

BOARD OF EDUCATION
The School District of Independence

12577

The Board of Education met in regular session Tuesday, December 12, 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. 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. Mr. Knipp said that the Agenda needed to be amended to include the FY23 Audit approval.

Denise Fears made the motion to amend the December 12, 2023 Agenda to include Item 6. Approval the FY23 Audit under New Business. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Mr. Knipp asked for a motion to approve the amended Agenda for the December 12, 2023 Board of Education meeting.

Greg Finke made the motion to approve the amended December 12, 2023 Agenda as presented. The motion was seconded by Carrie Dixon and unanimously approved by the Board of Education.

Dr. Herl said the list of Bills totaled \$10,506,092.41 for the month of December. He said there was one item to Let Bids: 1) roof replacement at Blackburn Elementary School (current roof is 32 years old) and a section of roof at Central Office will be replaced. .

Blake Roberson made the motion that the Board of Education approves the December 12, 2023 Consent Agenda as printed

1. Minutes – November 14, 2023
2. Approval of December 12, 2023 List of Bills totaling \$10,506,092.41
3. Approval of Personnel Recommendation #11 as follows:
 - A. Request to Retire (Certificated Staff) Effective End of the 2023-2024 School Year.
 1. Bannon Carney, Special Education/Jim Bridger Middle School

The motion was seconded by Denise Fears and approved by the Board of Education as follows:

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

Nay:

Dr. Herl reported that a group of IMPACT students from Pioneer Ridge Middle School has qualified as one of the TOP 20 finalists in Burns and McDonalds Battle of the Brains competition. They will be awarded \$2,500 for being in the top 20 and the winner will receive \$50,000. Dr. Herl said the new Commissioner of Education effective July 1, 2024 will be Senator Karla Eslinger. Dr. Herl stated that teacher absences are down 19.56% compared to last year. He also said that the lawsuit regarding the Jackson County Assessed Valuation brought by Trevor Tilton, Square One Homes and TrevCon, LLC, would move the Assessed Valuation rates back to the 2022 level. He said that most taxing entities have set their levies and budgets. The District, along with several other school districts, has filed an Amicus Brief regarding this lawsuit. The operating loss for the District with a 100% collection rate would be \$13,197,862.00 and the Debt Service Fund loss would be \$2,885,677. These would be significant losses

for the District. Example: a small elementary school (Sugar Creek or Bryant Elementary Schools) yearly expenditure would be \$2,885,677 and a larger school (Truman High School) would be \$16,700,000.

Mrs. Fears shared information regarding an individual who purchased books for an entire school during the Scholastic Book Fair. She also appreciated the suggestion that all Board members remember to use their microphones during Board meetings.

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

Dr. Herl thanked the Board of Education for their work on developing the Independence School District's Legislative Priority Position Platform for 2024. Mrs. Esry said she appreciates the Board supporting various legislation positions rather than opposing items.

Blake Roberson made the motion that the Board of Education approves the Independence School District's Legislative Priority Position Platform for 2024. The motion was seconded by Greg Finke and unanimously approved by the Board of Education. (Page 12579)

Dr. Herl said the Administration is recommending approval of revising the Salary Schedules for Early Head Start Teachers and Early Head Start Teacher Assistants. This would be an increase \$1.50 per hour effective January 1, 2024.

A motion was made by Denise Fears that the Board of Education approves the revised salary schedules for Early Head Start Teachers and Early Head Start Teacher Assistants effective January 1, 2024. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Pages 12580-12581)

Dr. Herl presented information on the District's Lead Water Testing that is required under Senate Bill 681 and a state grant will cover the cost of the testing (Get the Lead out of School Drinking Water Act). The Administration is recommending approving the bid of \$40,864 from Tetra Tech, Inc. for the Lead Water testing at the District's buildings.

Carrie Dixon made the motion that the Board of Education approves the bid of \$40,864 from Tetra Tech, Inc. for the Lead Water testing at District buildings. The motion was seconded by Greg Finke and unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending accepting the bid of \$649,842 from Mid-American Sports Construction for the replacement of the football synthetic turf field at Truman High School. The life expectancy is 10-12 years but it may last longer.

Anthony J. Mondaine made the motion that the Board of Education accepts the bid of \$649,842 from Mid-American Sports Construction for the Truman High School synthetic turf football field replacement. The motion was seconded by Jill Esry and unanimously approved by the Board of Education.

Dr. Herl said the Administration is recommending declaring the items on the attached list be declared as surplus property and be placed on GovDeals.com, recycled, sold as scrap, or discarded. He said surplus items are shared quarterly for the Board of Education's review.

Jill Esry made the motion that the Board of Education approves declaring for surplus the list of attached items pursuant to Section 177.091 R.S.M.o. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education. (Pages 12582-12583)

Dr. Herl said the FY23 Audit was added to the Agenda as it was just received from the Auditors. He explained that Public School Districts in Missouri are required to have an annual audit and following the Board of Education's review and approval, the FY23 Audit will be submitted to the Department of Elementary and Secondary Education as required. Dr. Herl recognized Mardie Gardner and others in the Business Office for their hard work on providing the required documentation. He said the District received an unqualified opinion on the financial statements with no material weaknesses. The District receives one significant deficiency each year and it is due to the District accepting TVA Bonds from Phil Roberts that provides for student scholarships.

Denise Fears made the motion that the Board of Education approves the audit for the 2022-2023 school year as presented. The motion was seconded by Blake Roberson and unanimously approved by the Board of Education.

**Independence Board of Education
2024 Legislative Session**

Legislative Priority Positions

In the interest of public education in the Independence School District, we ask members of the Missouri General Assembly to:

1. Support the local school district's authority to operate a four day school week, prepare their school calendar, and establish the beginning of the school year that is in the best interests of students, staff, and community.
2. Support deadlines for certification of Assessed Valuation to allow school districts to be more accurate in setting levies.
3. Support the full funding of state mandates in accordance with the Missouri Constitution.
4. Support increasing overall state funding, per pupil, in an effort to make Missouri rank in the top one-half of all states in the country in support of K-12 public education.
5. Support local school district's authority to make decisions about matters such as: open enrollment; employee compensation and working conditions; class sizes; educational placement, curriculum and instructional materials; professional development; program and employee evaluation; and Board member election terms and dates.
6. Support a line-item appropriation of state funding for safety measures for local school districts to protect students from harm and/or violence.
7. Support a consistent set of standards and tools to measure the progress of students and meet their educational needs while allowing districts to respond and implement these changes without further disruption to state standards or tests.
8. Strengthen laws that control tax abatement programs.
9. Support funding for Early Childhood expansion.
10. Support a change in the bonding capacity for school districts from 15% to 20% of the district's assessment valuation.
11. Support maintaining full funding of the transportation formula, including modifying the provision the provision that penalizes school districts when they transport highly mobile students back to their original school of attendance.
12. Oppose charter school expansion as law currently exists. All local tax funds should be under the control of a publicly elected board and revenue should not be diverted to non-public educational entities.



Eric J. Knipp, President
Independence Board of Education

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2023-2024**

Step	AA or AS in ECE or *Related Field	BA/BS *Related Field	BA/BS in ECE or Teacher Cert in ECE or ECE SPED	MA/MS in *Related Field	MA/MS in ECE or MA/MS with Teacher Cert in ECE or ECE SPED
1	17.75	22.56	22.96	23.14	23.55
2	18.33	23.16	23.57	23.77	24.18
3	18.94	23.77	24.18	24.34	24.75
4	19.54	24.35	24.76	24.97	25.40
5	20.16	24.97	25.40	25.56	25.98
6	20.74	25.57	25.98	26.17	26.60
7	21.34	26.17	26.60	26.78	27.18
8	21.96	26.78	27.18	27.36	27.80
9	22.57	27.37	27.80	27.96	28.42
10	23.17	27.96	28.43	28.59	29.01
11	23.78	28.59	29.01	29.18	29.59
12	24.36	29.19	29.60	29.80	30.24
13	24.97	29.80	30.21	30.41	30.85
14	25.58	30.41	30.82	31.01	31.46

New employees may enter the scale from Step 1 to 5 based on previous experience
in Early Childhood Education

Substitute Rate: \$12.75 Diploma/GED
 \$14.70 60 + College Hours

\$1.50 will be added to the hourly salary of Early Head Start Teachers

*Related Field: (as defined by the Head Start Act and ACYF-IM-HS-96-10).

D. "A degree in a field related to early childhood education with experience in a teaching preschool children and a State awarded certificate to teach in a preschool program" means the program of study (in combination with the state awarded certificate), typically includes six or more courses in early childhood education and/or child development.

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and Secondary Education.

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHING ASSISTANT
SALARY SCHEDULE
2023-2024**

Step	**Diploma/GED	CDA	60 HRS or AA	(CDA + 60 HRS) or (CDA + AA) or (Degree in ECE or related field)
1	12.75	14.19	14.70	14.95
2	12.75	14.49	15.00	15.25
3	12.75	14.80	15.30	15.56
4	12.75	15.10	15.61	15.86
5	12.75	15.41	15.91	16.17
6	12.75	15.71	16.22	16.47
7	12.75	16.01	16.52	16.77
8	12.75	16.32	16.82	17.08
9	12.75	16.62	17.13	17.38
10	12.75	16.93	17.43	17.69
11	12.75	17.23	17.74	17.99
12	12.75	17.53	18.04	18.29
13	12.75	17.84	18.34	18.60
14		18.14	18.65	18.90
15		18.45	18.95	19.21
16		18.75	19.26	19.51
17		19.05	19.56	19.81

New employees may enter the scale from Step 1 to 5 based on previous experience.

Substitute Rate:	\$12.75	Diploma/GED
	\$14.70	60 + College Hours

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and Secondary Education.

\$1.50 will be added to the hourly salary of Early Head Start Teaching Assistant

**Diploma/GED column: Staff must be working toward their CDA and have a maximum of 2 years to complete certification and must complete an Early Education Credential Plan & Timeline form upon starting their new position.

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

Date: 12-12-23

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Gran
Accessories for iPad & iPhone	2			No	Obsolete	†
All-In-One PC	114			No	Obsolete	†
Blodgett Model CAM (Glendale)	1		cb12-04/2193660-02	No	Broken	†
Blodgett Model CAM (Glendale)	1		b708-09/8193660-02	No	Broken	†
Blower Dewalt	1	20004282	302490	No	Broken	†
Camera	17			No	Broken	†
Chromebook	135			No	Broken	†
Combo Desk	26			No	Broken	†
Computer Desk	1			No	Poor	†
Document Camera	85			No	Obsolete	†
File Cabinet - Four Drawer	1			No	Broken	†
File Cabinet - Two Drawer	2			No	Broken	†
Hobart Commercial Freezer Model QF2 (IA)	1	13006720	32-1088357	No	Broken	†
Hobart Dish Machine Model AM-14 (Fairmount)	1	18001605	27-097-226	No	Broken	†
Hobart Dish Machine Model AM-14 (Sugar Creek)	1	13614444	21-129-095	No	Broken	†
iPad	242			No	Obsolete	†
LapTop	41			No	Obsolete	†
Library Book	1,307			No	Obsolete	†
Library Book	8 Boxes			No	Obsolete	†
Magnifier	1			No	Obsolete	†
Maytag Commercial Dryer	1	13016086	Z1842254UF	No	Broken	†
Maytag Household Refrigerator	1	18000082	V5426875374	No	Obsolete	†
McCall Freezer Model 4- 404SF (IA)	1	13006721	M-119424	No	Broken	†
Monitor	11			No	Obsolete	†
Network Rack	1			No	Broken	†
Norlake Commercial Freezer Model BF803SSS/8 (Fairmount)	1	13014787	7091327	No	Broken	†

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

Date: 12-12-23

Asset Description	Quantity	Asset #	Serial #	Donate Item	Condition of Items(s)	Gran
Panasonic Microwave Model NE-3280 (Truman)	1	13038530	6K72030037	No	Broken	1
Phone	37			No	Obsolete	1
Power Amp	3			No	Broken	1
Printer	15			No	Obsolete	1
Projector	31			No	Obsolete	1
Round Table	1			No	Poor	1
Servers-NOC	23			No	Broken	1
Smart Slate	1			No	Obsolete	1
Smartboard	13			No	Broken	1
Student Chair	80			No	Broken	1
Student Desk	10			No	Poor	1
Table - 6 ft rectangle Metal	2			No	Poor	1
Table - Round	12			No	Obsolete	1
Tablet	1			No	Obsolete	1

There being no further business to come before the Board of Education, the motion was made by Greg Finke, second by Jill Esry, at 6:22 p.m. to adjourn the meeting and go into executive session for legal, personnel, real estate, and student 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