

BOARD OF EDUCATION
The School District of Independence

12252

The Board of Education met in regular session Tuesday, March 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
 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, Mr. Todd
 Theen, Mr. Salum Stutzer, Mrs. Megan Murphy, 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.

Eric Knipp made the motion to approve the March 8, 2022 Agenda as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Mrs. Fears stated that a patron had requested to address the Board of Education. Mrs. Fears read Policy 0412 regarding addressing the Board of Education.

Helen Hurley, 1701 S. Evanston, Independence, MO addressed the Board of Education regarding the current climate in the country toward LGBTQ students. She said that some groups are trying to ban transgender students from sports; there is a movement to "don't say gay", and decisions are being made for students that limit their access to mental health services. She said that the school climate should create a supportive environment for these students. Ms. Hurley said that allowing students to use their preferred nouns and pronouns would provide an opportunity for them to build skills and improve their self-confidence.

Dr. Herl said the Bills List total for this month is \$22,014,140.31 and the majority of the payments are for Bond Issue projects and is in the range of what was projected.

Jill Esry made the motion that the Board of Education approves the March 8, 2022 Consent Agenda as printed.

1. Minutes – February 8, 2022
2. Approval of March 8, 2022 List of Bills totaling \$22,014,140.31
3. Approval of Personnel Recommendation #15
 - A. Request to Retire (Certificated Staff) Effective June 30, 2022.
 1. Janna Baker, Instructional Coach/District
 2. Sheila Bonner, Impact/Blackburn Elementary School
 3. Katrina Lickteig, ECSE/Hanthorn School
 4. Dennis Martin, Fourth Grade/Cassell Park Elementary School
 5. DeAnna Meyer, English/William Chrisman High School
 - B. Request to Resign (Certificated Staff) Effective June 30, 2022.
 1. Briant Barker, PLTW/Pioneer Ridge Middle School
 2. Tressa Canaday, Kindergarten/Sugar Creek Elementary School
 3. Jennifer Gaye, Counselor/George Caleb Bingham Middle School
 4. Emily Hein, Fourth Grade/Christian Ott Elementary School
 5. Andrew Hinton, Fifth Grade/Thomas Hart Benton Elementary School
 6. Ashley Isaacks, First Grade/Spring Branch Elementary School
 7. Amber Johnson, First Grade/Korte Elementary School
 8. Morgan LeMasters, Third Grade/ Thomas Hart Benton Elementary School
 9. Tara Micham, Social Studies/George Caleb Bingham Middle School
 10. Jessica Miller, Kindergarten/Blackburn Elementary School
 11. Korrie Murphy, Fourth Grade/Glendale Elementary School
 12. Samantha Passantino, Kindergarten/Mill Creek Elementary School
 13. Mattie Shepherd, ELA/Pioneer Ridge Middle School
 14. Matthew Simpson, Business/Truman High School

15. Joelle Thompson, Art/Korte Elementary School
 16. Carol Tonnies, ISS/Van Horn High School
 17. Brooklynn Wattenbarger, Theatre/William Chrisman High School
 18. Jackie Whisenhunt/Special Education/Truman High School
 19. Samantha Williams, First Grade/Randall Elementary School
 20. Linda Witkowski, Pre-K Prep/Randall Elementary School
- C. Request to Hire (Certificated Staff) for the 2022-2023 School Year.
1. Kalyssa Brockman, Elementary Teacher
 2. Kristina Burney, ELL Teacher
 3. Lauren Collins, Special Education Teacher
 4. Brooke Herman, Elementary Teacher
 5. Bill Hoyle, Special Education Teacher
 6. Chloe Julian, Elementary Teacher
 7. Lindsey McIndoo, FACS Teacher
 8. Keilah Zahner, Elementary Teacher

The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education.

Dr. Herl reported on two pieces of legislation: HB 3014 is the appropriation Bill specifically for the ESSER III funds and Missouri was the last state to appropriate these funds. The School District had hired personnel and planned to purchase HVAC equipment with the intent of using the ESSER III funds. HB 1814 is on open enrollment. It has hit the House floor already and is very concerning. Dr. Herl said he saw the impact in Kansas when they went to the open enrollment plan. He said students do not have to reside in the resident district. He talked about the difference of Kansas being a state based funding system (which means funds are equalized throughout their districts) compared to Missouri school districts who rely on local based funding. Dr. Herl said that the ISD is the only school district participating in Dolly Parton's *Imagination Library* reading program which provides free books for birth to age five children. Dr. Herl reported on the District's COVID numbers. As of January 21, the positive rate in the ISD was 2.59% and since the last Board of Education meeting the numbers have gone from 0.45 to 0.22 to 0.11, and as of now are 0.07. He said the trending down is going exceptionally well and Jackson County is down to 5.6%. Dr. Herl said there has been a lull on some of the Bond Issue projects due to the weather but they will be picking up as the weather changes. Dr. Herl reported on the early signing incentive and that 601 staff have signed already. He said this helps with staffing assignments for next year. He also said that the District is not seeing the number of teacher applications for open positions that they have seen in the past.

Dr. Herl announced that this is the annual Missouri School Board's recognition week for Board of Education members across the state. He expressed appreciation to the ISD Board of Education members for volunteering to serve the community and District in this capacity. He also thanked the community for their support of the ISD and the Board of Education.

Mrs. Esry stated that she and Mrs. Fears recently attended the MSBA Legislative Forum in Jefferson City. She talked about a book that features women who have served in the Senate. She said currently there are 11 women now and only 36 women total for the whole state. She said the District could request copies of the book for the school libraries and for fourth grade classrooms. During the Legislative Forum, they learned that over 2,200 bills have been filed so far in the Legislature and 10% pertain to education.

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

Dr. Herl said that this is the second and final reading for changes/additions 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).

The motion was made by Blake Roberson that the Board of Education approves this as the second and final reading of changes to Board of Education Policies 0412, 1421, and 2770 as presented. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education. (Pages 12254-12265)

Dr. Herl said the Administration is recommending changes to Board of Education Regulation 4710 pertaining to liquidated damages of employees when contracts are broken.

The motion was made by Greg Finke that the Board of Education approves changes to Board of Education Regulation 4710 as presented. The motion was seconded by Matt Mallinson and unanimously approved by the Board of Education. (Pages 12266-12267)

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

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~~“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~~

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~~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” 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 undue 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.

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- 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.~~

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~~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.~~

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- 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.~~

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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

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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 extend 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 locate don 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**

PERSONNEL SERVICES**Regulation 4710****Separation****Resignation: Certificated Staff**

Certificated employees who wish to resign should address a letter of resignation to the Superintendent/Designee and the principal/supervisor to be presented to the Board of Education. Resignations shall only become effective by release by the Board of Education. The letter should state reasons, and an effective date for the resignation.

The Board will require a teacher wishing to terminate his or her contract to pay liquidated damages in order to compensate the District for the costs of finding a suitable replacement, training expenses and other disruptions. Because the actual damages will be difficult to ascertain, the payment of liquidated damages set forth herein is a reasonable estimation.

Resignations of teachers under contract will be considered according to the following conditions:

- 1) Resignations must be submitted in writing to the Board of Education accompanied by a certified check or money order for the proper amount of liquidated damages. The check will be returned if the teacher is not released from his or her contract.
- 2) Liquidated damages will be assessed as follows:

Date Resignation Submitted	% of Teacher's Base Salary Amount*
After June 1 but prior to June 15	5 3 %
After June 14 but prior to July 1	6 4 %
After June 30 but prior to July 15	7 5 %
After July 14 but prior to August 1	8 6 %
After August 1	10 7 %

~~* The teacher's base salary amount shall be based upon the base teachers' salary included in the salary schedule for the following school year adopted by the Board of Education.~~

In the event that a newly hired teacher or a probationary teacher signs a contract for the following school year, and wishes to be released from his or her contract from the date of execution of the contract of employment but prior to June 15, the calculation of liquidated damages will be 3% of the teacher's ~~base~~ salary amount, and such teacher must apply for release from his or her contract of employment in accordance with the procedure set forth previously herein.

Regulation 4710**Page 2**

In the event that a resignation is not approved by the Board and the teacher breaches his or her contract of employment, the Board may pursue any lawful remedies and exercise any lawful rights including, but not limited to, monetary damages and an action to seek revocation of the teacher's certificate of license to teach.

The Board reserves the right to evaluate the assessment of liquidated damages and further reserves the right to waive liquidated damages on a case-by-case basis.

Rev. 8/15

Rev. 3/22

Dr. Herl said that the Kids Safari Program attempts to have fees that offset the operation of the program. Due to increased costs, the Administration is recommending fee increases effective starting with the 2022-2023 school year as follows:

Before and After	\$70.00 per week/per child
Before Only	\$50.00 per week/per child
After Only	\$50.00 per week/per child
Drop In	\$20.00 per AM or PM visit
Full Day / Snow Day	\$45.00 per day/per child
Summer Full Day	\$140.00 per week/per child
Pre-K Before and After	\$80.00 per week/per child
Pre-K Before Only	\$60.00 per week/per child
Pre-K After Only	\$60.00 per week/per child

Dr. Herl said the District is very competitive when compared to other districts and is cheaper than several for-profit groups.

Eric Knipp made the motion, second by Jill Esry, that the Board of Education approves fee increases for the Kids Safari Program as presented for the 2022-2023 school year. The motion was unanimously approved by the Board of Education.

Dr. Herl said that due to increased operational costs, the Administration is recommending increasing the fees for the Early Childhood Education Program as follows:

Ages 3-5	\$100 per week
Under the Age of 3	\$210 per week

Carrie Dixon made the motion that the Board of Education approves the weekly fee increases for the Early Childhood Program effective for the 2022-2023 school year. The motion was seconded by Eric Knipp and unanimously approved by the Board of Education.

Dr. Herl said the FY21 Audit is complete and ready for the Board of Education's approval. He thanked Molly Johnson, Mardie Gardner, the Business Office staff, and the Human Resources Department for their work on the Audit. He said it was an exceptionally clean audit as this was a very complex year. The Business Office had to create over 12,500 new account codes. There were no material weaknesses and the only significant weakness cited was on the investment for a scholarship fund based on the investment time frame of the TVA (Tennessee Valley Authority) Bonds.

The motion was made by Matt Mallinson, second by Eric Knipp, that the Board of Education approves the audit for the 2020-2021 school year as presented. The motion was unanimously by the Board of Education.

Dr. Herl explained that the 2021-2022 school year calendar needed to be adjusted due to inclement weather days. He said the adjustment will also include a full week for Spring Break. The Administration is recommending using May 23, 24, 25, 26, and 27 as regular student attendance days.

Eric Knipp made the motion that the Board of Education approves adjusting the 2021-2022 School Calendar using May 23, 24, 25, 26, and 27 as regular student attendance days in order to meet the required days of attendance. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Page 12269)

Dr. Herl stated that the District had let bids for epoxy floor finishing at Mill Creek, Randall, and Spring Branch Elementary Schools and Van Horn High School. He said the Administration is recommending approval of the bid from Uni Floor, Inc. at a cost of \$122,370.00.

The motion was made by Jill Esry, second by Carrie Dixon, that the Board of Education approves the bid of \$122,370.00 from Uni Floor, Inc. for epoxy floor finishing at Mill Creek, Randall, and Spring Branch Elementary Schools and Van Horn High School. The motion was unanimously approved by the Board of Education.

Dr. Herl said the District let bids for restroom partitions at Mill Creek Elementary School and Van Horn High School. The Administration recommends approval of the bid from Hillyard Inc. at a cost of \$70,544.91.

The motion was made by Eric Knipp, second by Blake Roberson, that the Board of Education approves the bid of \$70,544.91 from Hillyard Inc. for restroom partitions at Mill Creek Elementary School and Van Horn High School. The motion was unanimously approved by the Board of Education.

INDEPENDENCE PUBLIC SCHOOLS
2021-2022 CALENDAR
 Revised 9 Month

JULY 2021					AUGUST 2021					SEPTEMBER 2021					OCTOBER 2021				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
			1	2	2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	6	7	8	9	10	4	5	6	7	8
12	13	14	15	16	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15
19	20	21	22	23	23	24	25	26	27	20	21	22	23	24	18	19	20	21	22
26	27	28	29	30	30	31				27	28	29	30		25	26	27	28	29
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
NOVEMBER 2021					DECEMBER 2021					JANUARY 2022					FEBRUARY 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5			1	2	3	3	4	5	6	7		1	2	3	4
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28				
Student Attendance					Student Attendance					Student Attendance					Student Attendance				
Teacher Contract					Teacher Contract					Teacher Contract					Teacher Contract				
MARCH 2022					APRIL 2022					MAY 2022					JUNE 2022				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
	1	2	3	4					1	2	3	4	5	6			1	2	3
7	8	9	10	11	4	5	6	7	8	9	10	11	12	13	6	7	8	9	10
14	15	16	17	18	11	12	13	14	15	16	17	18	19	20	13	14	15	16	17
21	22	23	24	25	18	19	20	21	22	23	24	25	26	27	20	21	22	23	24
28	29	30	31		25	26	27	28	29	30	31				27	28	29	30	
Student Attendance					Student Attendance					Student Attendance									
Teacher Contract					Teacher Contract					Teacher Contract									
Hours worked extra during conference week equals 1 contract day for certified/trade day for classified																			

A. Contract Days

July		Jan	20
August	11	Feb	16
Sept	21	March	19
Oct	21	April	20
Nov	19	May	20
Dec	15	June	

182

Weather Make Up Days

Snow Day #4-May 31

Snow Days # 5-7 June 1-3

All Attendance and Contract Days that are postponed due to inclement weather will be added at the discretion of the Board of Education

Required Student Contract Days 170

Required Teacher Contract Days 182

2/25/2022

Snow Day

No School / Non Contract

Professional Development - No School / Contract

Spring Break - No School / Non Contract

First Day of School/Last Day of School

Teacher Work Day

End of PT Conferences - No School / Contract Day

The District let bids for repair to playground surfaces at several Project Shine Schools. Dr. Herl said the Administration is recommending approval of the bid from Paritrave Innovations, Inc. at a cost of \$26,316.19 for Mill Creek, Randall, Spring Branch, and Three Trails Elementary Schools.

Blake Roberson made the motion that the Board of Education approves the bid of \$26,316.19 from Paritrave Innovations, Inc. to repair playground surfaces at Mill Creek, Randall, Spring Branch, and Three Trails Elementary Schools. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Bids were let for the painting of gyms, cafeterias, and awnings at Mill Creek, Randall, and Spring Branch Elementary Schools and Van Horn High School. Dr. Herl said three bids were received and the Administration is recommending approval of the bid from Dayco Painting, Inc. at a cost of \$91,626.00.

A motion was made by Greg Finke, second by Eric Knipp, that the Board of Education approves the bid of \$91,626.00 from Dayco Painting, Inc. for painting the gyms, cafeterias, and awnings at Mill Creek, Randall, and Spring Branch Elementary Schools and Van Horn High School. The motion was unanimously approved by the Board of Education.

Dr. Herl said bids were let for carpet, stair tread, cove base, rubber tile landings, and LVT at Project Shine Schools. The Administration is recommending approval of the bid from Regents Flooring for \$159,767.00.

Jill Esry made the motion that the Board of Education approves the bid of \$159,767.00 from Regents Flooring for carpet, stair tread, cove base, rubber tile landings, and LVT at Mill Creek, Randall, and Spring Branch Elementary Schools and Van Horn High School. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl explained that the District, as part of the Facilities CSIP plan, will remodel secure entries at William Southern and Mill Creek Elementary Schools, Hanthorn School, and minor remodeling at Sugar Creek Elementary School. The Administration is recommending approval of the Guaranteed Maximum Price (GMP) of \$4,646,798.00 from Nabholz Construction.

A motion was made by Carrie Dixon, second by Eric Knipp, that the Board of Education approves the Guaranteed Maximum Price (GMP) of \$4,646,798.00 from Nabholz Construction for the remodel of the secure entries at William Southern and Mill Creek Elementary Schools, Hanthorn School, and minor secure entry remodeling at Sugar Creek Elementary School as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl said that the Facilities CSIP Plan includes remodeling the secure entries at Randall Elementary School, James Bridger Middle School, and building storage units at Nowlin Middle School and Randall Elementary School. The Administration is recommending approval of the Base Bid plus Alternate 1 Bid of \$1,521,000.00 from Bruner Contracting Company.

Eric Knipp made the motion that the Board of Education approves the Base Bid plus Alternate 1 bid of \$1,521,000.00 from Bruner Contracting Company for the remodel of the secure entries at Randall Elementary School, James Bridger Middle School, and building storage units at Nowlin Middle School and Randall Elementary School. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said the District's capital improvement program shows that HVAC replacement equipment is needed at several schools and it would not include the installation plan. He also explained that recommending purchasing from different companies would save the District about \$150,000. The Administration recommends accepting the bids from Energy Tech Solutions, Lippert Mechanical Services, and Stanger Industries bids for HVAC replacement equipment for a cost of \$2,057,406.00.

The motion was made by Matt Mallinson, second by Greg Finke, that the Board of Education approves the bids from Energy Tech Solutions, Lippert Mechanical Services, and Stanger Industries for HVAC equipment replacement at Hanthorn, Mill Creek Elementary School, Pioneer Ridge Middle School, Randall Elementary School, Santa Fe Trail Elementary School, Truman High School, William Chrisman High School, and William Southern Elementary School for a cost of \$2,057,406.00 as presented. The motion was unanimously approved by the Board of Education.

Dr. Herl explained that due to the compatibility of the current automated logic controls, the Administration is recommending approval of the proposal from Control Service Company for installation of Automated Logic Controls at Hanthorn, Mill Creek Elementary School, Pioneer Ridge Middle School, Randall Elementary School, Santa Fe Trail Elementary School, Truman High School, William Chrisman High School, and William Southern Elementary School at a cost of \$293,123.00.

Eric Knipp made the motion that the Board of Education approves the proposal from Control Service Company for the installation of the Automated Logic Controls at Hanthorn, Mill Creek Elementary School, Pioneer Ridge Middle School, Randall Elementary School, Santa Fe Trail Elementary School, Truman High School, William Chrisman High School, and William Southern Elementary School at a cost of \$293,123.00. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl stated that a list of surplus items is presented quarterly for the Board of Education's review. He said the Administration is recommending declaring the list of items, as presented, be declared as surplus for disposal pursuant to Section 177.091 R.S.M.o.

Blake Roberson made the motion that the Board of Education approves declaring for surplus the list of attached items pursuant to Section 177.091 R.S.M.o. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education. (Pages 12272-12273)

There being no further information to come before the Board of Education, Greg Finke made the motion, second by Matt Mallinson, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 6:50 p.m. The motion was approved as follows:

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

Nays:


Secretary


President

INDEPENDENCE SCHOOL DISTRICT

INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE

Date:

3-8-22

PUR-009

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Item(s)	Grant Item	Disposal/Scrap/Donate
All-In-One PC	131			No	Broken	No	Disposal
Bookshelf	1			No	Poor	No	Disposal
Cabinet - Wooden	1			No	Poor	No	Disposal
Chair - Black Plastic	16			No	Poor	No	Disposal
Chair - Blue Plastic	22			No	Poor	No	Disposal
Chair - Blue Small	8			No	Poor	No	Disposal
Chair - Blue Virco	67			No	Poor	No	Disposal
Chair - Mauve Virco	53			No	Poor	No	Disposal
Chair - Red Small	6			No	Poor	No	Disposal
Chair - Student	16			No	Poor	No	Disposal
Chair - Tan Virco	14			No	Poor	No	Disposal
Chair - Teal Virco	14			No	Poor	No	Disposal
Chair - Wooden	1			No	Poor	No	Disposal
Chair - Yellow Small	9			No	Poor	No	Disposal
Chromebooks	278			No	Broken	No	Disposal
Desk - Computer	1			No	Poor	No	Disposal
Desk - Teacher	1			No	Poor	No	Disposal
Desk - Teacher	1	16013612		No	Broken	No	Disposal
Document Camera	1			No	Broken	No	Disposal
Infrared No Touch Thermometer	1	17002199		No	Broken	No	Disposal
Infrared No Touch Thermometer	1	17002169		No	Broken	No	Disposal
Infrared No Touch Thermometer	1	17002173		No	Broken	No	Disposal
Infrared No Touch Thermometer	1	17002140		No	Broken	No	Disposal
Infrared No Touch Thermometer	1	17002182		No	Broken	No	Disposal
Infrared No Touch Thermometer	1	17002154		No	Broken	No	Disposal
Laminator	1	13013621		No	Broken	No	Disposal
LapTops	70			No	Broken	No	Disposal
Loft Table Top	1			No	Broken	No	Disposal

INDEPENDENCE SCHOOL DISTRICT

INVENTORY ASSET SHEET FOR DISPOSAL/SCRAP/DONATE

Date:

3-8-22

PUR-009

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Item(s)	Grant Item	Disposal/Scrap/Donate
Mailbox - Wooden	2			No	Poor	No	Disposal
Mailbox - Black	1			No	Poor	No	Disposal
Monitors	1			No	Broken	No	Disposal
Phone	3			No	Broken	No	Disposal
Projection Screen	3			No	Poor	No	Disposal
Projectors	1			No	Broken	No	Disposal
Refrigerator - Whirlpool	1	18000409	V551255276	No	Broken	No	Disposal
Smartboard Stand - Grey	1			No	Poor	No	Disposal
Table - Brown 6 ft	1			No	Poor	No	Disposal
Table - Round Wood	2			No	Poor	No	Disposal
Table - Small Round	3			No	Poor	No	Disposal
Table - Smart Board	1			No	Poor	No	Disposal
Washer	1	130005700		No	Broken	No	Disposal