

The Board of Education met in regular session Tuesday, June 10, 2014, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Ann Franklin, President  
Mrs. Jill Esry, Vice President  
Mrs. Denise Fears, Treasurer  
Mr. Ken Johnston, Director  
Dr. Matt Mallinson, Director  
Mr. Greg Finke, Director

Member Absent: Mr. Blake Roberson, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Dred Scott, Dr. Lance Stout, Dr. Brad MacLaughlin, Dr. Beth Savidge,  
Dr. Linda Gray Smith, Mrs. Cindy Grant, Mrs. Sherry Potter, Mr. Bob  
Robinson, Mrs. Nancy Lewis, INEA, PTA, interested patrons and staff, and  
Mrs. Annette Miller.

The meeting was called to order by the President, Mrs. Ann Franklin, and welcomed guests in attendance. The minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Mrs. Franklin asked Dr. Herl to make a special presentation. Dr. Herl asked Bob Robinson, Director of Facilities, to join him. Dr. Herl said that Mr. Robinson is retiring after 22 plus years and that the District will miss him. As Dr. Herl presented Mr. Robinson with a plaque in honor of his service and commitment to the School District, he said that Bob Robinson was more than just an employee, that he is his friend. Mr. Robinson stated that working for the School District was a wonderful opportunity. He said that he appreciated the years he had been in the District and thanked Dr. Herl, the Board of Education, and the Administrative staff for their support during his tenure.

Greg Finke made the motion to approve the June 10, 2014 Board of Education Agenda as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Mrs. Franklin asked if there were patrons or staff that wished to address the Board of Education in open session.

Gene Hoppe, 16508 Crackerneck Road, requested the amount contributed by the list of donors (business, civic, and faith-based) to the Character Plus "Dr. Bob" Program that was printed in the 'thank you' ad on May 24 in The Examiner.

Dr. Herl stated that the Bills are typical for this time of year as they can range due to ordering supplies and materials for the new school year.

Denise Fears made the motion to approve the June 10, 2014 Consent Agenda as printed.

4. Minutes – May 13, 2014 – Regular Session
5. Approval of June 10, 2014 List of Bills totaling \$8,344,859.07
6. Personnel Recommendation #24
  - A. Resignation of Certificated Staff Effective at the End of the 2013-2014 School Year.
    1. Katherine Hamburg, Fifth Grade/Glendale Elementary School
    2. Kent Pierpoint, Music/Independence Academy
    3. Deanne Pence, Science/Pioneer Ridge Middle School
    4. Caleb Noland, In-School Suspension/William Chrisman High School
    5. Jakqualyn Boden, ELA/Pioneer Ridge Middle School
    6. Mike Spotts, Physical Education/Randall Elementary School
    7. Kathi King, Elementary Teacher/Abraham Mallinson Elementary School
    8. Kyle Lee, Full-Time Substitute/Van Horn High School
    9. Jessica Jones, Elementary Teacher/Fairmount Elementary School
    10. Emily Cedeno, Spanish/George Caleb Bingham Middle School
    11. Daniel Malone, Physical Education/Jim Bridger Middle School
    12. Lindsay Thompson, English/William Chrisman High School
    13. Jerrod Rhodes, Math/Jim Bridger Middle School
    14. Emily Wales, Classroom Teacher/Randall Elementary School
    15. Brian Driskell, Physical Education/George Caleb Bingham Middle School

16. Amber Overman, Instrumental Music/Nowlin Middle School
  17. Jamie Ranabargar, Special Education/John W. Luff Elementary School
- B. Employment of Certificated Staff Effective for the 2014-2015 School Year.

1. Sherry Felz, Elementary Teacher
2. Ashtin Byrd, Elementary Teacher
3. John Thompson, Special Services Teacher
4. Jessica Fries, Elementary Teacher
5. Kelsey Frock, Elementary Teacher
6. Casandra Layman, Special Education Teacher
7. Brianna Shepardson, Music Teacher
8. Patrick Wilcox, English Teacher
9. Carolyn Hills, English Teacher
10. Vanessa Roher, Science Teacher
11. Daidra Saunders, Vocal Music Teacher
12. Katherine McCoy, Elementary Teacher
13. Tammy Stuckey, Special Education Teacher
14. Dayla Eaton, Special Education Teacher
15. Sandra Summers, ELL Teacher
16. Christina Hocker, Family-Consumer Science/Truman High School
17. Willie Horn, Physical Education Teacher
18. Melissa Sanders, Elementary Teacher
19. Austin Soendker, Elementary Teacher
20. Matthew Pyle, In-School Suspension Teacher
21. Chris Rooney, Special Education Teacher
22. Rebekah Braker, Elementary Teacher

4. Approval of Dairy Products Bid for the 2014-2015 School Year.
5. Approval of Bakery Products Bid for the 2014-2015 School Year.
6. Approval to Adopt the Local Plan for Compliance and the Assurance Statements – Part B, Sec. 613 of IDEA. (Page 10760)
7. Approval of Administrator Evaluation.

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

Dr. Herl stated that over 7,800 students have enrolled in Summer School. Jennifer Walker is directing the program this year. He said in visiting the schools that the instruction is incredible, the students are engaged and technology has been incorporated into the curriculum. The program is really making a difference for kids and their learning opportunities. Staff and parents feedback has been very good.

Dr. Herl reported on building projects: the work on the new gymnasium at Nowlin Middle School has been delayed due to rain; the construction of the kitchen at Korte Elementary School is going well (and the Nutrition staff is to be commended for their work during this construction time); Thomas Hart Benton Elementary School's additional storage area work is on target; and the weather has also delayed work on the baseball/softball field at William Chrisman High School. Numerous summer maintenance projects are going on at this time and the District employs students and teachers to work these projects. Project Shine is scheduled for Saturday, July 12, at five (Bryant, Fairmount, Sugar Creek Elementary Schools, Pioneer Ridge Middle School, and William Chrisman High School) schools. A number of organizations are very involved and provide groups of workers to help with Project Shine each year. Legislative issues shared included: the school transfer bill is sitting on the Governor's desk but it is expected that the Governor will veto the bill due to the private school issue. If the bill is signed, it would provide for public money to be used for private school tuition. Private schools are not held to the same standards and requirements as public schools. Currently, it appears that the Kansas City, MO School District will gain provisional accreditation this year. There is a ballot initiative to do away with teacher tenure and it may have acquired enough signatures to put the issue on the ballot. People do not understand that teacher tenure is not a lifetime contract but it does provide for due process rights to teachers.

State Representative Ira Anders was in attendance. He thanked the Board for recognizing him and stated that he could not see any private school taking these students because of the amount of cost involved. Even if the transfers are permitted, what happens to the other students in that school district that are left behind? Currently, there is not a major plan to address their educational opportunities/services.



Missouri Department of Elementary & Secondary Education  
 Division of Special Education - Compliance  
**Local Compliance Plan Certification Statement**

County/District Code: <b>048-077</b>	District Name: <b>Independence #30 School District</b>
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**Submission Instructions**

Complete the form and send to:  
 Missouri Department of Elementary and Secondary Education  
 Special Education Compliance  
 PO Box 480  
 Jefferson City, MO 65102  
 Fax: 573-526-5946

**DUE DATE: July 1, 2014**

**Adoption**

The Responsible Public Agency has chosen the following in regard to adoption of a local plan for compliance with State and Federal regulations implementing the Individuals with Disabilities Education Act (IDEA):

- Option A:** Adopt the Model Compliance Plan made available by the Department of Elementary and Secondary Education.
- Option B:** Adapt the Model Compliance Plan made available by the Department of Elementary and Secondary Education with agency revisions (All pages on which revisions have been made to the Model Compliance Plan with highlighted revisions are enclosed. These revisions must be approved by DESE before the agency's plan becomes final.)
- Option C:** Agency developed Compliance Plan (Plan enclosed for DESE approval.)



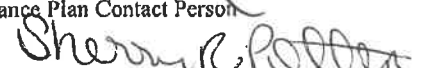
**Certification**

The Responsible Public Agency assures that the agency's Compliance Plan and applicable state and federal regulations constitute the basis for operation and administration of the activities to be carried out in the agency under Part B of the IDEA, to provide special education services for all children with disabilities between the ages of three (3) and twenty-one (21) who meet the eligibility criteria as stated in this Plan and under the jurisdiction of the agency.

The Responsible Public Agency assures that programs administered under Part B of the IDEA are in accordance with the assurances provided in 34 CFR 76.301 of the General Education Provision Act (GEPA) and that federal funds made available under Part B of the IDEA are used in accordance with the excess cost and maintenance of fiscal effort and comparable services requirements of 34 CFR Sections 300.202 - 300.205 of the federal regulations governing the IDEA.

**The local compliance plan was adopted by the Governing Board of the agency on:**  
 (meeting Date - mm/dd/yy) 6/10/14

**Authorized Representative(s)**

Board President 	Date 6/10/14
Superintendent/Chief Administrative Officer 	Date 6/10/14
Compliance Plan Contact Person 	Date 6/10/14

Mrs. Fears reported that she, Mrs. Franklin, and Mr. Johnston attend the MSBA Leadership Summit, June 5-7. They accepted the 2014 Governance Team award for the District at the Friday evening banquet. Only 22 school districts in the state of Missouri received this award and she displayed the award plaque. Requirements are: all Board members have their essential CBM certification; two Board members attained Advanced CBM certification, one Board member attained Master's level certification, quorum of the Board and the Superintendent attended MSBA's 2013 Annual Conference, quorum of the Board and Superintendent attended MSBA's 2013 Spring or Fall Regional meetings, District was represented at MSBA's 2014 Legislative Forum, and a Board representative participated in MSBA's 2013 Delegate Assembly. Mrs. Fears said the sessions were excellent: transition to higher learning standards, how difficult tests are in different states, how rigor plays into this, etc. Three teachers from Jefferson City School District presented a Career Academy Common Core session which discussed how this focuses on curriculum instruction. They said to "teach less so students have more time to think" during instructional time.

Several new Business Items were presented for the Board of Education's consideration.

Dr. Stout discussed a proposal to change bell times and transportation times utilizing the three tier transportation route schedule for the 2014-2015 school year. This will help eliminate traffic issues at the middle school level and make the transportation schedule flow better. This will also allow for consistency in the number of hours and minutes at each level.

Matt Mallinson made the motion that the Board of Education approves the changes to the school day starting and ending times effective for the 2014-2015 school year as presented. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Stout stated that the District had let bids for installation of a scoreboard/video display at the football field at William Chrisman High School. The Administration is recommending approval of the bid from Toshiba Business Solutions and their bid was the lowest at \$148,412.00. Dr. Stout also said that pledged sponsorships will help offset the costs. Currently, a total of \$120,000 has been pledged. He hopes to have another \$40,000 in pledges soon. With this display board, advertisements may be possible at the games and will help offset the cost also.

Ken Johnston made the motion that the Board of Education approves the base bid of \$148,412.00 from Toshiba Business Solutions for the installation of a scoreboard/video display at the District football field at William Chrisman High School. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Dr. Stout reviewed the proposal from US Able for the District's Board paid long term disability and group term life insurance and stated that there will not be an increase for fiscal year 2015. He introduced Mr. Dave Johnson and Mr. Jim Vigliaturo, CBIZ Insurance representatives.

Greg Finke made the motion that the Board of Education approves the recommendation to accept US Able as the Board paid life insurance, accidental death and dismemberment, and long term disability insurance provider for District employees for the 2014-2015 year. Jill Esry seconded the motion and it was unanimously approved by the Board of Education.

Dr. Stout reviewed the recommendation to approve the group health insurance proposal from Blue Cross and Blue Shield for the 2014-2015 school year. He explained that there are two Board paid base plans for employees with each plan having a 4 tier rate structure. He also stated that the dental plan will not have an increase and is in the middle of a rate guarantee, renewing October 1, 2015.

The motion was made by Jill Esry that the Board of Education approves the recommendation to accept the group health insurance plan from Blue Cross and Blue Shield as presented for the 2014-2015 school year. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Greg Finke made the motion, second by Denise Fears, that the Board of Education approves the school meal prices for the 2014-2015 school year as presented. The motion was unanimously approved by the Board of Education. (Page 10762)

Dr. Stout introduced Mr. Daryl Huddleston, new Director of the Transportation Department.

Dr. Herl stated that Dr. Scott chaired the negotiation sessions for the 2014 year and asked him to update the Board regarding the negotiation recommendations. Dr. Scott recognized and thanked the negotiation team members including Netty Doyle, president of INEA, Jill Esry, Ken Johnston, and Greg Finke (Board members) for their

Meal Prices

	2013-2014	Proposed 2014-15
Breakfast		
Elementary	\$1.60	same
Middle School	\$1.70	same
High School	\$1.70	same
Adult	\$2.00	same
Lunch		
Elementary	\$2.30	2.35
Middle School	\$2.45	2.50
High School	\$2.45	2.50
Adult	\$2.90	2.95
Milk	\$0.45	\$0.50
Snack	\$0.75	\$0.75

leadership. He explained that two options were discussed regarding the Salary Schedule for certificated staff for the 2014-2015 school year. One was to add \$400 to the base and two was to add \$200 on base and also add an additional step on each column of the schedule. The teachers were surveyed regarding these two options and the consensus was to add \$200 to the base and an additional step to each column on the certified salary schedule. Employees will receive a 3.16% salary increase for the 2014-2015 school year. Signed agreements from the three organizations (INEA, ITEA, and IESP) should be ready later this month for Board approval.

Jill Esry made the motion, second by Denise Fears, that the Board of Education approves the certified salary schedule for FY 2015 school year as presented. The motion was unanimously approved by the Board of Education. (Page 10764)

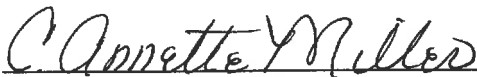
Greg Finke made the motion that the Board of Education approves the Independence School District's membership dues of \$27,874.00 for the 2014-2015 school year with the Cooperating School Districts of Greater Kansas City. The motion was unanimously approved by the Board of Education.

A motion was made by Denise Fears to schedule a special Board of Education meeting for the purpose of approving the School District's 2014-2015 Budget on Thursday, June 26, at 7:30 a .m. in the Board Room. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

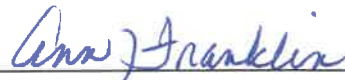
There being no further information to come before the Board, Greg Finke made the motion, second by Ken Johnston, to adjourn the meeting and go into executive session for legal, real estate, and personnel issues at 6:44 p.m. The motion was approved as follows:

Ayes: Ann Franklin  
 Jill Esry  
 Denise Fears  
 Ken Johnston  
 Matt Mallinson  
 Greg Finke

Absent: Blake Roberson



Secretary



President

**INDEPENDENCE PUBLIC SCHOOLS  
SALARY SCHEDULE - CLASSROOM TEACHERS  
2014-2015**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$37,525 *					
1	\$36,325	\$36,991	\$39,324	\$39,990	\$41,656	\$44,489
2	\$36,641	\$37,308	\$39,640	\$41,306	\$42,973	\$45,805
3	\$36,958	\$37,624	\$40,956	\$42,623	\$44,289	\$47,122
4	\$37,274	\$38,940	\$42,273	\$43,939	\$45,605	\$48,438
5	\$38,590	\$40,257	\$43,589	\$45,255	\$46,922	\$49,754
6	\$39,907	\$41,573	\$44,905	\$46,572	\$48,238	\$51,071
7	\$41,223	\$42,889	\$46,222	\$47,888	\$49,554	\$52,387
8	\$42,539	\$44,206	\$47,538	\$49,204	\$50,871	\$53,703
9	\$43,856	\$45,522	\$48,854	\$50,521	\$52,187	\$55,020
10	\$45,172	\$46,838	\$50,171	\$51,837	\$53,503	\$56,336
11	\$46,488	\$48,155	\$51,487	\$53,153	\$54,820	\$57,652
12	\$47,805	\$49,471	\$52,803	\$54,470	\$56,136	\$58,969
13	\$49,121	\$50,787	\$54,120	\$55,786	\$57,452	\$60,285
14	\$50,437	\$52,104	\$55,436	\$57,102	\$58,769	\$61,601
15	\$51,754	\$53,420	\$56,752	\$58,419	\$60,085	\$62,918
16		\$54,736	\$58,069	\$59,735	\$61,401	\$64,234
17			\$59,385	\$61,051	\$62,718	\$65,550
18			\$60,701	\$62,368	\$64,034	\$66,867
19				\$63,684	\$65,350	\$68,183
20				\$65,000	\$66,667	\$69,499
21					\$67,983	\$70,816

- (a) The indexed base is \$33,325. Step 1 BS includes a salary overlay of \$3,000. Step 2 BS and Step 1 BS+16 include a salary overlay of \$2,000. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$1,000.
- (b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.
- (c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.
- (D) One-half hours must be graduate for all hours earned after Master's in Field.
- (E) National Board Certification will receive a \$3,000 annual stipend.
- (F) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.
- (\*) Reflects \$1,200 Stipend for additional training required of entry level teachers.

The Board of Education met in special session Thursday, June 26, 2014, at 7:30 a.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mrs. Jill Esry, Vice President  
Mrs. Denise Fears, Treasurer  
Mr. Ken Johnston, Director  
Dr. Matt Mallinson, Director  
Mr. Blake Roberson, Director

Members Absent: Mrs. Ann Franklin, President  
Mr. Greg Finke, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Dred Scott, Dr. Lance Stout, Mr. Bob Robinson, Mrs. Molly Johnson,  
interested patrons and staff, and Mrs. Annette Miller.

The meeting was called to order by the Vice President, Mrs. Jill Esry, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Denise Fears made the motion to approve the June 26, 2014 Agenda as printed. The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Herl stated that budget adjustments/transfers for the annual budget are usually presented to the Board in February and June. As this is the end of the 2014 fiscal year, the budget is being adjusted to reflect changes in revenues and expenditures as required by state and federal guidelines. Dr. Herl stated that the recommended transfers/adjustments to the accounts are mainly due to changes in grant amounts. He recognized Molly Johnson and expressed appreciation to her and her staff for their work in making sure that the District's financial transactions are recorded correctly.

Ken Johnston made the motion, second by Blake Roberson, to approve the FY14 Budget Adjustments and Transfers as presented. The motion was unanimously approved by the Board of Education. (Page 10766)

Dr. Herl said the School District's 2014-2015 School District Budget has anticipated revenues of \$174,987,795 and expenditures of \$182,840,172. Dr. Herl explained that this is a deficit budget but it does allow the District to provide raises for employees this year. He also said the District will maintain a 12% balance in funds which has been the goal for the past five years.

Following this information, a motion was made by Denise Fears that the Board of Education approves the 2014-2015 School District Budget as presented. The motion was seconded by Matt Mallinson and was unanimously approved by the Board of Education.

Dr. Herl said that Dr. Dred Scott has led the Negotiation Sessions this past year and that he would explain the Collective Bargaining Agreement Amendments that are being presented for the Board of Education's approval.

Dr. Scott thanked Dr. Stout, Mrs. Esry, Mr. Finke, and Mr. Johnston for serving on the Negotiations Committee this year. He reviewed the Second Addendum to the Collective Bargaining Agreement with Independence National Education Association (INEA) as presented in the attached document. (Page 10767-10769 )

Ken Johnston made the motion, second by Blake Roberson, that the Board of Education approves the Second Addendum to the Collective Bargaining Agreement between the Independence National Education Association and The School District of the City of Independence. The motion was unanimously approved by the Board of Education.

Dr. Scott then shared information about the Second Addendum to the Collective Bargaining Agreement with the Independence Transportation Employees Association (ITEA) as presented in the attached document. The agreement reflects changes in salary, health/dental insurance, and employee medical examinations. (Page 10770-10774)

Blake Roberson made the motion, second by Matt Mallinson, that the Board of Education approves the Second Addendum to the Collective Bargaining Agreement between the Independence Transportation Employees Association and The School District of the City of Independence. The motion was unanimously approved by the Board of Education.



## Budget Amendments 14.xls - BOE - June

Fund	Revenue	Expenditures	Change
10 Incidental	408,238.00	503,878.01	(95,640.01)
13 Textbook	-	880.66	(880.66)
15 Scholarship	-	-	-
16 Food Service	105,000.00	11,200.00	93,800.00
17 Activity	-	-	-
18 Dental Reimbursement	-	-	-
19 21st Century	-	-	-
General - total	513,238.00	515,958.67	(2,720.67)
20 Special Revenue	(1,100,000.00)	79,726.71	(1,179,726.71)
30 Debt Service	7,905,724.35	7,905,724.35	-
40 Capital Projects	(700,000.00)	1,203,469.62	(1,903,469.62)
41 2010B QSCB Fund	-	-	-
42 2009 GO Bond Fund	-	-	-
43 2011A GO Bond Fund	-	-	-
44 2010C GO Bond Fund	-	-	-
	6,618,962.35	9,704,879.35	(3,085,917.00)

SECOND ADDENDUM TO THE  
AGREEMENT  
BETWEEN THE  
INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION  
AND THE  
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI  
JULY 1, 2012-JUNE 30, 2017

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence-National Education Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on \_\_\_\_\_, May \_\_, 2014; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2012 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this \_\_\_\_\_ day of \_\_\_\_\_, 2014 (the "Effective Date").

The Association and District agree to the following:

1. Teacher Salaries for 2014-15 School Year
  - a. Teachers will receive one vertical step on the indexed salary schedule;
  - b. Teachers will have the ability to move horizontally on the indexed salary schedule based on graduate hours earned in accordance with Board Policy and Regulation;
  - c. \$200 will be added to the indexed base;
  - d. One indexed step will be added to all columns on the indexed salary schedule;
  - e. Para-educators will be given a 3.16% salary increase;
  - f. Teachers conducting dual credit courses shall receive \$30 for each student who successfully earns college credit for the dual credit course; and
  
2. Health and Dental Insurance
  - a. The District will cover the cost of the base health and dental plan for the 2014-15 school year;
  - b. Informational meetings will be made available during the 2014-15 school year within the District regarding all healthcare plans provided by the District;

May 2014

- c. \$200 will be contributed during the 2014-15 school year by the District to eligible Health Savings Accounts; and
  - d. All District staff will have access to the Wellness Center during the 2014-15 school year at no cost to the staff members.
- 3. Counselors
  - a. 2 counselors will be added at the Middle School level during the 2014-15 school year;
  - b. The "Aspiring Counselor Cadre" program will be created; and
  - c. The District will pay the cost for tuition for classes toward a degree in counseling for eligible aspiring counselors who have successfully completed participation in the Aspiring Counselor Cadre upon receiving a 3-year employment commitment after receipt of the degree.
- 4. Professional Development
  - a. Annual training videos will be made available during summer break for use by teachers;
  - b. Professional Development Committee representatives will be afforded the opportunity to provide input in Cross-District Professional Development offerings through the current Professional Development Committee meeting structure;
  - c. The District will provide opportunities for teacher involvement in Cross-District Professional Development during Cross-District meetings during the 2014-15 school year; and
  - d. The District will provide an outline of Professional Development focus and initiatives for the 2014-15 school year and provide that outline to teachers.
- 5. Technology
  - a. The District will provide an additional cart containing 30 Chromebooks to each school;
  - b. The District will provide each English Teacher at the High School level with an individual cart containing 30 Chromebooks, committed to be available for the entire school day, each school day.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE-NATIONAL EDUCATION ASSOCIATION

BY:   
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY:   
President, Board of Education

ATTESTED BY:

  
Secretary, Board of Education

SECOND ADDENDUM TO THE  
AGREEMENT  
BETWEEN THE  
INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION  
AND THE  
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI  
JULY 1, 2012-JUNE 30, 2017

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Transportation Employees Association, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on \_\_\_\_\_, May \_\_, 2014; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2012 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this \_\_\_\_\_ day of \_\_\_\_\_, 2014 (the "Effective Date").

The Association and District agree to the following:

1. Salaries for 2014-15 School Year
  - a. Employees will receive one vertical step on the indexed salary schedule;
  - b. Employees will be given a 3.16% salary increase;
  
2. Health and Dental Insurance
  - a. The District will cover the cost of the base health and dental plan for the 2014-15 school year;
  - b. Informational meetings will be conducted during the 2014-15 school year within the District regarding all healthcare plans provided by the District;
  - c. \$200 will be contributed during the 2014-15 school year by the District to eligible Health Savings Accounts; and
  - d. All District staff will have access to the Wellness Center during the 2014-15 school year at no cost to the staff members.

3. Employee Medical Exams

a. The Transportation Department handbook will be revised to reflect the following:

The Department of Elementary and Secondary Education requires School Bus Drivers to undergo annual physicals. Physicals are required to assure that employees are able to perform their duties safely. Employees must have the sufficient physical strength, mental ability and dexterity to satisfactorily perform all job functions of the position he/she fills.

**New Employees**

After an offer has been made to an applicant, a medical examination will be performed at Independence School District's expense by a health professional of District's choice utilizing District approved physical and certification forms. The employment will be contingent upon satisfactory completion of the examination.

**Veteran Employees**

Current CDL employees will be required to undergo yearly medical examinations, pass the exam and submit completed exam and certificate on district approved forms by:

Summer School Drivers: Between last day of Summer School & three working days prior to Back to School Orientation starting


Non Summer School Drivers: After the last day of the school year and three days prior to Back to School Orientation starting

A physician of the employee's choosing or the district health clinic may complete the annual physical and medical statement. If the employee elects to use a private physician or special testing is required, the cost is assumed by the employee.

Information on an employee's medical condition or history will be kept separate from other employee information and confidentially maintained. Access to this information will be limited to those who have a legitimate right and need to know.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION

BY: 

President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: 

President, Board of Education

ATTESTED BY:

  
Secretary, Board of Education

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION DRIVER  
SALARY SCHEDULE  
2014-2015**

**DAILY DRIVER RATES**

<b>Step</b>	<b>Hourly Rate</b>	<b>1 Route 3 Hours</b>	<b>2 Route 4.2 Hours</b>	<b>3 Route 5 Hours</b>
1	13.58	40.74	57.04	67.90
2	13.95	41.85	58.59	69.75
3	14.30	42.90	60.06	71.50
4	14.67	44.01	61.61	73.35
5	15.03	45.09	63.13	75.15
6	15.38	46.14	64.60	76.90
7	15.75	47.25	66.15	78.75
8	16.11	48.33	67.66	80.55
9	16.48	49.44	69.22	82.40
10	16.83	50.49	70.69	84.15
11	17.19	51.57	72.20	85.95
12	17.56	52.68	73.75	87.80
13	17.91	53.73	75.22	89.55
14	18.27	54.81	76.73	91.35
15	18.64	55.92	78.29	93.20

**OTHER PAY:**

Early Education Mid-day Routes	1 - 1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle Route	1 hour guaranteed at hourly rate
Late Activity	1 - 1/2 hours guaranteed at hourly rate
Spare Driver	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Driver Mentor	\$9.25 per day in addition to driver's hourly rate
Route Driver Trip Rate	Step 1 of salary schedule
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Trainees	\$10.91 per hour up to 40 hours
All Extra Non-Driving Work <i>(wash buses, meetings, trash, fueler)</i>	\$10.91



**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION ATTENDANT  
SALARY SCHEDULE  
2014-2015**

**DAILY ATTENDANT RATES**

<b>Step</b>	<b>Hourly Rate</b>	<b>1 Route 3 Hours</b>	<b>2 Route 4.2 Hours</b>	<b>3 Route 5 Hours</b>
1	10.37	31.11	43.55	51.85
2	10.66	31.98	44.77	53.30
3	10.94	32.82	45.95	54.70
4	11.22	33.66	47.12	56.10
5	11.51	34.53	48.34	57.55
6	11.79	35.37	49.52	58.95
7	12.07	36.21	50.69	60.35
8	12.36	37.08	51.91	61.80
9	12.64	37.92	53.09	63.20
10	12.92	38.76	54.26	64.60
11	13.21	39.63	55.48	66.05
12	13.49	40.47	56.66	67.45
13	13.77	41.31	57.83	68.85
14	14.06	42.18	59.05	70.30
15	14.34	43.02	60.23	71.70

Attendants assigned to work with students identified as Emotionally Disturbed on specialized routes, specifically Independence Academy Day Treatment, will receive an additional \$1.00 per hour.

Attendant Pay for Trips: \$10.37


Dr. Scott presented the Second Addendum to the Collective Bargaining Agreement with the Independence Educational Support Personnel (IESP) listed in the attached document. The agreement changes are for salary and health/dental insurance. All three Addendums are very similar in employee benefits for the 2014-2015 school year. (Page 10776-10777)

Ken Johnston made the motion, second by Denise Fears, that the Board of Education approves the Second Addendum to the Collective Bargaining Agreement between the Independence Educational Support Personnel and The School District of the City of Independence. The motion was unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Blake Roberson made the motion, second by Denise Fears, to adjourn the meeting at 7:54 a.m. The motion was approved as follows:

Ayes: Jill Esry  
Denise Fears  
Ken Johnston  
Matt Mallinson  
Blake Roberson

Absent: Ann Franklin  
Greg Finke

  
Secretary

  
Vice President

SECOND ADDENDUM TO THE  
AGREEMENT  
BETWEEN THE  
INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL  
AND THE  
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI  
JULY 1, 2012-JUNE 30, 2017

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Educational Support Personnel, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the sixth and final negotiation session which concluded on \_\_\_\_\_, May \_\_, 2014; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2012 (the "Collective Bargaining Agreement"); and,


In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this \_\_\_\_\_ day of \_\_\_\_\_, 2014 (the "Effective Date").

The Association and District agree to the following:

1. Salaries for 2014-15 School Year
  - a. Employees will receive one vertical step on the indexed salary schedule;
  - b. Employees will be given a 3.16% salary increase;
  
2. Health and Dental Insurance
  - a. The District will cover the cost of the base health and dental plan for the 2014-15 school year;
  - b. Informational meetings will be conducted during the 2014-15 school year within the District regarding all healthcare plans provided by the District;
  - c. \$200 will be contributed during the 2014-15 school year by the District to eligible Health Savings Accounts; and
  - d. All District staff will have access to the Wellness Center during the 2014-15 school year at no cost to the staff members.

The parties, by the signatures below, represent that this Addendum has been executed by their duly authorized representatives as of the Effective Date.

INDEPENDENCE EDUCATION SUPPORT PERSONNEL

BY:   
President

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY:   
President, Board of Education

ATTESTED BY:

  
Secretary, Board of Education