

The Board of Education met in regular session Tuesday, November 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 (by cell phone)

Also Present: Dr. Dale Herl, Superintendent  
Dr. Lance Stout, Dr. Cindy Grant, Dr. Randy Maglinger, Dr. Pam Boatright, Dr. Tony Robinson, Mr. Dean Katt, Mrs. Leslie Hochsprung, Mrs. Sherry Potter, Mr. Todd Theen, Mr. Greg McGhee, Mrs. Megan Murphy, INEA, ICTA/MSTA, staff members, patrons, 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 everyone on behalf of the Board of Education including students from Ms. Doris Negaard's "Pathways to Education" class.

Denise Fears made the motion to approve the November 14, 2023 Agenda as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

Dr. Herl said the list of Bills totaled \$11,560,679.34 for the month of November. He said there were four Let Bid items: 1) Drinking Water Assessment for District Buildings – required by SB681; 2) District's Beverage and Snack Vending – looking for an outside vendor; 3) Fine Arts/Cafeteria Renovations and HVA Replacement at Clifford H. Nowlin Middle School, Science Rooms Renovations at Clifford H. Nowlin Middle School and James Bridger Middle School, and Industrial Arts Renovations at Truman High School – last of the Bond Issue projects; and 4) Chiller Replacements at William Chrisman and Truman High Schools – District will use ESSER funds.

Mrs. Fears commented that she and several other Board members attended the Annual Missouri School Board's Conference in Kansas City, Missouri on November 2-4, 2023. She said this is a good source of professional development for school board members.

Jill Esry made the motion that the Board of Education approves the November 14, 2023 Consent Agenda as printed

1. Minutes – October 10, 2023
2. Approval of November 14, 2023 List of Bills totaling \$11,560,679.34
3. Approval of Personnel Recommendation #9 as follows:
  - A. Request to Retire (Certificated Staff) Effective End of the 2023-2024 School Year.
    1. Shannon Humphrey, Second Grade/Procter Elementary School
    2. Verne Leutzinger, Math/William Chrisman High School
    3. Constance Wendleton, Kindergarten/Glendale Elementary School

The motion was seconded by Anthony J. Mondaine and approved by the Board of Education as follows:

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

Abstain: Blake Roberson

Dr. Herl shared some statistics compared to last year: 1) attendance is up 1.22% from 92.02% to 93.24% which is good; MSIP attendance is up 3.62%; teacher absences are down 12.55%; long term suspensions are less than 1/3 compared to last year (30 vs 98); and discipline events are down 17% for grades K-12. Great news from Metropolitan Community Colleges as they will be offering additional college classes on Mondays for next semester – Biology 132 Human Nutrition, Philosophy 103, Introduction to Critical Thinking, and Theatre 102 Acting as well as Microeconomics, U.S. History Since 1865, Introduction to Fiction, and Fundamentals of Speech.

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

Dr. Maglinger, Aaron Smith, and Laurie Cadwell presented information on the District's Academies Program. Mr. Smith provided an overview of the history of the Academies from their beginning in 2013 when the District formed

a partnership with Ford NGL. Twenty-one high school teachers attended training in July 2014 and Freshman Academies started that August. STEM and Industrial Technology Academies were added in 2015. In 2016 Arts & Education and Business and Public Service Academies were added for the total of five (5) Academies. The high school elective courses are in the pathways and they are reviewed and updated as needed. It's been 10 years and other school districts have taken notice of what the ISD is doing and how the Academies are being implemented. Approximately 15 school districts and 130 people have visited the ISD to view the Academies. The Academies prepare students for jobs that exist now. Students can earn dual credit for courses or access an IRC (Industry Recognized Credential) in one of the skilled trades. Mrs. Cadwell said when students reach the 11 or 12 grades they participate in a capstone which provides real world learning experiences. She said the Capstones are in each high school, or at combined high school sites, or offered off-site (Herndon Vo-Tech or Lee's Summit Tech). Grade level experiences are: 8<sup>th</sup> grade – IGNITE, Capstone Tours, and Jamboree; 9<sup>th</sup> grade – Graduation Commitment, Career Fair, Jamboree, and College Visit Day; 10<sup>th</sup> grade – Field Trips, City Department Tours; and 11<sup>th</sup> and 12<sup>th</sup> grades – Job Shadows, Internships, Capstone Programs, and Senior College/Career Fair. Dr. Maglinger discussed the impact that the Academy Program has on the students in grades 9-12. The District has increased from 26 pathways in 2018 to 285 currently. Seniors that graduate with a Market Value Asset (MVA) is defined as industry-valued and recognized skills acquired in high school that assists students with transitioning from high school to postsecondary education and/or workplace. Dr. Maglinger said the District offers 54 courses for college credit with 174 credit hours available. He said the District's business partners attend a luncheon each semester where they interact and engage with the students. He also gave credit to the teachers as they do a lot of the work in providing and making sure that students are aware of the opportunities provided through the Academies. The District currently has between 75-100 business partners. He said the Academies help students to discover their career choice and possibly eliminate one they thought they wanted. Dr. Maglinger thanked the Board of Education for allowing them to present information on the Academies.

Dr. Herl shared the Board of Education Election Guidelines and Procedures for the April 2, 2024 school board election. He said the candidates must be United States citizens, be a registered voter living in the School District, have resided in the State of Missouri for one year next preceding the election, and be at least twenty-four years of age.

Blake Roberson made the motion that the Board of Education approves the Board of Education Election Guidelines and Procedures for the April 2, 2024 school board election. The motion was seconded by Denise Fears and unanimously approved by the Board of Education. (Page 12574)

Mr. Katt reported on the 2024-2025 School Calendar. He said it was a large Calendar Committee this year comprised of administrators, teachers, parents, students, and Board of Education members. It was a good committee and everyone worked well together. He reviewed the calendar showing students starting school on August 19<sup>th</sup> and teachers starting on August 12<sup>th</sup>. The school day start times remain the same as the 2023-2024 school year using the three tiers. He said that once the Board of Education reviews this proposed calendar and it is approved for next year, then work will begin on developing the other 32 calendars. Mr. Katt again shared that the committee's collaborative effort was very good as it allowed everyone to comment and share suggestions.

A motion was made by Jill Esry that the Board of Education approves the 2024-2025 School District Calendar as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Page 12575)

Dr. Herl presented information on the Board of Education Manual which is part of the services provided by EdCounsel. The Manual reflects information contained in the Board of Education Policies and includes guidelines and procedures for the Board of Education. The proposed Manual was previously sent to the Board of Education for their review.

Denise Fears made the motion that the Board of Education approves the Board of Education Manual as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

A motion was made by Greg Finke that the Board of Education adjourn the regular Board of Education meeting and go into the Special Hearing that is scheduled for the INEA Organizational Grievance Claim. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

INDEPENDENCE SCHOOL DISTRICT GUIDELINES AND PROCEDURES  
BOARD OF EDUCATION ELECTION - APRIL 2, 2024

I. Qualifications for Candidacy

- a. Must be a citizen of the United States.
- b. Must be a registered voter living in the School District.
- c. Must have resided in the State of Missouri for one year next preceding his/her election.
- d. Must be at least twenty-four years of age.

II. Nomination by Petition

Persons interested in filing for the April 2, 2024 school board election are required to file with the Secretary of the Board of Education a petition with at least one hundred (100) signatures of qualified registered voters of the School District of Independence.

Petition blanks may be picked up from the Board Secretary, 201 North Forest Avenue, from 8:00 a.m. to 4:30 p.m. daily beginning Tuesday, December 5, 2023 (except for Winter Recess - December 25, 2023). Persons interested in running for the Board of Education will need to pick up petitions in person and have petitions initialed by the Board Secretary. The Board of Education Office will be open from 1:00-5:00 p.m. on Tuesday, December 26, 2023 for those filing the last day of the candidate filing period.

III. Petition Filing Date and Order on Ballot

Petitions properly completed must be filed with the Board Secretary at 201 North Forest Avenue, Independence, Missouri, no later than 5:00 p.m. Tuesday, December 26, 2023. The Board Secretary will indicate the time and date of filing on each petition as received. The petitions will be forwarded to the Jackson County Board of Election Commissioners for determination of the validity of the signatures and residence in the school district. A random drawing for the order in which names shall appear on the ballot will be conducted for candidates who file a declaration of candidacy on the first day, December 5 (115.127 (5) RSMo). The names of candidates filing after December 5 will be listed on the ballot in the order in which valid petitions are received by the Board Secretary and as described in the District Policy. Petitions found to be invalid may not be amended to preserve order of listing on the ballot.

Persons with petitions found to be in order with the proper number of valid signatures will be certified as candidates for election by the Secretary of the Board of Education of the School District of Independence.

IV. Certification of Candidates

The Secretary of the Board of Education will certify the candidates and their order on the ballot at the Board of Education Office, 201 North Forest Avenue, Independence, Missouri, at a special meeting to be scheduled prior to Tuesday, January 23, 2024 in the presence of candidates and others desiring to attend.

V. Candidate Name Policy

All names shall appear in the same form in which the candidate is registered to vote, except that:

1. Prefixes and suffixes which represent titles or degrees shall not be used.
2. The following exceptions, when certified by the candidate as a necessary means of identification, may be allowed: commonly used nicknames; or commonly used abbreviations.

The Board of Election Commissioners, in its discretion, may review the necessity of such identification after providing notice to the candidate.

**INDEPENDENCE PUBLIC SCHOOLS  
2024-2025 CALENDAR  
Student Contact / Teacher Contract Final**

| JULY 2024          |    |    |    |    | AUGUST 2024        |    |    |    |    | SEPTEMBER 2024     |    |    |    |    | OCTOBER 2024       |    |    |    |    |
|--------------------|----|----|----|----|--------------------|----|----|----|----|--------------------|----|----|----|----|--------------------|----|----|----|----|
| M                  | T  | W  | T  | F  | M                  | T  | W  | T  | F  | M                  | T  | W  | T  | F  | M                  | T  | W  | T  | F  |
| 1                  | 2  | 3  | 4  | 5  |                    |    |    | 1  | 2  | 2                  | 3  | 4  | 5  | 6  |                    | 1  | 2  | 3  | 4  |
| 8                  | 9  | 10 | 11 | 12 | 5                  | 6  | 7  | 8  | 9  | 9                  | 10 | 11 | 12 | 13 | 7                  | 8  | 9  | 10 | 11 |
| 15                 | 16 | 17 | 18 | 19 | 12                 | 13 | 14 | 15 | 16 | 16                 | 17 | 18 | 19 | 20 | 14                 | 15 | 16 | 17 | 18 |
| 22                 | 23 | 24 | 25 | 26 | 19                 | 20 | 21 | 22 | 23 | 23                 | 24 | 25 | 26 | 27 | 21                 | 22 | 23 | 24 | 25 |
| 29                 | 30 | 31 |    |    | 26                 | 27 | 28 | 29 | 30 | 30                 |    |    |    |    | 28                 | 29 | 30 | 31 |    |
| Student Attendance | 0  |    |    |    | Student Attendance | 10 |    |    |    | Student Attendance | 16 |    |    |    | Student Attendance | 19 |    |    |    |
| Teacher Contract   | 0  |    |    |    | Teacher Contract   | 15 |    |    |    | Teacher Contract   | 17 |    |    |    | Teacher Contract   | 21 |    |    |    |
| NOVEMBER 2024      |    |    |    |    | DECEMBER 2024      |    |    |    |    | JANUARY 2025       |    |    |    |    | FEBRUARY 2025      |    |    |    |    |
| M                  | T  | W  | T  | F  | M                  | T  | W  | T  | F  | M                  | T  | W  | T  | F  | M                  | T  | W  | T  | F  |
|                    |    |    |    | 1  | 2                  | 3  | 4  | 5  | 6  |                    |    | 1  | 2  | 3  | 3                  | 4  | 5  | 6  | 7  |
| 4                  | 5  | 6  | 7  | 8  | 9                  | 10 | 11 | 12 | 13 | 6                  | 7  | 8  | 9  | 10 | 10                 | 11 | 12 | 13 | 14 |
| 11                 | 12 | 13 | 14 | 15 | 16                 | 17 | 18 | 19 | 20 | 13                 | 14 | 15 | 16 | 17 | 17                 | 18 | 19 | 20 | 21 |
| 18                 | 19 | 20 | 21 | 22 | 23                 | 24 | 25 | 26 | 27 | 20                 | 21 | 22 | 23 | 24 | 24                 | 25 | 26 | 27 | 28 |
| 25                 | 26 | 27 | 28 | 29 | 30                 | 31 |    |    |    | 27                 | 28 | 29 | 30 | 31 |                    |    |    |    |    |
| Student Attendance | 15 |    |    |    | Student Attendance | 13 |    |    |    | Student Attendance | 17 |    |    |    | Student Attendance | 16 |    |    |    |
| Teacher Contract   | 16 |    |    |    | Teacher Contract   | 13 |    |    |    | Teacher Contract   | 19 |    |    |    | Teacher Contract   | 17 |    |    |    |
| MARCH 2025         |    |    |    |    | APRIL 2025         |    |    |    |    | MAY 2025           |    |    |    |    | JUNE 2025          |    |    |    |    |
| 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  | 2                  | 3  | 4  | 5  | 6  |
| 10                 | 11 | 12 | 13 | 14 | 7                  | 8  | 9  | 10 | 11 | 5*                 | 6  | 7  | 8  | 9  | 9                  | 10 | 11 | 12 | 13 |
| 17                 | 18 | 19 | 20 | 21 | 14                 | 15 | 16 | 17 | 18 | 12*                | 13 | 14 | 15 | 16 | 16                 | 17 | 18 | 19 | 20 |
| 24                 | 25 | 26 | 27 | 28 | 21                 | 22 | 23 | 24 | 25 | 19                 | 20 | 21 | 22 | 23 | 23                 | 24 | 25 | 26 | 27 |
| 31*                |    |    |    |    | 28*                | 29 | 30 |    |    | 26                 | 27 | 28 | 29 | 30 | 30                 |    |    |    |    |
| Student Attendance | 16 |    |    |    | Student Attendance | 18 |    |    |    | Student Attendance | 15 |    |    |    | Student Attendance | 0  |    |    |    |
| Teacher Contract   | 18 |    |    |    | Teacher Contract   | 19 |    |    |    | Teacher Contract   | 15 |    |    |    | Teacher Contract   | 0  |    |    |    |

A. Contract Days

|        |    |       |            |
|--------|----|-------|------------|
| July   | 0  | Jan   | 19         |
| August | 15 | Feb   | 17         |
| Sept   | 17 | March | 18         |
| Oct    | 21 | April | 19         |
| Nov    | 16 | May   | 15         |
| Dec    | 13 | June  | 0          |
|        |    |       | <u>170</u> |

Tentative Summer School Start - May 28, 2025

Graduation May 16 & 17, 2025

Seniors Last Day - May 15th

Weather Make Up Days:

#1 March 3, #2 - May 5, #3 - March 31, #4 - April 28, #5 - May 12

|                                |     |
|--------------------------------|-----|
| Required Student Contact Days  | 155 |
| Required Teacher Contract Days | 170 |
| Float Work Day                 | 1   |
| Total Contract Days            | 171 |

|   |
|---|
| Non Work Days Before / After Contract Days      |
| Non School / Non Contract                       |
| Professional Development - No School / Contract |
| First / Last Day of Semester                    |
| Teacher Work Day                                |
| Parent Teacher Conference Week                  |



Mr. Knipp called the Special Hearing to Order. He stated that the hearing is convened pursuant to the Collective Bargaining Agreement between the District and the INEA, specifically Section 7.6 of the CBA organizational claim brought by the Association. Mr. Knipp said that each involved party will be allowed 10 minutes to address the Board of Education starting with the following order: INEA; MSTA (party of interest), and the District Administration.

Jorjana Pohlman, Vice-President of INEA, and Eric Simmons, Uni-Serve Director with MNEA, were the speakers regarding the INEA organization grievance. Ms. Pohlman said that INEA is the only organization to host an informational table during the duration of the New Teacher Academy according to the CBA. She said the District allowed another association to have an informational table during the New Teacher Academy which is in violation of the CBA as they are not a party to the labor agreement. She said that INEA is the only organization to engage employees at the New Teacher Academy. Eric Simmons stated that upholding this grievance is not difficult as the plain language of the contract states that only INEA can have an informational table during the three days of the New Teacher Academy. Mr. Simmons said it is a violation of the provision of the labor contract and it is about the mutual responsibility to defend the CBA. He said the facts are not disputable and the language in the Agreement is clear.

Amy Arnote - President of ICTA/MSTA, said this evening she was joined by her executive. Board. She stated that MSTA has had an informational table in the past with no argument. She said the Agreement states only INEA will have an informational table all three days. The Agreement does not limit other groups at this time. ICTA/MSTA sponsors a breakfast one morning of the New Teacher Academy. She said their information has remained consistent with one difference this year as they were offered the third morning instead of the second morning of the New Teacher Academy. Mrs. Arnote said the ICTA/MSTA was only there for approximately four hours and were not present during the duration of the New Teacher Academy orientation.

Dr. Herl stated that this is a very easy fix as the INEA can take this up at the Negotiation meetings. He stated that other organizations bring up issues/concerns during their negotiation process.

Dr. Grant said INEA was given and has been the only organization to have a table all three days at the New Teacher Academy. ICTA/MSTA has had a table in past years. She said the ICTA/MSTA information was available for approximately four (4) hours and then it was removed. INEA did have a table all three days during the duration of the New Teacher Academy orientation. She said that employees have the right to their own decision about teacher organizations. The District provided this opportunity to new teachers just as it has been done in past years.

Discussion questions/issues by the Board of Education included: 1) the only meal sponsors have been INEA and ICTA/MSTA; ICTA/MSTA has had an informational table in the past when they have sponsored a breakfast at the New Teacher Academy; INEA has not objected to this in the past; "throughout the duration" needs to be clarified; persons of interest includes others referenced in the grievance; specific language intent needs to be clearly stated so as not to rely on anyone's interpretation; and negotiation sessions will be scheduled for the 2024-2025 school year soon,

Following the discussion, Blake Roberson made the motion, second by Greg Finke, that the Board of Education approves upholding the decision that a violation of the Collective Bargaining Agreement did not occur as the INEA was the only organization to host an informational table throughout the duration of the New Teacher Academy. The motion was unanimously approved by the Board of Education.

There being no further business to come before the Board of Education, the motion was made by Greg Finke, second by Jill Esry, at 7:19 p.m. to adjourn the meeting and go into executive session for legal, personnel, and real estate issues. The motion was approved by the Board of Education as follows:

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

Nays: Anthony J. Mondaine (by cell phone)



Secretary



President