

BOARD OF EDUCATION  
The School District of Independence

12483

The Board of Education met in regular session Tuesday, March 14, 2023, at 6:00 p.m. in the Board Room at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri.

Members Present: Mr. Eric Knipp, President  
Mr. Blake Roberson, Vice President  
Mrs. Carrie Dixon, Treasurer  
Mrs. Jill Esry, Director  
Mr. Greg Finke, Director  
Mrs. Denise Fears, Director  
Mr. Anthony J. Mondaine, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Lance Stout, Dr. Cindy Grant, Dr. Pam Boatright, Dr. Anthony Robinson, Mrs. Leslie Hochsprung, Mr. Dean Katt, Mrs. Megan Murphy, Mrs. Sherry Potter, Mr. Jason Penberthy, Mr. Salum Stutzer, MSTA, PTA, patrons, staff, and Ms. Annette Miller.

The meeting was called to order by the President, Mr. Eric Knipp, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mr. Knipp welcomed those in attendance.

Greg Finke made the motion to approve the March 14, 2023 Agenda as presented. The motion was seconded by Denise Fears and approved by the Board of Education as follows:

Ayes: Eric Knipp  
Blake Roberson  
Carrie Dixon  
Greg Finke  
Jill Esry  
Denise Fears  
Anthony J. Mondaine

Nays:

Mr. Knipp said that several patrons had requested to address the Board of Education this evening. Mr. Knipp read Policy 0412 regarding the process when addressing the Board of Education.

Sheri Tindle, 3708 S. Grand Avenue, Independence, MO 64055. She stated that she is a parent, a staff member, PTA leader, and community leader. She said she wants the best outcome for each student and family served by the ISD. Ms. Tindle said tax payers need to trust the District and the Board of Education that they are making good legal decisions. She was surprised to learn that legal counsel does not attend all executive sessions. She said that she supports Mr. Mondaine's request for legal counsel to be in executive sessions. She also said that if the motion fails this evening that something is being hidden from the stake holders.

Wendy Baird, 2312 Viking Drive, Independence, MO 64057. She said that she spoke last month on this item regarding approving legal counsel attending executive sessions through June 2023. She spoke about herself and a Black Student Union group having to address the Board of Education in closed session in error. She said the April 2022 packet listed 44 resignations ending with the last letter of M and questioned why some were listed and others were not. She talked about Board members using personal e-mail addresses originally before changing over to District e-mails. She said how many decisions are being made in closed sessions. Ms. Baird said legal counsel can assist the Board of Education to make the right decisions. She said that Board members are volunteers with a zero salary and should lean on legal counsel's advice.

Mr. Knipp thanked each of the presenters for their comments.

Dr. Herl reported the March List of Bills total is \$23,278,893.38 which includes approximately \$11.7 million in Bond payments.

Blake Roberson made the motion that the Board of Education approves the March 14, 2023 Consent Agenda as printed

1. Minutes – February 14, 2023
2. Approval of March 14, 2023 List of Bills totaling \$23,278,893.38
3. Approval of Personnel Recommendation #17 as follows:
  - A. Request to Assume Retirement Status Effective End of the 2022-2023 School Year.
    1. Travis Bertz, Physical Education/Thomas Hart Benton Elementary School

2. Cindy Stephens, Gifted/George Caleb Bingham Middle School
- B. Request to Resign (Certificated Staff) Effective End of the 2022-2023 School Year.
1. Lynnae Anderson, English/Truman High School
  2. Tia Barbosa, Library Media Specialist/Randall Elementary School
  3. Anna Curran, Second Grade/Randall Elementary School
  4. Andrea Docheff, Music/Three Trails Elementary School
  5. Christine Foster, Third Grade/ Blackburn Elementary School
  6. Emily Ganson, First Grade/Sycamore Hills Elementary School
  7. Emily Heller, Third Grade/Thomas Hart Benton Elementary School
  8. Christian Janczewski, Fourth Grade/Procter Elementary School
  9. Madelyn Kartheiser, First Grade/Santa Fe Trail Elementary School
  10. Hollie Long, Fifth Grade//Christian Ott Elementary School
  11. Edee McArtor, Business/Truman High School
  12. Lelsie Mills, Building Coach/Sycamore Hills Elementary School
  13. Aubrielle Paskon, Third Grade/Cassell Park Elementary School
  14. William Rieck, Teacher/Mill Creek Elementary School
  15. Shannon Slinkard, Second Grade/Cassell Park Elementary School
  16. Jennifer Stutzer, Math/Truman High School
  17. Ashtin Tyron, Building Coach/Spring Branch Elementary School
  18. Elisha Watkinson, Fifth Grade/Bryant Elementary School
- C. Employment of Certificated Staff Effective Start of the 2023-2024 School Year.
1. Megan Block, Elementary Teacher
  2. Gianna Brown, English Teacher
  3. Peyton Caldwell, Elementary Teacher
  4. Kristen Cuffman, Elementary Teacher
  5. Sally Davidson, Elementary Teacher
  6. Mikayla Dixon, Elementary Teacher
  7. Emily Emo, Elementary Teacher
  8. Addison Franklin, Elementary Teacher
  9. Chloe Gramlick, Elementary Teacher
  10. Roxana Grayson, ELL Teacher
  11. Rachel Hart, Elementary Teacher
  12. Annette Hartzog, Elementary Teacher
  13. Bailey Higgins, Elementary Teacher
  14. Kalanie Drogman, Physical Education Teacher
  15. Jayde Lorenz-Patton, Elementary Teacher
  16. Justen Mora, Middle School Math Teacher
  17. Jamie Nyffeler, Middle School Science Teacher
  18. Beth Patton, Special Education Teacher
  19. Christopher Renner, Special Education Teacher
  20. Hailey Rodriguez, Elementary Teacher
  21. Alexandra Schultze, Elementary Teacher
  22. Rachel Secchio, Speech Language Pathologist
- D. Employment of Certificated Staff (Fellows) Start of the 2023-2024 School Year.
1. Malia Atagi, Elementary Teacher
  2. Allie Dively, Elementary Teacher
  3. Alexia Easton, Elementary Teacher
  4. Tyler Reynolds, Math Teacher
  5. Samantha Taylor, Elementary Teacher
  6. Andrew VunCannon, Social Studies Teacher

The motion was seconded by Greg Finke and approved by the Board of Education as follows:

<p>Ayes: Eric Knipp          Blake Roberson          Greg Finke          Jill Esry          Denise Fears          Anthony J. Mondaine</p>	<p>Abstain: Carrie Dixon</p>
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Dr. Herl reported that a large number of bills regarding public education are being discussed in Jefferson City. He talked about HB253 which is an open enrollment bill that was passed by the House of Representatives and is going to the Senate. If this bill passes, it will be a concern for school districts across the state. In HB253, districts are not required to accept students (only a time before this could be required), could lead to instances of segregation with the haves and have nots, it has a cap of 3% of students that can leave, and it only takes 85 votes to pass. The ISD

was able to get rid of mobile trailers at the schools through previous Bond Issues and has built three new elementary schools. Dr. Herl also shared information regarding the District's MSIP 6 score of 70.2%. In 2018 320 districts scored at 95% but on MSIP 6 only four districts scored at 95%. He said that at the beginning of MSIP 5, the district scored 73.2% before increasing to 97.5% so the District now has a baseline from which to work and improve. He stated that changes in the reading approach and math resources are being made in order to improve student growth. He said in 2018 on MSIP 5, districts received points for status, progress, and growth but in MSIP 6, districts only receive points for status and growth – no progress points. Dr. Herl also shared information on the District's Assessed Valuation. The AV for the current year is \$1,272,981, 352 and the preliminary 2023 AV from Jackson County is \$1,560,230,836 which does not include personal property or new construction. If the AV goes up too much, then the District may have to roll the tax levy back due to the Hancock Amendment.

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

Dr. Robinson provided a review of the proposed Career Ladder Program for 2023-2024. He said that a Plan can be from July 1-May 1 each year and the Plan has to be submitted to the Career Ladder Committee by October 1. He shared the following information:

Stipend Amounts - \$1,500 for Stage 1; \$3,000 for State 2, and \$5,000 for Stage 3

Eligibility – Staff members are not eligible until the completion of their second year teaching in the ISD, a teacher cannot be on an improvement plan, and eligible staff members can choose a lower Stage even if they qualify for a higher Stage

Qualifications – Stage 1 requires 50 clock hours and 25 student contact hours, Stage 2 requires 75 clock hours and 37.5 student contact hours, and Stage 3 requires 100 clock hours and 50 student contact hours

Activities –

Approved non student contact: PTA building representative, professional development committee, Career Ladder committee, or Superintendent/Principal advisory committee

Approved student contact activities: serve as a coach, supervisor, or organizer of extracurricular activity (teacher does not already receive compensation for); serve as a mentor or cooperating teacher for a new teacher (teacher does not already receive compensation for); serve as a mentor for students; and provide high-quality tutoring or leaning opportunities to students.

Dr. Herl said the Administration is recommending approval of the Career Ladder Program for the 2023-2024 school year as presented.

The motion was made by Jill Esry that the Board of Education approves the 2023-2024 Career Ladder Program, Stages 1, 2, and 3 for District teachers that participate in the program as presented. The motion was seconded by Carrie Dixon and approved by the Board of Education.

Dr. Stout said the Administration is recommending approval of the quote for a Mobile Communication Agreement with Verizon for an annual cost of approximately \$84,000.00. Dr. Stout said the District has had issues with ATT cell phone coverage and based on the quotes and testing that Verizon provides better connection coverage.

Denise Fears made the motion that the Board of Education approves the quote from Verizon Wireless under the Missouri NASPO contract for a monthly cost of \$40 per line for twenty-four months for a total annual cost of approximately \$84,000. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Stout said that as part of the Technology Department's plan, the Administration recommends updating teacher laptops by purchasing 494 Dell Laptops to replace teachers' laptops in ten elementary schools this year. He said the other ten elementary schools will be replaced next year. The current laptops are 4-5 years old.

Jill Esry made the motion, second by Blake Roberson, that the Board of Education approves the quote to purchase 494 Dell Laptops to replace teacher laptops in ten elementary school buildings for \$491,530.00 from CDW-G under the Education Plus (Missouri Schools) contract. The motion was unanimously approved by the Board of Education.

Dr. Stout stated that the Administration is recommending the purchase of 142 laptops for new incoming teachers and replacement of 104 All-in-One computers, 78 desktop PCs, 78 monitors, and 160 Chromebooks for staff and students through the CDW-G for \$445,257.60. He said some of the 160 Chromebooks would be used for the new time clock kiosks for staff.

The motion was made by Blake Roberson, second by Denise Fears, that the Board of Education approves the purchase of 142 laptops, 104 All-in-One computers, 78 desktop PCs, 78 monitors, and 160 Chromebooks for staff and students from CDW-G for \$445,257.60 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 the purchase of 6,150 USB C Chromebook power supplies for students' Chromebooks at a cost of \$95,325 from AG parts.

Carrie Dixon made the motion that the Board of Education approves the purchase of 6,150 USB C Chromebook power supplies for students' Chromebooks from AG Parts under the TIPS Contract at a cost of \$95,325.00. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said the District let bids for renovation of the cafeteria, media center, gymnasium, and secure entry for Three Trails Elementary School as part of the Bond Issue. The Administration is recommending accepting the bid from CB Construction Services, LLC of \$1,194,000.

Greg Finke made the motion, second by Denise Fears, to approve the bid of \$1,194,000 from DB Construction Services, LLC for the renovation of the cafeteria, media center, gymnasium, and a new secure entry vestibule for Three Trails Elementary School. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval to renew a five year agreement (July 1, 2023-June 30, 2028) with ACS for control access and life safety devices which includes cameras, security systems, monitoring, panic devices, keycard access, and fire and elevator alarm monitoring. The annual cost for ISD buildings is \$471,572.40,

Denise Fears made the motion that the Board of Education approves the five year (July 1, 2023-June 30, 2028) agreement with ACS for control access and life safety devices for School District buildings at an annual cost of \$471,572.40. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl explained that structural work needs to be completed at George Caleb Bingham Middle School before the new heavier more efficient double wall HVAC units can be installed. He said the Board of Education had approved purchasing the HVAC equipment in April 2022 and that the structural work would be submitted later. This cost of \$503,563 is better than expected and some District ESSER funds will be utilized for the cost.

Greg Finke made the motion, second by Jill Esry, that the Board of Education approves the DLR Group, Inc. contract change order for George Caleb Bingham Middle School HVAC replacement project of \$503,563.00. The motion as unanimously approved by the Board of Education.

Dr. Herl presented information on the bid for playground repair at Sugar Creek Elementary School. He said the Administration is recommending approval of the bid from PCC for the playground surface repair at a cost of \$27,540.10. He said this playground surface area has not been repaired since Sugar Creek Elementary School came into the District.

A motion was made by Denise Fears, second by Carrie Dixon, that the Board of Education approves the bid of \$27,540.10 from PCC for repair of the playground surface at Sugar Creek Elementary School. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval of the bid from Hillyard for restroom partitions at Sunshine Center and William Chrisman High School in the amount of \$99,394.57.

The motion was made by Blake Roberson, second by Jill Esry, that the Board of Education approves the bid of \$499,394.57 from Hillyard for restroom partitions at Sunshine Center and William Chrisman High School. The motion was unanimously approved by the Board of Education.

The District let bids for carpet, stair tread, cove base, rubber tile landings, Waterhog Classic floor tile, VCT, and LVT for Sugar Creek Elementary School, Sunshine Center and William Chrisman High School. Dr. Herl said the Administration is recommending approval of the bid from Regents Flooring at a cost of \$362,155.

Jill Esry made the motion, second by Denise Fears, that the Board of Education approves the bid of \$362,155 from Regents Flooring for carpet, stair tread, cove base, rubber tile landings, Waterhog Classic floor tile, VCT, and LVT for Sugar Creek Elementary School, Sunshine Center, and William Chrisman High School. The motion was unanimously approved by the Board of Education.

The District let bids for epoxy floor finishing at Sugar Creek Elementary School, Sunshine Center, and William Chrisman High School. Dr. Herl said the Administration is recommending approval of the bid from Uni-Floor, Inc at a cost of \$281,134.

Carrie Dixon made the motion, second by Greg Finke, that the Board of Education approves the bid of \$281,134 from Uni-Floor, Inc. for epoxy floor finishing at Sugar Creek Elementary School, Sunshine Center, and William Chrisman High School. The motion was unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending approval to declare as surplus the list of items pursuant to Section 177.091 R.S.M.o. as presented. These items are obsolete or broken and will be listed as scrap, recycle, or discard on GovDeals.com.

Blake Roberson made the motion that the Board of Education approves declaring for surplus the list of attached items pursuant to Section 177.081 R.S.M.o. The motion was seconded by Denise Fears and unanimously approved by the Board of Education (Pages 12488-12490)

Mr. Knipp said that Mr. Mondaine requested Agenda item 15. Pertaining to Legal Counsel attending closed sessions through June 30, 2023 be on the Agenda. Mr. Mondaine stated that he had checked with Kansas City School District, North Kansas City School District, and Lee's Summit School District and they always have legal counsel attend their closed sessions. Dr. Herl explained that Kansas City and North Kansas City have in-house counsel meaning they are employees of those districts and he said that Ed Counsel is not an ISD employee but they have an office in the building.

Anthony J. Mondaine made the motion, second by Denise Fears, that the Board of Education approves legal counsel (EdCounsel) to attend all closed Board of Education sessions through the end of the 2022-2023 school year (June 30, 2023). Several issues were discussed: cost for additional legal counsel time, best use of tax payers money, need for legal counsel to attend all closed meetings, only have legal counsel at closed sessions when requested based on specific issues, legal advice needed by Board member(s), legal training on issues, training provided by MSBA, and training provided at Board Orientation session by legal counsel.

Following the discussion, the motion was voted on as follows:

Ayes: Denise Fears

Anthony J. Mondaine

Nays: Eric Knipp

Blake Roberson

Carrie Dixon

Jill Esry

Greg Finke

There being no further information to come before the Board of Education, Greg Finke made the motion, second by Denise Fears, to adjourn the meeting and go into executive session for legal §610.021(1), RSMo, and personnel §610.021(3), RSMo issues at 6:57 p.m. The motion was approved as follows

Ayes: Eric Knipp

Blake Roberson

Carrie Dixon

Jill Esry

Greg Finke

Denise Fears

Nays: Anthony J. Mondaine

  
Secretary

  
President

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

PUR-009

Date: 3-14-23

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
All-In-One PC	135			No	Obsolete	No	Disposal
BEVERAGE AIR Milk Cooler Model SN	1	13001258	4408403	No	Broken	No	Scrap
Blue chairs - 18 inch	62			No	Poor	No	Disposal
Book Shelf	1			No	Broken	No	Disposal
CAMBRO 2-Tier Transport	1	13038601		No	Poor	No	Disposal
CAMBRO 2-Tier Transport -Brown (Santa Fe)	1	13038602		No	Broken	No	Scrap
CAMBRO 2-Tier Transport-Blue (Santa Fe)	1	13038604		No	Broken	No	Scrap
CAMBRO Salad Bar -minus top	1	13009736		No	Broken	No	Scrap
CAMBRO Salad Bar (Ott)	1	13013748		No	Broken	No	Scrap
CAMBRO Salad Bar (Randall)	1	16003019		No	Broken	No	Scrap
CARTER HOFFMAN Mobile Warming Cart Model TH-15 (WSC)	1	13019587	208312-27080-1028-33-J-15	No	Obsolete	No	Scrap
Cash Register Cart Model DC-TCS30SS M	1	20003301	7041412	No	Broken	No	Scrap
Chromebook	2,099			No	Broken	No	Disposal
CRESCOR Mobile Warming Cart Model 5495 040 (Bridger)	1	13012158	KJF-K5047	No	Obsolete	No	Scrap
Document Camera	6			No	Obsolete	No	Disposal
DVD Player	1			No	Broken	No	Disposal
DVD Player	1	13013410		No	Broken	No	Disposal
DVD Player	1	13013594		No	Broken	No	Disposal
DVD Player	1	13019655		No	Broken	No	Disposal
DVD Player	1	13008023		No	Broken	No	Disposal
DVD Player	1	13013593		No	Broken	No	Disposal
EDLUND Can Opener Model 203 (Bridger)	1	13038756	76936	No	Broken	No	Scrap

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

PUR-009

3-14-23

Date:

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
EDLUND Can Opener Model 266 (Benton)	1	2000121/13038635	36814	No	Broken	No	Scrap
EDLUND Can Opener Model 266 (Fairmount)	1	13038744	141260	No	Broken	No	Scrap
GE Clothes Dryer Model DVLR223EE1WW (Truman)	1	13003087	VH796510A	No	Broken	No	Scrap
Hatco Booster Heater Model C-27-480-3-QS	1	13038894	5364831918	No	Poor	No	Disposal
HATCO Glo-Ray Food Warmer (2-Tier) Model GR2SDS-42D	1		4057380729	No	Poor	No	Disposal
HOBART Commercial Refrigerator Model Q3 (Chrisman)	1	13005820	32-1029367	No	Broken	No	Scrap
HOBART Slicer Model 1612E	1	13005120	561-057-238	No	Poor	No	Disposal
HP Designjet Z5200 Plotter	1	20002095	CN3635Kool	No	Broken	No	Disposal
LapTop	131			No	Obsolete	No	Disposal
LINCOLN Orange Wedger Model 15005 (Blackburn)	1	13038706		No	Broken	No	Scrap
Maytag Clothes Washer Model MVWC425BW1 (Truman)	1	13038525	C42634996	No	Broken	No	Scrap
Metal Cabinet	1	16002789		No	Broken	No	Disposal
Metal Cabinet	1	16002790		No	Broken	No	Disposal
Metal Cabinet	1	16002791		No	Broken	No	Disposal
Monitor	2			No	Obsolete	No	Disposal
NEMCO Tomato Slicer Model 55600-1 (Fairmount)	1	13038576		No	Broken	No	Scrap
Nissel Plastic Injection Molder	1	18002078	GO1Q079	No	Broken	No	Disposal
Phone	14			No	Obsolete	No	Disposal
Printer	3			No	Obsolete	No	Disposal
Projector	12			No	Obsolete	No	Disposal

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

PUR-009

Date: 3-14-23

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Grant Item	Disposal/Scrap/Donate
RUSSCO Stainless Steel Table w/6 holes for holding soup kettle/stock pot equipment 78"W X 30"D X 30H, has 6 kettles with it	1	16000419/20003302		No	Obsolete	No	Scrap
SALVAJOR Garbage Disposal Model 100 (Randall)	1	13018058	15730	No	Broken	No	Scrap
SALVAJOR Garbage Disposal Model 100 (Sycamore)	1	18001005	19524	No	Broken	No	Scrap
Scanners	4			No	Broken	No	Disposal
Shelf Unit - 4	1	57400		No	Obsolete	No	Scrap
Table	1			No	Broken	No	Disposal
Table - Round	1			No	Broken	No	Disposal
Tablets	1			No	Broken	No	Disposal
Television	1	13008024		No	Broken		Disposal
TRUE Milk Cooler Model TMC-58 (Santa Fe)	1	18000311	8172673	No	Broken	No	Scrap
TRUE Open Air Cooler Model TAC-72 (Truman)	1	13002747	5215674	No	Broken	No	Scrap
Vending Machine Model 3535	1		122935208212	No	Broken	No	Scrap
Vending Machine Model 3535	1		122903508206	No	Broken	No	Scrap
Vendnet Vending Machine Model 3503	1		122935108212	No	Poor	No	Disposal
WIN HOLT Speed Rack	1			No	Broken	No	Scrap
WINSTON Silver Edition	1	13038529		No	Broken	No	Scrap