

The Board of Education met in regular session Tuesday, August 8, 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. Anthony J. Mondaine, Director

Member by Phone: Mr. Greg Finke, Director  
Mrs. Denise Fears, Director

Also Present: Dr. Dale Herl, Superintendent  
Dr. Lance Stout, Dr. Cindy Grant, Dr. Randy Maglinger, Dr. Pam Boatright,  
Dr. Anthony Robinson, Mr. Dean Katt, Mrs. Leslie Hochsprung, Mrs.  
Sherry Potter, Mr. Todd Theen, Mr. Greg McGhee, Mrs. Megan Murphy,  
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.

Blake Roberson made the motion to approve the August 8, 2023 Agenda as presented. The motion was seconded by Anthony J. Mondaine and was unanimously approved by the Board of Education.

Mr. Knipp said there were no requests to address the Board of Education this evening.

Dr. Herl reported that the List of Bills for the month of August is \$6,764,066.28 which is less than the last several months but is typical for the month of August.

Jill Esry made the motion that the Board of Education approves the August 8, 2023 Consent Agenda as presented:

1. Minutes – July 11, 2023
2. Approval of August 8, 2023 List of Bills totaling \$6,764,066.28
3. Approval of Personnel Recommendation #3
  - A. Employment of Certificated Staff Effective Start of the 2023-2024 School Year.
    1. Dawn Bates, ELA Teacher
    2. Alexis Grubb, Elementary Teacher
    3. Brooke Robertson, Elementary Counselor

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

Dr. Herl said school starts on Monday, August 21<sup>st</sup>. This start date is due to state mandate of not starting school before 14 days prior to Labor Day. New teachers reported in this week and have been in professional development sessions. Next week all staff will be back in their buildings. Dr. Herl thanked the Board of Education members that attended the New Teacher Luncheon today. He also expressed appreciation to the Board members that took the tour of Van Horn High School to see how the construction is progressing on the auditorium and the tour of Three Trails Elementary School's project which still has work to be done before school starts. Currently, only one teaching position still needs to be staffed at Truman High School. He said that several surrounding districts have a number of open positions. He talked about the big issue for tonight is the Tax Levy transfer election. He said the plan is to decrease the amount of the transfer to the operating levy to \$.08 and increase the transfer from the debt service to \$.40 for a difference of \$.32 which decreases the District's Tax Levy to \$5.1171. He said the District cannot control the County's Assessed Valuation issue but it can help the District's residents by lowering the Tax Levy. The benefits of the Tax Levy transfer will be used for staff salaries and benefits.

Several Board members stated how impressed they were with the professional development training that the new teachers were receiving and how excited the new teachers were.

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

Dr. Herl explained that the Board of Education is required by the Missouri Ethics Commission to readopt the Ethics Policy and Financial Disclosure Statement every two years. He said the Policy numbers are different due to the new Board of Education Policies there were recently adopted. The Administration is recommending approval of Policies G-265-P, G-270-P, and G-275-P.

Anthony J. Mondaine made the motion that the Board of Education approves adopting Board Policies G-265-P, G-270-P, and G-275-P regarding Nepotism, Conflict of Interest, and Financial Disclosure Statement for the 2023-2025 school years. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Pages 12554-12559).

Dr. Stout stated that the Nutrition Services Department had to meet certain mandates by DESE. He said that adult meals (breakfast and lunch) prices have to meet the overall cost of the meal. The adult meal payment has to reflect the price charged to students' paying the school district's designated full price plus the current value of donated food value for the full price meals. Dr. Stout said there is no increase to students' meals for 2023-2024 but that the adult breakfast meal increase will be \$.20 and the lunch meal increase will be \$.35. The Administration is recommending the adult meal prices for the 2023-2024 school year will be: \$2.50 for breakfast and \$4.25 for lunch.

A motion was made by Blake Roberson, second by Carrie Dixon, that the Board of Education approves the following adult meal prices for the 2023-2024 school year: \$2.50 for breakfast and \$4.25 for lunch. The motion was unanimously approved by the Board of Education.

Dr. Stout said the Administration is recommending approval of the membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansa City Suburban Joint Purchasing Cooperative, NCPA, NPPGov, Omnia Partners, PEPPM, Sourcewell, and TIPS-USA. He said this is a cost saving method for the District when purchasing supplies, materials, and equipment. There is no cost to the District for these memberships.

Carrie Dixon made the motion, second by Anthony J. Mondaine, that the Board of Education approves the District membership in the following Cooperatives: AEPA, Buy Board, Education Plus, Kansa City Suburban Joint Purchasing Cooperative, NCPA, NPPGov, Omnia Partners, PEPPM, Sourcewell, and TIPS-USA. The motion was unanimously approved by the Board of Education.

Dr. Boatright shared the District's Professional Development Plan for 2023-2024. She stated that it is aligned with the Missouri School Improvement Plan's standards and guidelines as well as the District's Comprehensive School Improvement Plan and District initiatives. Dr. Boatright reviewed the following: Goal - All teachers engage in high quality professional development focused on continuous student learning; Framework - alignment to CSIP and building SIPs, national learning standards, and evaluation of learning; and Budgets - District, building, and department. She said the Professional Development Plan is reviewed and revised every year.

The motion was made by Jill Esry, second by Carrie Dixon, that the Board of Education approves the 2023-2024 Professional Development Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines for the Independence School District as presented. The motion was unanimously approved by the Board of Education.

Dr. Boatright shared the curriculum updates for the 2023-2024 school year which meet the requirements of the Missouri School Improvement Plan (MSIP) guidelines and the Missouri and National Standards. She shared the updates for English Language Arts (ELA), Math, and Science for: Kindergarten and First Grade; Second and Third Grade; and Fourth and Fifth Grade; Middle School updates in Math, Science, ELA, and Social Studies; and High School curriculum updates in ELA, Social Studies, Math, Science and Electives. Dr. Boatright said that teachers receive the training through the Professional Development Plan to implement the written curriculum.

The motion was made by Carrie Dixon, second by Jill Esry, that the Board of Education approves the 2023-2024 Curriculum Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines, for the Independence School District as presented. The motion was unanimously approved by the Board of Education.

Dr. Boatright explained that the District's Assessment Plan has to meet requirements established in the Missouri School Improvement Plan (MSIP). This requires a listing of tests, purpose of each test, guidelines for students with disabilities, how the District assesses the Show-Me-Standards not addressed by Missouri Assessment Plan (MAP) or End of Course test (EOC), measure how students are doing, and allows students to monitor their own progress. She shared information on the following District assessment platforms: FastBridge Learning, DnA (Data and Assessment), assessments and also the Department of Elementary and Secondary Education (DESE) required assessments: WIDA-ACCESS for grades 1-12, MAP and EOC at the various grade levels and courses. She said that virtual students will take the assessments at their home building. Dr. Boatright said the District's 2023-2024 Assessment Plan meets Standard 6.2.5 of the Process Standards outlined in the Missouri School Improvement Plan (MSIP).

The motion was made by Blake Roberson, second by Jill Esry, that the Board of Education approves the 2023-2024 Assessment Plan, as required by the Missouri School Improvement Plan (MSIP) guidelines, for the Independence School District as presented. The motion was unanimously approved by the Board of Education.

**Prohibition of Nepotism**

**G-265-P**

Board members will not vote to employ or appoint any person who is related to them within the fourth degree by blood or marriage. "Employ" in this context includes hiring persons to be employees of the District and approving independent contractors who provide services to the District. Persons who are related "within the fourth degree" include parents, grandparents, great-grandparents, great-great-grandparents, spouse, children, siblings, grandchildren, great-grandchildren, great-great-grandchildren, nieces, nephews, grand-nieces, grand-nephews, aunts, uncles, great-aunts, great-uncles, and first cousins by virtue of a blood relationship or by marriage.

Adoption Date(s):

## **Board Member Financial Conflict of Interest**

### **G-270-P**

Board members will avoid situations in which their responsibilities as a Board member conflict with their private financial interests. Board members will follow all applicable laws regarding conflicts of interest. The phrase a “*Business with Which a Board Member Is Associated*” as used in this policy means:

1. A sole proprietorship owned by the Board member, his or her spouse or any dependent children in the Board member's custody;
2. A partnership or joint venture in which the Board member or his or her spouse is a partner, other than as a limited partner of a limited partnership, and any corporation or limited partnership in which the Board member is an officer or director or of which the Board member or his or her spouse or dependent children in the Board member's custody, whether singularly or collectively, own more than ten percent of the outstanding shares of any class of stock or partnership units; or
3. Any trust in which the Board member is the trustee or settlor or in which the Board member or his or her spouse or dependent children in his or her custody, whether singularly or collectively, are beneficiaries or holders of a reversionary interest of ten percent or more of the corpus of the trust.

### **Statement of Interest**

Before voting, Board members who have a substantial personal or private interest in a decision before the Board will provide a written statement of the nature of the interest to the Board Secretary as described in G-275-P.

### **Self-Dealing**

Board members may not act or fail to act due to any payment, offer to pay, promise to pay or receipt of anything of actual pecuniary value, whether received or not, to themselves or any third person. This prohibition includes a gift or campaign contribution made or received in relationship to or as a condition of the performance of any official act.

Board members will not act favorably on any matter that is specifically designed to provide a special monetary benefit to them, their spouses or dependent children in their custody. A “special monetary benefit” means being materially affected in a substantially different manner or degree than the manner or degree in which the public in general will be affected or, if the matter affects only a special class of persons, then affected in a substantially different manner or degree than the manner or degree in which such class will be affected.

Board members will not use their decision-making authority for the purpose of obtaining a financial gain that materially enriches them, their spouses or dependent children in their custody by acting or refraining from acting for the purpose of coercing or extorting anything of actual pecuniary value.

Board members will not offer, promote or advocate for a political appointment in exchange for anything of value to any political subdivision.

Board members will not accept gifts with a value in excess of \$100 from a vendor who does or is attempting to do business with the District.

A Board member will not attempt to directly or indirectly influence or vote on a decision when the Board member knows the result of the decision may be the acceptance by the District of a service or the sale, rental or lease of property to the District and the Board member, his or her spouse, dependent children in his or her custody or any business with which the Board member is associated will benefit financially. If such a transaction is presented to the Board, the Board member will abstain and leave the room during any deliberation.

### **Confidential Information**

Board members will not use or disclose confidential information obtained in the course of or by reason of their official capacities in any manner with intent to result in financial gain for themselves, their spouses, dependent children in their custody, any business with which the Board member is associated or any other person.

### **Sale, Rental or Lease of Property**

*Property Other Than Real Estate:* No Board member will sell, rent or lease any personal property to the District for consideration in excess of five hundred dollars' value per transaction or five thousand dollars' value per year to the Board member, to his or her spouse, to a dependent child in his or her custody or to any business with which he or she is associated unless the transaction is made pursuant to an award on a contract let or sale made after public notice and competitive bidding, provided that the bid or offer accepted is the lowest received.

*Real Estate:* No Board member will perform a service or sell, rent or lease any real property to the District for consideration in excess of five hundred dollars' value per transaction or five thousand dollars' value per year to the Board member, to his or her spouse, to a dependent child in his or her custody or to any business with which he or she is associated unless the transaction is made pursuant to an award on a contract let or sale made after public notice.

### **Employment**

The District will not employ a Board member for compensation, even on a substitute or part-time basis. Board members may provide services as a volunteer without remuneration.

### **Independent Contractor Services**

No Board member will perform a service as an independent contractor for consideration in excess of five hundred dollars' value per transaction or five thousand dollars' value per year to him or her, to his or her spouse, to a dependent child in his or her custody or to any business with which he or she is associated unless the transaction

is made pursuant to an award on a contract let or sale made after public notice and competitive bidding, provided that the bid or offer accepted is the lowest received.

**Businesses That Employ Board Members**

A Board member may participate in discussions and vote on motions for the District to do business with entities that employ the Board member so long as the business is not owned by the Board member and the Board member will not receive any financial benefit from the transaction. The Board member may need to provide a statement describing his or her personal or private interest as described in G-275-P.

**Purchases Involving Federal Funds**

In addition to the requirements of this policy, Board members must follow the of the District's purchasing rules and are also subject to the conflict-of-interest provisions of federal law.

Adoption Date(s):

## **Board Member Personal Financial Disclosures**

### **G-275-P**

The Board hereby adopts this regulation as its policy establishing and making public its own method of disclosing financial interests of Board members, candidates and specified administrators, in accordance with law. Financial interest statements (also known as personal financial disclosure statements) as described below will be filed with the Missouri Ethics Commission (MEC) and the Board on or before May 1<sup>st</sup> for the preceding calendar year, unless the person filing is a Board candidate. Candidates must file their reports within 14 days after the last day to file for office. The reports will be made available for public inspection and copying during normal business hours. If a candidate fails to timely submit their report, they are disqualified from the election and removed from the ballot. The District will contact the County Clerk regarding the candidate's removal from the ballot.

This policy dealing with the financial interest statement will be adopted in an open meeting every other year by September 15<sup>th</sup>. A certified copy of this policy will be sent to the MEC within ten days of adoption.

School Board members and candidates will report the following transactions if they occurred during the previous calendar year. If no such transactions occurred, the Board member or candidate will still file, but will mark the items as not applicable.

1. Each transaction in excess of \$500 per year between the District and the individual or any person related within the first degree by consanguinity or affinity to the individual. The statement does not need to include compensation received as an employee or payment of any tax, fee or penalty due the District and other transfers for no consideration to the District. The statement will include the dates and identities of the parties in the transaction.
  - (1) "First degree of consanguinity or affinity" includes parents, spouse or children by virtue of a blood relationship or marriage.
2. Each transaction in excess of \$500 between the District and any business entity in which the individual has a substantial interest. The statement does not need to include any payment of tax, fee or penalty due the District or payment for providing utility service to the District and other transfers for no consideration to the District. The statement will include the dates and identities of the parties in the transactions.

Before voting, Board members who have a substantial personal or private interest in a decision before the Board will provide a written statement of the nature of the interest to the Board Secretary. The written statement will be recorded in the minutes. Board members who have disclosed the interest in a financial interest statement filed or amended prior to the vote will be in compliance with this requirement. A substantial personal or private interest exists when the Board member or his or her spouse or dependent children in his or her custody, either singularly or collectively, directly or indirectly:

1. Own(s) ten percent or more of any business entity; or
2. Own(s) an interest having a value of \$10,000 or more in any business entity; or
3. Receive(s) a salary, gratuity or other compensation or remuneration of \$5,000 or more from any individual, partnership, organization or association within any calendar year.

Adoption Date(s):



Dr. Grant stated the District let bids to employ two (2) mental health professionals through funding from DESE's Immediate Responsive Services Grant. These staff members will provide additional mental health support for secondary students. The Administration is recommending approving the bid from Comprehensive Mental Health Services at a cost of \$135,890.

The motion was made by Anthony J. Mondaine, second by Carrie Dixon, that the Board of Education approves the bid from Comprehensive Mental Health Services in the amount of \$135,890 to employ two professional to provide mental health and prevention services, support, and social emotional skill building for secondary Independence School District students. The motion was unanimously approved by the Board of Education.

Dr. Herl stated that the District has to set a tuition rate each year for students whose parents/guardians own property in the Independence School District but live outside the District. He said the amount is based on actual expenditures from the previous year (2022-2023). The Administration is recommending the tuition rate of \$12,423.84 for the 2023-2024 school year.

Blake Roberson made the motion that the Board of Education approves the recommendation to set the 2023-2024 tuition rate at \$12,423.84 as presented. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl stated that the track at Truman High School needed to be replaced. He said the District could do repair work at a cost of \$50,000 or do a replacement of the track. The Administration is recommending accepting the bid from McConnell and Associates at a cost of \$329,246 under the TIPS Contract #211001.

A motion was made by Carrie Dixon, second by Blake Roberson, that the Board of Education approves the bid from McConnell and Associates, under the TIPS Contract #211001, for the Truman High School track replacement. The motion was unanimously approved by the Board of Education.

Dr. Herl said the District let bids for replacement of the boiler at Christian Ott Elementary School. Following the bid openings, the Administration recommends accepting the bid from Lippert Mechanical Service at a cost of \$209,937.

Blake Roberson made the motion, second by Anthony J. Mondaine, that the Board of Education approves the bid of \$209,937 from Lippert Mechanical Service for replacement of the existing boiler at Christian Ott Elementary School. 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 Carrie Dixon, 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 6:46 p.m. The motion was approved as follows

Ayes: Eric Knipp  
 Blake Roberson  
 Carrie Dixon  
 Jill Esry  
 Anthony J. Mondaine

Absent: Greg Finke  
 Denise Fears



Secretary



President