior serves for the student so that classroom interventions and behavior support plans can be developed to improve behavior. The assessment could include observations and charting of the behavior and interviews with family, teachers, and the student, so as to determine the frequency, antecedent and response of the targeted behavior.

“IEP” means a student’s Individualized Education Program as defined by the Individuals with Disabilities Education Act (IDEA).

~~“Law enforcement officer” means any public servant having both the power and duty to make arrests for violations of the laws of this state.~~

~~“Locking hardware” means mechanical, electrical or other material devices used to lock a door~~

Policy 2770
Page 3

~~or to prevent egress from a confined area.~~

“Mechanical ~~restraint~~ Restraint” means ~~a~~ the use of any device or ~~physical object that the student cannot easily remove that restricts~~ equipment to restrict a student’s freedom of movement. ~~of or normal access to a portion of his or her body. This includes but is not limited to straps, duct tape, cords or garments. The term does~~ “Mechanical Restraint” shall not include: ~~(1) an adaptive or protective device recommended by a physician or therapist when used as recommended; (2) safety equipment used by the general student population as intended (e.g. seat belts, safety harnesses on student transportation; or (3) assistive technology devices.~~ devices implemented by trained personnel or use by a student with prescription for such devices from an appropriate medical or related services professional and that are used for specific and approved purposes for which such devices were designed such as the following:

- a) Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices;
- b) Vehicle safety restraints when used as intended during the transport of a student in a moving vehicle;
- c) Restraints for medical immobilization; or
- d) Orthopedically prescribed devices that permit a student to participate in activities without risk.

“Physical ~~escort~~ Restraint” means ~~the temporary touching or holding of the hand, wrist, arm, shoulder or back for the purpose of inducing a student who is acting out or eloping to walk to a safe location.~~

“Physical ~~restraint~~ Restraint” means ~~the use of person-to-person physical contact to restrict the free movement of all or a portion of a student’s body. This would include, for example, the act of preventing a student from leaving an enclosed space for safety purposes. It does not include briefly holding or hugging a student without undo force for instructional or other purposes; briefly holding a student to calm them, taking a student’s hand to transport them for safety purposes, physical escort, intervening in a fight, or carrying a student when developmentally appropriate to do so~~ is a personal restriction such as person-to-person physical contact that immobilizes, reduces, or restricts the ability of a student to move the student’s torso, arms, legs, or head freely. “Physical restraint” shall not include:

- a) A “physical escort” which is a temporary touching or holding of the hand, wrist, arm, shoulder, or back for the purpose of inducing a student to walk to a safe location.
- b) Comforting or calming a student.

Policy 2770
Page 5

d) Other appropriate disciplinary measures.

“Section 504 Plan” means a student’s individualized plan developed by the student’s Section 504 multidisciplinary team after a pre-placement evaluation finding the student is disabled within the meaning of Section 504 and its implementing policy.

~~“Student Support Plan” sets forth specific behavior interventions and/or supports for a specific student who displays chronic patterns of problem behavior.~~

“Time out” means brief removal from sources of reinforcement within instructional contexts that does not meet the definition of seclusion or Safe Room placement. Time out includes both of the following:

- a) Non-exclusionary time out: removal of reinforcers from the student without changing the physical location of the student (e.g., asking the student to put his/her head down on the desk); and
- b) Exclusionary time-out: removal of the student from participation in an activity or removal from the instructional area.

~~Use of Restrictive Behavioral Interventions:~~

~~Time-Out~~

~~Nothing in this policy is intended to prohibit the use of time-out as defined in this section.~~

C. Seclusion

~~Seclusion as defined in this policy is strictly prohibited.~~

The District will not confine a student in seclusion unless there is a situation or condition where there is imminent danger to the student or others.

~~Use of Aversive Interventions~~

~~Aversive interventions will only be used in accordance with this policy. District personnel shall never use aversive interventions that compromise health and safety.~~

○ **Safe Room Placement**

~~Safe Room placement, as defined in this policy, may only be used by authorized school personnel, as defined in this policy.~~

~~At the time a student’s Individualized Education Program (IEP), Section 504 plan, BIP, or other parentally agreed upon plan to address a student’s behavior is developed, the parent/guardian will be provided with a permission form regarding the use of the Safe Room.~~

Policy 2770
Page 6

~~If a student's parent/guardian has not had the opportunity to sign the permission form because no IEP, Section 504 Plan, BIP, or other parentally agreed upon plan to address a student's behavior is in place for the student, the following procedure will take place if deemed necessary by school personnel:~~

- ~~○ The classroom will be cleared of all other students and the student's behavior will be managed in that room, if appropriate;~~
- ~~○ The student will be disciplined in accordance with the student discipline code;~~
- ~~○ A parent/guardian will be notified of the need to clear the classroom due to the student's behavior and of the discipline imposed;~~
- ~~○ A behavior team meeting will take place within five (5) school days following the incident and a BIP or other parentally agreed upon plan will be developed for the student, if necessary.~~

~~If a student's parent/guardian has signed the permission form, the Safe Room will be utilized for that student if necessary and a staff member will be present in the room with the student at all times unless one of the following escalations in conduct occurs: (1) the student becomes physically violent; (2) the student expels bodily fluids; or (3) the student begins disrobing. If any of these escalated behaviors occurs, the staff member will leave the room, utilize the staff-engaged locking system, and supervise the student through a window or other viewing device.~~

~~If a parent chooses not to give permission for his/her student to be placed in the Safe Room, the following procedure will take place if deemed necessary by school personnel:~~

- ~~○ The student will be taken to the Recovery Room;~~
- ~~○ The Recovery Room will be cleared of all other students;~~
- ~~○ The student's parent/guardian will be notified of the behavior issue and will be required to pick up the student from school;~~
- ~~○ Law enforcement officials will be notified if an assault or other crime has occurred and charges may be pressed against the student; and~~
- ~~○ If the parent/guardian of the student fails to pick up the student within thirty (30) minutes of receiving notification of the behavior issue (or if the parent/guardian cannot be reached upon reasonable attempts by school personnel) and it is determined that an emergency situation exists, the student will be placed in the Safe Room.~~
- ~~○ The parent/guardian will be responsible for any and all damage to property caused by their student during the incident.~~

Use of **Safe Room seclusion placement** requires all of the following:

- The student ~~to~~ shall be monitored by an adult in close proximity who is able to see and hear the student at all times. Monitoring shall be face-to-face unless personal safety of the child or staff member is significantly compromised, ~~in which case technology-supported monitoring may be utilized.~~

Policy 2770**Page 7**

- The total time ~~in Safe Room~~ of seclusion placement is to be reasonably calculated by District personnel on a case-by-case basis based on the age of the child and the circumstances, and is not to exceed 40 minutes, ~~without a reassessment of the situation and consultation with parents and/or administrative staff, unless otherwise specified in an IEP or Section 504 Plan or other parentally agreed upon plan to address a student's behavior.~~ the student continues to be a threat to the safety of self or others.
- The space in which the student is placed should be a normal-sized meeting or classroom commonly found in a school setting and should have ~~The space in which the student is placed is~~ comparable in lighting, ventilation, heating, cooling, and ceiling height to those systems that are in use in other places in the school and ~~The space in which the student is placed~~ must be reasonably free of objects that could cause harm.

~~Safe Room~~ Seclusion placement shall never be used as a form of punishment or for the convenience of school personnel.

D. Physical and Prone Restraint

~~Physical restraint shall only be used in one of the three circumstances below:~~

- ~~○ In an emergency situation as defined in this policy;~~
- ~~○ When less restrictive measures have not effectively de-escalated the situation; or~~
- ~~○ When otherwise specified in an IEP, Section 504 Plan or other parentally agreed-upon plan to address a student's behavior.~~

~~Physical restraint shall:~~

- ~~○ Only be used by authorized school personnel as defined in this policy.~~
- ~~○ Only be used for as long as necessary to resolve the actual risk of danger or harm that warranted the use of the physical restraint;~~
- ~~○ Use no more than the degree of force necessary to protect the student or other persons from imminent physical harm [or harm to property];~~
- ~~○ Not place pressure or weight on the chest, lungs, sternum, diaphragm, back, neck or throat of the student which restricts breathing; and~~
- ~~○ Only be done by school personnel trained in the proper use of restraint.~~

~~Any school personnel using physical restraint shall:~~

- ~~○ Use only methods of restraint in which the person has received district approved training.~~
- ~~Conduct restraint with at least one additional adult present and in line of sight, unless other school personnel are not immediately available due to the unforeseeable nature of an emergency situation.~~

Policy 2770
Page 8

For all school years beginning on or after July 1, 2022, the District will not use any mechanical, physical, or prone restraint technique that:

- 1) Obstructs views of the student's face.
- 2) Obstructs the student's respiratory airway, impairs the student's breathing or respiratory capacity, or restricts the movement required for normal breathing to cause positional or postural asphyxia.
- 3) Places pressure or weight on or causes the compression of the student's chest, lungs, sternum, diaphragm, back, abdomen, or genitals.
- 4) Obstructs the student's circulation of blood.
- 5) Involves pushing on or into the student's mouth, nose, eyes, or any part of the face or involves covering the face or body with anything including, but not limited to, soft objects such as pillows, blankets, or washcloths.
- 6) Endangers the student's life or significantly exacerbates the student's medical condition.
- 7) Is purposely designed to inflict pain.
- 8) Restricts the student from communicating. If an employee physically restrains a student who uses sign language or an augmentative mode of communication as the student's primary mode of communication, the student shall be permitted to have the student's hands free of restraint for brief periods unless an employee determines that such freedom appears likely to result in harm to self or others.

Physical restraints should never be used as a form of punishment or for the convenience of school personnel or unless there is a situation or condition in which there is an imminent danger of physical harm to the student or others.

Mechanical Restraint

~~Mechanical restraint shall only be used as specified in a student's IEP, Section 504 plan,~~

~~BIP, or other parentally agreed-upon plan to address a student's behavior with the exception of mechanical restraints employed by law enforcement officers in school settings used in accordance with law enforcement policies, procedures, and appropriate professional standards.~~

Chemical Restraint

~~Chemical restraints shall never be used by school personnel.~~

Communication and Training

E. Assurances and Training

The District will ensure that the policy adopted under this section requires the following:

1. Any student placed in seclusion or restraint shall be removed from such seclusion or

Policy 2770
Page 9

restraint as soon as the District personnel determines that the student is no longer an imminent danger of physical harm to self or others.

2. District personnel shall annually review the policy and procedures involving the use of seclusion and restraint. Personnel who use seclusion or restraint shall annually complete mandatory training in the specific seclusion and restraint techniques that the District uses.

F. Recordkeeping and Parental Notification

The District will attempt to notify the parents or legal guardians as soon as possible but no later than one hour after the end of the school day on which the use of seclusion or restraint occurred. Notifications shall be oral or electronic and shall include a statement indicating that the District will provide the parents or legal guardians a copy of the report described in this section within five (5) school days.

Each time seclusion or restraint is used for a student, the incident shall be monitored by a member of the District's staff and a report shall be completed by the District personnel that contains at a minimum the following:

- a. Date, time of day, location, duration, and description of the incident and intervention;
- b. Any event leading to the incident and reason for using seclusion or restraint;
- c. A description of the methods of seclusion or restraint used;
- d. The nature or extent of any injury to the students;
- e. The names, roles, and certifications of each employee involved in the use of seclusion or restraint;
- f. The name, role, and signature of the person who prepared the report;
- g. The name of the employee whom the parent or guardian can contact regarding the incident and use of seclusion or restraint;
- h. The name of the employee to contact if the parent or guardian wishes to file a complaint;
- i. A statement directing parents and/or legal guardians to a sociological, emotional, or behavioral support organization and a hotline number to report child abuse and neglect.

Form 2770 is a sample reporting form which may be utilized to satisfy the reporting requirement.

The District will maintain the report as an education record of the student, provide a copy of the report to the parent or legal guardian within five (5) school days, and a copy of each incident report shall be sent to the Department of Elementary and Secondary Education within thirty (30) days of the incident.

G. Applicability of this Policy

This policy applies to all district school personnel. School personnel assigned to programs not located on district premises (hospitals, detention centers, juvenile facilities, and mental health facilities) shall follow the policy and procedure of the facility/program where they work.

Policy 2770
Page 10

H. School Personnel Meeting Debriefing

Following any situation involving the use of ~~Safe Room placement~~ seclusion, isolation, or restraint, as defined in this policy, a ~~meeting~~ debriefing shall occur as soon as possible but no later than two (2) school days after the emergency situation. The ~~meeting~~ debriefing shall include, at a minimum, a discussion of the events that led to the emergency and why the de-escalation efforts were not effective; any trauma reactions on the part of the student, other students or school personnel; what, if anything, could have been done differently, and an evaluation of the process.

I. Parental Notification Retaliation

~~Except as otherwise specified in a student's IEP, Section 504 plan, BIP, or other parentally agreed-upon plan to address a student's behaviors:~~

District employees will not retaliate against any person for having:

Reported a violation of any policy established under this section or failure of the District to follow any provisions of this section in retaliation to incidents of seclusion and restraint or provided information regarding a violation of this section by the District or a member of the staff of the District.

~~Following a situation involving the use of restraint or use of the Safe Room where the staff member was required to leave the room due to escalated behaviors, the parent or guardian of the student shall be notified through verbal or electronic means of the incident as soon as possible, but no later than the end of the day of the incident unless circumstances render it unreasonable or impossible to notify the parent or guardian by the end of the day in which case the parent or guardian shall be notified through verbal or electronic means of the incident no later than noon of the next day.~~

~~o The parent or guardian shall receive a written report of the emergency situation within five (5) school days of the incident. The written incident report shall include all of the following:~~

- ~~• Date, time of day, location, duration, and description of the incident and de-escalation interventions.~~
- ~~• Event(s) that led up to the incident.~~
- ~~• Nature and extent of any injury to the student.~~
- ~~• Name of a school employee the parent or guardian can contact regarding the incident, and contact information for that employee.~~

Staff Training

~~School districts shall ensure that all school personnel are trained annually regarding the policy and procedures involving the use of seclusion, Safe Room placement and restraint~~

Policy 2770
Page 11

Students with Disabilities

~~The foregoing policy applies to all students. However, if the IEP or multi-disciplinary team determines that a form of restraint, Safe Room placement, or aversive behavior intervention may be appropriate in certain identified and limited situations, the team may set forth the conditions and procedures in the IEP or Section 504 plan. Any use of restraint, Safe Room placement, or aversive behavior interventions must be limited to what is set forth in the IEP or Section 504 plan unless otherwise provided for in this policy. Before adding the use of restraint, Safe Room placement, or aversive behavior interventions to an IEP or Section 504 plan, the student must have undergone appropriate assessments which may include, but are not limited to, a functional behavior assessment, a review of existing data, and formal assessment observations. The plan must outline preventative techniques, de-escalation strategies, and the development of coping strategies, and the preventative techniques should support the elimination of the use of restraint, Safe Room placement, or aversive behavior intervention over time.~~

Reports on Use of Safe Room Placement, Restraint or Aversive Behavior Interventions

~~The District will maintain records documenting the use of Safe Room placement and restraint showing each of the following: when they were used, reason for use, duration of use, names of school personnel involved, whether students or school personnel were injured, name and age of the student, whether the student has an IEP, Section 504 plan, Behavior Intervention Plan (BIP) or other personal safety plan when the parents were notified, if the student was disciplined, and any other documentation required by federal or state law.~~

Applicability of this Policy

~~This policy applies to all district school personnel. School personnel assigned to programs not located on district premises (hospitals, detention centers, juvenile facilities, and mental health facilities) shall follow the policy and procedure of the facility/program where they work.~~

REV. 9/16
REV. 2/22

Dr. Stout said that a number of the Districts' software solutions require yearly maintenance and upgrades. He said the Administration is recommending approval of the purchase of annual licenses for Microsoft products at a cost of \$126,959.15 under the Education Plus (Missouri Schools) (018-A) Contract.

The motion was made by Blake Roberson, second by Eric Knipp, that the Board of Education approves the quotes to purchase annual licenses for Microsoft products from CDW for \$126,959.15 cost under the Education Plus (Missouri Schools) (018-A) Contract. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending approval of the bid from Provision Data Solutions for FY22 to upgrade the network infrastructure and wireless at a cost of \$194,550.00. He said the project was bid through E-rate and the District will only have to pay 20% (\$38,910.00) of the total cost.

Blake Roberson made the motion that the Board of Education approves the Network Infrastructure and Wireless Upgrade bid from Provision Data Solutions at a cost of \$194,550.00 of which the District is responsible for 20% or \$38,910.00. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl stated that State Statutes will not allow a school district to purchase supplies without the Board of Education's approval. He said the Administration is recommending approval to encumber funds for the purpose of purchasing classroom supplies, textbooks, and department supplies for the 2022-2023 school year.

Matt Mallinson made the motion that the Board of Education approves the preliminary budgets for the 2022-2023 school year for classroom supplies, textbooks, and department supplies as presented for the purpose of encumbering funds for the timely ordering of these items. Greg Finke seconded the motion and it was unanimously approved by the Board of Education.

Dr. Herl stated that the ISD's Legislative Priority Platform for 2022 is attached. He stated that following the Board of Education's review and approval that they will be sent to State Legislators. The list supports issues more than opposing them.

Eric Knipp made the motion, second by Jill Esry, that the Board of Education approves the Legislative Priority Position Platform for the 2022 Legislative Session as presented. The motion was unanimously approved by the Board of Education. (Page 12250)

Dr. Herl said the District let bids for replacement of interior and exterior doors for multiple District buildings. The Administration is recommending approval of the bid from Omega Construction Services for \$753,077.00.

The motion was made by Eric Knipp, second by Matt Mallinson, that the Board of Education accepts the bid of \$753,077.000 from Omega Construction Services for replacement of interior and exterior doors for District buildings. The motion was unanimously approved by the Board of Education.

The District's improvement plans include remodeling the band and instrumental music rooms at Van Horn High School and also the band, orchestra, drama, and weight rooms at Pioneer Ridge Middle School. The Administration recommends accepting the Guaranteed Maximum Price of \$3,948,093.00 from Nabholz Construction.

Jill Esry made the motion that the Board of Education accepts the Guaranteed Maximum Price from Nabholz Construction for the remodeling of band and instrumental classrooms at Van Horn High School and the band, orchestra, drama, and the weight rooms at Pioneer Ridge Middle School for a Guaranteed Maximum Price of \$3,948,093.00. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Herl explained the *Early Notice of Intent to Return* is to incentivize eligible teachers who return for the 2022-2023 school year as well as to help the School District with staffing needs. Employees who are paid on the teacher's salary schedule will be paid a \$1,000 stipend for signing their contract by March 16, 2022.

Blake Roberson made the motion, second by Eric Knipp, that the Board of Education approves the Early Notice of Intent to Return Incentive for the 2022-2023 school year as presented. 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 Eric Knipp, to adjourn the meeting and go into executive session for legal, real estate, personnel, and student issues at 6:48 p.m. The motion was approved as follows:

**Independence Board of Education
2022 Legislative Session**

Legislative Priority Positions

In the interest of public education in the Independence School District, we ask members of the Missouri General Assembly to:

1. Support the full funding of state mandates in accordance with the Missouri Constitution.
2. Support maintaining the integrity and full funding of the current Foundation Formula and avoid adjustments that would significantly alter the manner in which the Formula is distributed.
3. Oppose legislation that would divert revenue to non-public educational entities.
4. Support local school district authority to make the decisions about matters such as: open enrollment; employee compensation and working conditions; class sizes; educational placement, curriculum and instruction materials; professional development; program and employee evaluation; school calendar; and Board member election terms and dates.
5. Support current legislation that grants the local education agenda (LEA) the ability to determine the best educational placement of a student including the impacts of virtual school participation.
6. Support a consistent set of standards and tools to measure the progress of students and meet their educational needs while allowing districts to respond and implement these changes without further disruption to state standards or tests.
7. Support deadlines for certification of Assessed Valuation to allow school districts to be more accurate in setting levies.
8. Strengthen laws that control tax abatement programs.
9. Support funding for Early Childhood expansion.
10. Support a change in the bonding capacity for school districts from 15% to 20% of the district's assessment valuation.
11. Oppose charter school expansion as law currently exists. All local tax funds should be under the control of a publicly elected board.

President, Board of Education

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

Absent: Carrie Dixon

C. Annette Miller
Secretary

Denise Fears
President