

BOARD OF EDUCATION
The School District of Independence

12504

The Board of Education met in regular session Tuesday, June 13, 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
Mrs. Carrie Dixon, Treasurer
Mrs. Jill Esry, Director
Mr. Greg Finke, Director
Mrs. Denise Fears, Director
Mr. Anthony J. Mondaine, Director

Member by Phone: Mr. Blake Roberson, Vice President

Also Present: Dr. Dale Herl, Superintendent
Dr. Lance Stout, Dr. Cindy Grant, Dr. Anthony Robinson, Mrs. Leslie Hochsprung, Mrs. Sherry Potter, Mr. Todd Theen, Mr. Salum Stutzer, Mr. Greg McGhee, Mrs. Megan Murphy, INEA, MSTA, interested 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.

Jill Esry made the motion to approve the June 13, 2023 Agenda as presented. The motion was seconded by Denise Fears and unanimously approved by the Board of Education as follows:

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. Mr. Knipp called on each of the presenters.

Wendy Baird, 2312 Viking Drive, Independence, MO, 64057. She said that when she read the Agenda regarding Items 14, and 15, she panicked. Especially regarding removal of all current Policies. She urged the Board of Education to be more transparent. She said that changing Policy 6241 had been reviewed and now it is listed as C-!21 P in the new Policies. She stated that it has been one year since the book challenge and removal due to the term of a binary character. She said the librarians select the books and that the current Policy definitely needs to be reconsidered. She said she was not able to review the proposed new Policies until just this evening at the Board meeting. She shared several concerns regarding book/materials challenges: person challenging should live in the school district; removal of the materials/books after challenge is received; and adding a notification of when the Board of Education will vote on the challenge. She said the leaders should do what is right; talked about how people could be added to District committees; the Board can approve or reject a committee's recommendation; provide an appeals process on challenged materials; and reconsider removing books/materials forever.

Sarah Nelson, 17101 E. George Franklyn Drive, Independence, MO 64055. She said that she is the President of INEA, a current teacher, and parent. Mrs. Nelson stated that it is important to ensure that Board Policies are up-to-date in order to facilitate proactive discussions. She said that revisions should be shared electronically in a timely manner. She stated that INEA looks forward to being part of this discussion in the future.

Judy Young, 18005 Holke Road, Independence, MO 64057. She talked about how another district displays their Board agenda packets compared to Independence. She spoke about the lack of clarity concerning rescinding the current policies and voting in a new set of Policies. She said that patrons will not know what these changes are if they are not informed. She stated that she could not speak on a specific policy this evening because she had not seen the new policies of 161 pages until she arrived.

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

Dr. Herl reported that the List of Bills for the month of June is \$13,445,715.57 and that one item is listed as Approval to Let Bids for Mental Health Services for Students. He said this would allow the District to add two staff members to provide mental health services to students.

Greg Finke made the motion that the Board of Education approves the June 13, 2023 Consent Agenda as presented:

1. Minutes – May 9 and 19, 2023

3. Approval of June 13, 2023 List of Bills totaling \$13,445,715.57
4. Approval of Personnel Recommendation #23
 - A. Request to Resign (Certificated Staff) Effective End of the 2022-2023 School Year.
 1. Taylor Amberg, ELA/Nowlin Middle School
 2. Megan Keane, Spanish/Nowlin Middle School
 3. Tyler Rathke, Physical Education/William Chrisman High School
 4. Heather Smith, Special Education/Nowlin Middle School
 5. Amy tucker, Special Education Process Coordinator/Truman High School
 - B. Employment of Certificated Staff Effective Start of the 2023-2024 School Year
 1. Aaron Alder, SLP
 2. Janelle Baldi, Art Teacher
 3. Jill Beck, Building Coach
 4. Rachel Berg, Elementary Teacher
 5. Catherine Chamberlin, Physical Education Teacher
 6. Dana Gilmore, Counselor
 7. Deborah Glenn, Journalism Teacher
 8. Ashley Habermehl, FACS Teacher
 9. Justin Hartmann, Physical Education Teacher
 10. Chad Hecker, Journalism Teacher
 11. Jenna Hyde, Counselor
 12. Andrew Kahn, Special Education Teacher
 13. Victoria Lunceford, Elementary Alternative Teacher
 14. Misty Martinez, Elementary Teacher
 15. Margaret Middleton, Spanish Teacher
 16. Lydia Owen, English Teacher
 17. Kevin Schlotmann, Science Teacher
 18. Trevaughn Sisco, Business Teacher
 19. Trinity Snider, Spanish Teacher
 20. Maranda Stevens, Counselor
 21. Karalena Taylor, Special Education Teacher
 22. Patrick Wadle, Elementary Teacher
 - C. Employment of Certificated Staff (Fellow) for the 2023-2024 School Year.
 1. Taylor Coleman, ELA Teacher
 2. Skylar Jones, Elementary Teacher

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

The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl reported that Summer School is in full swing and Transportation has enough bus drivers for this program but is still needing drivers for the full school year. A number of the school districts in the metro area are struggling to acquire enough bus drivers. Dr. Herl said that all three Graduation events went well. He reminded everyone that Project Shine is scheduled for Saturday, June 17, at Sugar Creek Elementary School, Sunshine Center, and William Chrisman High School. The Auditorium renovation at Van Horn High School is almost finished. Dr. Herl said he has shared some pictures of the progress on line and hopefully it will be finished in two weeks. Renovation work on the cafeteria and gymnasium at Three Trails Elementary School will begin this summer. Dr. Herl shared updated numbers regarding applications as follows:

December 21-June 13, 2022 - 153 teaching applications received

December 22-June 13, 2023 - 678 teaching applications received

(These re not duplicated numbers)

Denise Fears and Jill Esry will be attending the Missouri School Boards Association's 2023 Summer Summit Conference on June 16 and 17.

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

Dr. Stout asked Mr. Tom McGuire, CBIZ representative, to explain the process for the District's 2023-2024 insurance renewals. Mr. McGuire said that favorable returns were received on the Cyber/Crime, Liability, and Excess Worker's Compensation insurance plans but that the property insurance market is problematic across the country. CBIZ engaged several property insurance carriers but the current carrier, PEPiP, offered the best rate which includes a large increase. Dr. Herl explained that the property insurance went up almost \$700,000 for the 2023-2024 school year.

Property	\$2,127,445	PEPiP
Cyber/Crime	\$ 43,239	Genesis
Liability	\$ 509,000	Travelers
Excess Workers' Compensation	\$ 136,975	Safety national
Total Cost for Coverage	\$2,816,659	

Carrie Dixon made the motion that the Board of Education approves the Property & Casualty Insurance Program effective July 1, 2023 at a cost of \$2,816,659.00 as presented. The motion was seconded by Denise Fears and unanimously approved by the Board of Education

Dr. Herl said the Administration recommends approval of the Cooperating School Districts of Greater Kansas City Membership for the 2023-2024 school year. He said the cost of \$28,308.00 is the same as last year and is based on \$2 per student from the Department of Elementary and Secondary Education's September 2020 membership count. Dr. Herl said the District receives reduced costs when purchasing supplies and equipment and also receives various professional development services/programs plus lobbying efforts as part of this membership.

A motion was made by Denise Fears, second by Greg Finke, that the Board of Education approves the Independence School District's membership dues of \$23,308.00 for the 2023-2024 school year with the Cooperating School Districts of Greater Kansas City. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the District had received the membership dues statement from the Missouri School Boards' Association for the 2023-2024 school year. He said the cost of \$13,510.00 is the same as last year and is based on the District's current expenditures as reported to the Department of Elementary and Secondary Education.

Jill Esry made the motion, second by Carrie Dixon, that the Board of Education authorizes the School District to pay the membership dues in the amount of \$13,510.00 to the Missouri School Boards' Association for the 2023-2024 school year. The motion was unanimously approved by the Board of Education.

Dr. Grant reviewed the first Addendum to the Collective Bargaining Agreement with the Independence National Education Association. She said the change is under the use of Sick Leave.

1. Sick leave may be used in the following increments: full day, half day, or quarter day.

The Administration recommends approval of this First Addendum and the change as presented.

The motion was made by Denise Fears, second by Jill Esry, that the Board of Education approves the First Addendum to the Agreement and the change between the Independence National Education Association and The School District of the City of Independence, Missouri as presented. The motion was unanimously approved by the Board of Education. (Pages 12507-12508)

Dr. Grant reviewed the first Addendum to the Collective Bargaining Agreement with the Independence Educational Support Personnel Association. She said the changes are as follows:

1. Sick leave may be used in the following increments: full day, half day, or quarter day.
2. In the event that the District requires an employee of the bargaining unit to adjust their regularly scheduled work hours for reasons including but not limited to: inclement weather, filling absences, etc., reasonable best efforts will be made to avoid the employee being required to work beyond the total number of hours for which they were originally scheduled on that day.

The Administration recommends approval of this First Addendum and the changes as presented.

The motion was made by Greg Finke, second by Carrie Dixon, that the Board of Education approves the First Addendum to the Agreement and changes between the Independence Educational Support Personnel Association and The School District of The City of Independence, Missouri as presented. The motion was unanimously approved by the Board of Education. (Pages 12509-12510)

Dr. Grant reviewed the first Addendum to the Collective Bargaining Agreement with the Independence Transportation Employees Association. She said the changes are as follows:

1. The Association president will be provided a monthly report for transportation via email so progress can be monitored. Additionally, a preventative maintenance schedule for the Drive area will be developed and monthly checks completed. This will be communicated with the Association President. This is set to begin April 1, 2023.
2. It is the mutual goal of the union and the district to identify and solve issues through a collaborative approach at the lowest possible levels. The Transportation Director will provide the opportunity for scheduled monthly meetings with the ITEA Executive Committee to discuss matters surrounding the working conditions and other pertinent issues of members of the bargaining unit. Dates and times for the meetings shall be mutually agreed upon.
3. Contingent upon the implementation of the four-day week, the following four-day salary schedule will replace the currently approved 2023-2024 five-day salary schedule.

The Administration recommends approval of this First Addendum and the changes as presented.

FIRST ADDENDUM TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE NATIONAL EDUCATION ASSOCIATION
AND THE
SCHOOL DISTRICT OF THE
CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2022 -JUNE 30, 2027

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 final negotiation session which concluded on Tuesday, April 12, 2023; 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 2022 (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 ____, 2023 (the "Effective Date")

The Association and District agree to the following:

Article 9 Personal Leaves

Use of Sick Leave

1. Sick leave may be used in the following increments: full day, half day or quarter 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, Independence National Education Association

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: 
President, Board of Education

ATTESTED BY: 
Secretary, Board of Education

**FIRST ADDENDUM TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE EDUCATIONAL SUPPORT PERSONNEL
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027**

WHEREAS, the School District of the City of Independence, Missouri (hereinafter the "District") and the Independence Education Support Personnel, an affiliate of the Missouri-National Education Association, (hereinafter the "Association") have entered into the final negotiation session which concluded on Tuesday, April 11, 2023; and,

WHEREAS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2017 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this ____ day of ____ 2023 (the "Effective Date").

The Association and District agree to the following:

Article 9 Personal Leaves

Use of Sick Leave

Sick leave may be used in the following increments: full day, half day or quarter day increments.

Article 5 General Provisions

Adjustment of Regularly Schedule Work Hours

In the event that the District requires an employee of the bargaining unit to adjust their regularly scheduled work hours for reasons including but not limited to: inclement weather, filling absences, etc., reasonable best efforts will be made to avoid the employee being required to work beyond the total number of hours for which they were originally scheduled on that 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 TRANSPORTATION EMPLOYEES ASSOCIATION

BY: Michael Urt 7-23-2023
President, INEA

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: E. J. Hips
President, Board of Education

ATTESTED BY: C. Annette Miles
Secretary, Board of Education

The motion was made by Jill Esry, second by Denise Fears, that the Board of Education approves the First Addendum to the Agreement and changes between the Independence Transportation Employees Association and The School District of The City of Independence, Missouri as presented. The motion was unanimously approved by the Board of Education. (Pages 12512-12515)

Dr. Herl said the Administration is recommending approval of the bid of \$363,574.00 from PCC Sports for replacement of the track surface at Jim Bridger Middle School. He said the current track is 21 years old and has held up well. He checked on what other districts have done and the District sees this as a good price compared to other districts. Dr. Herl said the District got a better bid by going through the Consortium.

The motion was made by Carrie Dixon, second by Denise Fears, that the Board of Education approves the bid of \$363,574.00 from PCC Sports for replacement of the Jim Bridger Middle School track. The motion was unanimously approved by the Board of Education.

Dr. Stout said the District is required to have an internet filter due to the Child Internet Protection Act (CIPA) and to receive e-rate funding. The Administration is recommending purchasing Linewize from BorderLAN for three (3) years at a cost of \$240, 514.98 using the TIPS Contract. Dr. Stout said they were not the lowest bid but they offered all the services the District requested.

Greg Finke made the motion that the Board of Education approves purchasing Linwize from BorderLAN as the internet filter system for three (3) years for \$240,514.98 using the TIPS Contract. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Stout said the District requires a software package that can be used to help students with credit recovery. The Administration is recommending approval of the two (2) year quote from Fuel Ed at a cost of \$103,273.17.

A motion was made by Denise Fears, second by Blake Roberson, that the Board of Education approves the two (2) year renewal quote from Fuel Ed for a total cost of \$103,273.17. The motion was unanimously approved by the Board of Education.

Dr. Herl thanked Molly Johnson for working through the bank bids. The Administration recommends keeping Commerce Bank for basic bank depository services, Phil Roberts Scholarship investments, and payment cards and PFM/MOSIP as the investment manager for other surplus funds for the next four years.

Denise Fears made the motion that the Board of Education approves Commerce Bank as the depository for basic bank services, Phil Roberts Scholarship investments, and payment card programs and PFM/MOSIP for other surplus funds investment manager. . The motion was seconded by Jill Esry and approved by the Board of Education as follows:

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

Dr. Stout said the Administration is recommending accepting the bid from The Paper Corporation for purchasing the District's white, color, and cardstock copy paper through the Greater Suburban Kansas City Joint Purchasing Cooperative for the 2023-2024 school year.

Carrie Dixon made the motion, second by Denise Fears, that the Board of Education approves the bid from The Paper Corporation to purchase the District's white copy paper, color paper, and cardstock paper for the 2023-2024 school year through the Greater Suburban Kansas City Joint Purchasing Cooperative. The motion was unanimously approved by the Board of Education.

Dr. Stout said it is time to order custodial and operational supplies for the 2023-2024 school year. The Administration is recommending approval of the bids, through the Greater Suburban Kansas City Joint Purchasing Cooperative, to purchase from vendors the District's custodial and operational supplies for the 2023-2024 school year.

Jill Esry made the motion, second by Denise Fears, that the Board of Education approves the bids from vendors to purchase the District's custodial and operational supplies for the 2023-2024 school year as presented. The motion was unanimously approved by the Board of Education.

FIRST ADDENDUM TO THE AGREEMENT
BETWEEN THE
INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION
AND THE
SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI
JULY 1, 2022-JUNE 30, 2027

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 final negotiation session which concluded on Thursday, April 13, 2023; and,

WHERE AS, the Parties have reached certain understanding they desire to confirm in this Addendum to the Agreement between the Parties originally entered into in June 2022 (the "Collective Bargaining Agreement"); and,

In consideration of the preceding mutual covenants, this Addendum to the Agreement (the "Addendum") is entered into between the District and the Association this 1st day of July, 2023 (the "Effective Date")

The Association and District agree to the following:

Article 5 General Provisions

Lot Maintenance

1. The Association President will be provided a monthly report for transportation via email so progress can be monitored. Additionally, a preventative maintenance schedule for the Drive area will be developed and monthly checks completed. This will be communicated with the Association President. This is set to begin April 1, 2023.

Meetings with the Transportation Director

2. It is the mutual goal of the union and the district to identify and solve issues through a collaborative approach at the lowest possible levels. The Transportation Director will provide the opportunity for scheduled monthly meetings with the ITEA Executive Committee to discuss matters surrounding the working conditions and other pertinent issues of members of the bargaining unit. Dates and times for the meetings shall be mutually agreed upon.

3. Article 6 Salary Schedule

Contingent upon the implementation of the four-day work week, the following four-day salary schedule will replace the currently approved 2023-24 five-day salary schedule

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

INDEPENDENCE TRANSPORTATION EMPLOYEES ASSOCIATION

BY: Robert A. Smith

President, ITEA

SCHOOL DISTRICT OF CITY OF INDEPENDENCE, MISSOURI

BY: E. J. Hupp

President, Board of Education

ATTESTED BY: C. Annette Miles

Secretary, Board of Education

**INDEPENDENCE SCHOOL DISTRICT
TRANSPORTATION DRIVER
SALARY SCHEDULE
2023-2024**

DAILY DRIVER RATES

Step	Hourly Rate
1	17.87
2	18.26
3	18.65
4	19.04
5	19.43
6	19.80
7	20.19
8	20.59
9	20.97
10	21.36
11	21.73
12	22.12
13	22.51
14	22.90
15	23.28
16	23.67
17	24.06
18	24.44
19	24.84
20	25.23
21	25.38

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
Route Driver Trip Rate - full benefits	Same as salary schedule placement
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Trainees	\$13.50 per hour up to 40 hours
All Extra Non-Driving Work	\$13.50 per hour (wash buses, meetings, trash)
Bus Fueler	\$13.50 per hour
Seasonal Bus Washing Crew	\$13.50 per hour

Appendix B

**INDEPENDENCE SCHOOL DISTRICT
TRANSPORTATION ATTENDANT
SALARY SCHEDULE
2023-2024**

DAILY ATTENDANT RATES

Step	Hourly Rate
1	13.46
2	13.79
3	14.13
4	14.45
5	14.79
6	15.12
7	15.45
8	15.77
9	16.11
10	16.45
11	16.77
12	17.11
13	17.44
14	17.77
15	18.09
16	18.43
17	18.76
18	19.09
19	19.43
20	19.76
21	20.00

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: Same as salary schedule placement

Extra Work: \$13.50 per hour (bus washing, meetings, trash)

\$13.50 per hour (fueler)

Dr. Herl shared information on the employee work calendars for the 2023-2024 school year. Due to four day and five day employees, there are two ten (10) month calendars, two eleven (11) month calendars, and one twelve (12) month calendar. Dr. Herl said there are over 32 unique calendars each year for employees.

Blake Roberson made the motion, second by Carrie Dixon, that the Board of Education approves the ten, eleven, and twelve month work calendars for the 2023-2024 school year as presented. The motion was unanimously approved by the Board of Education. (Pages 12517-12521)

Dr. Herl said the Board of Education had approved moving from Missouri Consultants for Education Board of Education Policies Services to ESG Board of Education Policies Services in January 2023. He explained that it is necessary to rescind the current Board of Education Policies and Regulations effective with the date the new Board of Education Policies will take effect. The Administration is recommending rescinding the existing Board of Education Policies and Regulations effective July 12, 2023.

The motion was made by Carrie Dixon that the Board of Education approves rescinding all existing current Board of Education Policies and Regulations effective July 12, 2023. The motion was seconded by Denise Fears and unanimously approved by the Board of Education.

Mr. Drew Marriott and Ms. Madelyn Garrett, EdCounsel, shared information on the process of moving to the new ESG Board of Education Policies. The current Policies are not easily searchable, necessary changes as state and federal laws/guidelines change, and the goal to simplify the process of accessibility. Student, Board of Education, and employee manuals will cross reference the Policies. EdCounsel has worked with the Administration and Policy Committee to develop the new Board of Education Policies. Currently, over 50 Missouri school districts use the ESG Board of Education Policies. Previously the District had 320 Policies, the new Board of Education Policies consists of 116 Policies. Mr. Marriott said that once the new Board of Education Policies are approved then they will move to providing the manuals. The Board of Education Policies require two readings for approval, with the first reading this evening and then the second one at the July 11, 2023 Board of Education meeting.

The motion was made by Carrie Dixon, second by Denise Fears, that the Board of Education approves this as the first reading of the approval of the new Board of Education Policies as presented. The motion was unanimously approved by the Board of Education. (Pages 12522-12525)

Dr. Herl explained that the School District is required to prepare an annual budget with projected revenues and expenditures prior to July 1 each year. The Administration recommends scheduling a Special Board Meeting to present the proposed 2023-2024 Budget on June 29 at 7:30 a.m.

Denise Fears made the motion that the Board of Education approves scheduling a Special Board of Education meeting on Thursday, June 29, at 7:30 a.m. in the Board Room at Central Office. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Denise Fears made the motion, second by Jill Esry, to adjourn the meeting and go into executive session for legal §610.021(1), RSMo, real estate §610.021(2), and personnel §610.021(3), RSMo issues at 6:35 p.m. The motion was approved as follows

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

Absent:


Secretary


President

**INDEPENDENCE PUBLIC SCHOOLS
2023-2024 CALENDAR - 10 Month**

July 2023					August 2023					September 2023					October 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4					1	2	3	4	5	6
10	11	12	13	14	7	8	9	10	11	4	5	6	7	8	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	11	12	13	14	15	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	18	19	20	21	22	23	24	25	26	27
31					28	29	30	31		25	26	27	28	29	30	31			
Work Days 6					Work Days 23					Work Days 18					Work Days 19				
Non Work Days 15					Non Work Days					Non Work Days 3					Non Work Days 3				
November 2023					December 2023					January 2024					February 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3					1	1	2	3	4	5				1	2
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	19	20	21	22	23
27	28	29	30		25	26	27	28	29	29	30	31			26	27	28	29	
Work Days 17					Work Days 14					Work Days 20					Work Days 18				
Holiday 1					Holiday 1										Holiday 1				
Non Work Days 4					Non Work Days 6					Non Work Days 3					Non Work Days 2				
March 2024					April 2024					May 2024					June 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5			1	2	3	3	4	5	6	7
4	5	6	7	8	8*	9	10	11	12	6	7	8	9	10	10	11	12	13	14
11*	12	13	14	15	15	16	17	18	19	13	14	15	16	17	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	20	21	22	23*	24*	24	25	26	27	28
25	26	27	28	29	29*	30				27	28	29	30	31					
Work Days 19					Work Days 17					Work Days 14					Work Days 0				
Non Work Days 2					Non Work Days 5					Non Work Days 7					Non Work Days 20				

Non Work Days Before/After Calendar Days

No School / Non Work Day

First Day of School/Last Day of School

Parent Teacher Conference week work extra Tu-Fr for Monday off

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

Tentative Summer School Start May 29

Graduation May 17 & 18, 2024

Seniors last day May 15

Weather Make Up Days

Snow Days: March 11, May 23, 24, April 8, 29

Employee Work Days	185
Holidays	3
Floating Work Days	5
Total	193

INDEPENDENCE PUBLIC SCHOOLS
5 Day 2023-2024 CALENDAR - 10 Month

July 2023						August 2023						September 2023						October 2023					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
3	4	5	6	7			1	2	3	4						1		2	3	4	5	6	
10	11	12	13	14		7	8	9	10	11		4	5	6	7	8		9	10	11	12	13	
17	18	19	20	21		14	15	16	17	18		11	12	13	14	15		16	17	18	19	20	
24	25	26	27	28		21	22	23	24	25		18	19	20	21	22		23	24	25	26	27	
31						28	29	30	31			25	26	27	28	29		30	31				
Workdays					6	Workdays					23	Workdays					20	Workdays					22
Non Work days					15	Non Work days					0	Non Work days					1	Non Work days					0
November 2023						December 2023						January 2024						February 2024					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
		1	2	3						1		1	2	3	4	5					1	2	
6	7	8	9	10		4	5	6	7	8		8	9	10	11	12		5	6	7	8	9	
13	14	15	16	17		11	12	13	14	15		15	16	17	18	19		12	13	14	15	16	
20	21	22	23	24		18	19	20	21	22		22	23	24	25	26		19	20	21	22	23	
27	28	29	30			25	26	27	28	29		29	30	31				26	27	28	29		
Workdays					19	Workdays					16	Workdays					21	Workdays					20
Holiday					1	Holiday					1	Non Work days					2	Holiday					1
Non Work days					2	Non Work days					4	Non Work days					2	Non Work days					0
March 2024						April 2024						May 2024						June 2024					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
				1		1	2	3	4	5				1	2	3		3*	4	5	6	7	
4	5	6	7	8		8	9	10	11	12		6	7	8	9	10		10	11	12	13	14	
11	12	13	14	15		15	16	17	18	19		13	14	15	16	17		17	18	19	20	21	
18	19	20	21	22		22	23	24	25	26		20	21	22	23	24		24	25	26	27	28	
25	26	27	28	29		29	30					27	28*	29*	30*	31*							
Workdays					20	Workdays					22	Workdays					18	Workdays					0
Non Work days					1	Non Work days					0	Non Work days					5	Non Work days					20

Non Work Days Before/After Calendar Days

No School / Non Work Day

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

Tentative Summer School Start May 29

Graduation May 17 & 18, 2024

Seniors last day May 15

Weather Make Up Days

Snow Days: May 28, 29, 30, 31, June 3

Staff Workdays	207
Holidays	3
Total Calendar Days	210

INDEPENDENCE PUBLIC SCHOOLS
2023-2024 CALENDAR - 11 Month

July 2023					August 2023					September 2023					October 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4					1	2	3	4	5	6
10	11	12	13	14	7	8	9	10	11	4	5	6	7	8	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	11	12	13	14	15	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	18	19	20	21	22	23	24	25	26	27
31					28	29	30	31		25	26	27	28	29	30	31			
Work Days 6					Work Days 23					Work Days 18					Work Days 19				
Non Work Days 15					Non Work Days					Non Work Days 3					Non Work Days 3				
November 2023					December 2023					January 2024					February 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3					1	1	2	3	4	5				1	2
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	19	20	21	22	23
27	28	29	30		25	26	27	28	29	29	30	31			26	27	28	29	
Work Days 17					Work Days 14					Work Days 20					Work Days 18				
Holiday 1					Holiday 1					Non Work Days 3					Holiday 1				
Non Work Days 4					Non Work Days 6					Non Work Days 2					Non Work Days 2				
March 2024					April 2024					May 2024					June 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5			1	2	3	3	4	5	6	7
4	5	6	7	8	8*	9	10	11	12	6	7	8	9	10	10	11	12	13	14
11*	12	13	14	15	15	16	17	18	19	13	14	15	16	17	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	20	21	22	23	24	24	25	26	27	28
25	26	27	28	29	29*	30				27	28	29	30	31					
Work Days 19					Work Days 17					Work Days 20					Work Days 16				
Non Work Days 2					Non Work Days 5					Non Work Days 3					Non Work Days 4				

Non Work Days Before/After Calendar Days

No School / Non Work Days

First Day of School/Last Day of School

Parent Teacher Conference week work extra Tu-Fr for Monday off

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

Employee Work Days	207
Holidays	3
Floating Work Days	5
Total	215

Tentative Summer School Start May 29

Graduation May 17 & 18, 2024

Seniors last day May 15

Weather Make Up Days

Snow Day #Off-Makeup: #1-March 11, #4 and #5-April 8, 29

Snow Day # Work: #2 and #3 report to work (May 23 and 24 already work days)

INDEPENDENCE PUBLIC SCHOOLS
5 Day 2023-2024 CALENDAR - 11 Month

July 2023					August 2023					September 2023					October 2023				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3	4	5	6	7		1	2	3	4					1	2	3	4	5	6
10	11	12	13	14	7	8	9	10	11	4	5	6	7	8	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	11	12	13	14	15	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	18	19	20	21	22	23	24	25	26	27
31					28	29	30	31		25	26	27	28	29	30	31			
Workdays 6					Workdays 23					Workdays 20					Workdays 22				
Non Work Days 15					Non Work Days 0					Non Work Days 1					Non Work Days 0				
November 2023					December 2023					January 2024					February 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
		1	2	3					1	1	2	3	4	5				1	2
6	7	8	9	10	4	5	6	7	8	8	9	10	11	12	5	6	7	8	9
13	14	15	16	17	11	12	13	14	15	15	16	17	18	19	12	13	14	15	16
20	21	22	23	24	18	19	20	21	22	22	23	24	25	26	19	20	21	22	23
27	28	29	30		25	26	27	28	29	29	30	31			26	27	28	29	
Workdays 19					Workdays 16					Workdays 21					Workdays 20				
Holiday 1					Holiday 1					Non Work Days 2					Holiday 1				
Non Work Days 2					Non Work Days 4					Non Work Days 2					Non Work Days 0				
March 2024					April 2024					May 2024					June 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	1	2	3	4	5			1	2	3	3	4	5	6	7
4	5	6	7	8	8	9	10	11	12	6	7	8	9	10	10	11	12	13	14
11	12	13	14	15	15	16	17	18	19	13	14	15	16	17	17	18	19	20	21
18	19	20	21	22	22	23	24	25	26	20	21	22	23	24	24	25	26	27	28
25	26	27	28	29	29	30				27	28	29	30	31					
Work Days 20					Work Days 22					Work Days 22					Work Days 20				
Non Work Days 1					Non Work Days 0					Non Work Days 1					Non Work Days 0				

Non Work Days Before/After Calendar Days

No School / Non Work Day

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

Staff Workdays 231
Holidays 3
Total Calendar Days 234

Tentative Summer School Start May 29

Graduation May 17 & 18, 2024

Seniors last day May 15

Weather Make Up Days

None: work snow days

INDEPENDENCE PUBLIC SCHOOLS
2023-2024 CALENDAR - 12 Month

July 2023						August 2023						September 2023						October 2023					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
3	4	5	6	7			1	2	3	4						1		2	3	4	5	6	
10	11	12	13	14		7	8	9	10	11		4	5	6	7	8		9	10	11	12	13	
17	18	19	20	21		14	15	16	17	18		11	12	13	14	15		16	17	18	19	20	
24	25	26	27	28		21	22	23	24	25		18	19	20	21	22		23	24	25	26	27	
31						28	29	30	31			25	26	27	28	29		30	31				
Work Days					20	Work Days					23	Work Days					20	Work Days					22
Holiday					1	Holiday						Holiday						Holiday					
Non Work Days					0	Non Work Days					0	Non Work Days					1	Non Work Days					0
November 2023						December 2023						January 2024						February 2024					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
		1	2	3						1		1	2	3	4	5					1	2	
6	7	8	9	10		4	5	6	7	8		8	9	10	11	12		5	6	7	8	9	
13	14	15	16	17		11	12	13	14	15		15	16	17	18	19		12	13	14	15	16	
20	21	22	23	24		18	19	20	21	22		22	23	24	25	26		19	20	21	22	23	
27	28	29	30			25	26	27	28	29		29	30	31				26	27	28	29		
Work Days					19	Work Days					16	Work Days					21	Work Days					20
Holiday					1	Holiday					1	Holiday					1	Holiday					1
Non Work Days					2	Non Work Days					4	Non Work Days					1	Non Work Days					0
March 2024						April 2024						May 2024						June 2024					
M	T	W	T	F		M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
				1		1	2	3	4	5				1	2	3		3	4	5	6	7	
4	5	6	7	8		8	9	10	11	12		6	7	8	9	10		10	11	12	13	14	
11	12	13	14	15		15	16	17	18	19		13	14	15	16	17		17	18	19	20	21	
18	19	20	21	22		22	23	24	25	26		20	21	22	23	24		24	25	26	27	28	
25	26	27	28	29		29	30					27	28	29	30	31							
Work Days					21	Work Days					22	Work Days					22	Work Days					20
Non Work Days					0	Non Work Days					0	Non Work Days					1	Non Work Days					0

No School / Non Work Day

Tentative Summer School Start May 29

Graduation May 17 & 18, 2024

Seniors last day May 15

Weather Make Up Days

None: work snow days

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

Staff Workdays	246
Holidays	5
Total Calendar Days	251

Independence School District



District Policies
201 North Forest Avenue
Independence, Missouri 64050
(816) 521-5300

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BOARD OF EDUCATION
The School District of Independence

The Board of Education met in special session Thursday, June 29, 2023, at 7:30 a.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. Jill Esry, Director
Mrs. Denise Fears, Director
Mr. Anthony J. Mondaine, Director

Member by Phone: Mr. Greg Finke, Director
Member Absent: Mrs. Carrie Dixon, Treasurer

Also Present: Dr. Dale Herl, Superintendent
Dr. Cindy Grant, Mrs. Megan Murphy, Mrs. Molly Johnson, patron, staff, and Ms. Annette Miller.

The meeting was called to order by Mr. Eric Knipp, President, and minutes of the meeting were recorded by the secretary, Ms. Annette Miller. Mr. Knipp stated that Greg Finke, Director, was on the phone for the meeting.

Denise Fears made the motion to approve the June 29, 2023 Agenda as printed. The motion was seconded by Blake Roberson and was unanimously approved by the Board of Education.

Dr. Herl stated that Budget Adjustments and Transfers for the annual budget year are usually presented two times a year to the Board of Education. At the end of the 2023 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 and adjustments to the accounts are due to changes in grant funds, Title services, carryover funds, and ESSER funds that the District received. He recognized Molly Johnson, Mardie Gardner, and the Business Office staff for their work in making sure that the District's financial transactions are recorded correctly.

Jill Esry made the motion, second by Denise Fears, that the Board of Education approves the necessary adjustments for the FY23 Budget and annual transfers for Nutrition Service equipment, Transportation buses, the annexation building lease purchase payment, grant match, capital levy expenditures, and HVAC project as presented. The motion was unanimously approved by the Board of Education. (Page 12527)

Dr. Herl thanked the Board of Education for taking their time for this Special meeting and for meeting with him to review the School District's 2023-2024 Budget. Dr. Herl shared the Operating Budget revenues of \$199,759,369 and expenditures of \$202,994,380. He provided projected budgeted Fund Balances as follows: finishing 2023 with 31.94%; 2024 – 26.15%; 2025 – 14.67%, and said the District's fund balances would remain steady. He commended Molly Johnson, Mardie Gardner, the Business Office staff, and Rita DeLoach in the Human Resources Office for all of their work in creating a well-defined Budget for the 2023-2024 school year.

Following this information, a motion was made by Denise Fears that the Board of Education approves the 2023-2024 School District Budget as presented. The motion was seconded by Blake Roberson and was unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, Jill Esry made the motion, second by Denise Fears, to adjourn the meeting at 7:40 a.m. The motion was approved by the Board of Education as follows:

Ayes: Eric Knipp
Blake Roberson
Jill Esry
Denise Fears
Anthony J. Mondaine
Greg Finke – by phone

Absent: Carrie Dixon



Secretary



President

Budget Amendments FY23 - BOE - June

Fund	Revenue	Expenditures	Change
11 Scholarship	-	-	-
12 Incidental	(2,191,952.03)	4,527,802.79	(6,719,754.82)
15 Nutrition Services	-	(0.00)	0.00
16 Activity	-	-	-
17 Self Insurance Funds	-	-	-
General - Total	(2,191,952.03)	4,527,802.79	(6,719,754.82)
22 Special Revenue	(518,250.38)	(59,200.11)	(459,050.27)
31 Debt Service	-	-	-
41 Bond Construction	-	-	-
42 Capital Projects	53,325.00	1,776,139.87	(1,722,814.87)
45 Nutrition Services Capital	-	-	-
46 Activity Capital	-	-	-
	(2,656,877.41)	6,244,742.55	(8,901,619.96)